



EKU Department Psychology Newsletter

Eastern Kentucky
University

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The Psychology Department bid a fond farewell this year to our long-suffering Administrative Assistant, Brenda Brockman. After many years of service to EKU, Brenda retired in December, 2008. She came to the university shortly after the Earth cooled and worked in a number of positions in Telecommunications and in the President's office.

In 2002, the opportunity of a lifetime came along (with the benefit of hindsight she may not see it that way) and Brenda joined the Psychology Department. As Administrative Assistant she wore many hats including wise counselor to faculty, staff, and students, skilled Chief Operating Engineer for photocopiers, printers, laminators, binding machines, and other office equipment, and Technology Consultant (assisting faculty in such complex and, to us, mystifying tasks as turning on our computers, turning off our computers, using test-item banks, and surfing the web).

She indulged us with her world-famous balloon biscuits. She patiently answered the same questions day in and day out (e.g., "Where is this form?" or "How do I complete a travel reimbursement form?" or "Where are the pencils?" or "I've locked myself out of my office for the third time today - may I borrow your key?"). She courageously protected us from evil doers, like the time she chased down the purse snatcher and attempted to leap into his moving get-away car as it sped down University Drive. She saved an overwrought and neurotic chair from countless blunders. We miss her quiet competence, her team spirit, her good humor, and her kindness, and wish her well in her new role as Lady of Leisure and Grandmother.



Brenda Brockman

Graduate Program Updates

I/O Graduate Program

The I/O program rolls along. Recent student projects have been for the Lexington Fayette Urban County Police Department, the Lexington Humane Society, St. Joseph Healthcare, Intertape Polymer, EKU Human Resources, the Kentucky Department of Criminal Justice Training, EKU Regional Stewardship, EKU Wellness, Philips Lighting, the Kentucky DUI Assessor Program, and KI-USA.

These projects have included test validations, reports on the use of tests in selection, physical ability tests, selection decision making, development of policies and procedures, development of progressive discipline and termination manuals, employee opinion surveys, analyses of risks of heavy machinery, and training courses in compensation topics, negotiation and bargaining, student ambassadorship, healthcare cost reduction, and performance appraisal.

Dr. Henning and several I/O graduate students attended SIOP. Faculty affiliated with the I/O program met and discussed program improvement. It was agreed to streamline the comprehensive exams process and to make comps grading easier and the whole process more understandable to everyone.

Dr. Palmer has begun collaborating with other faculty to create a "Center for Applied Rural Psychology" (CARP). They hope that the center can become a vehicle for serving the region and for generating money for the Psychology Department, graduate student travel, and other desirables. Palmer points out that the current name (CARP) is tentative.

General Psychology Program

The graduate students in the General Psychology Masters Program are currently developing their projects for their thesis. Angela Scott is working with Dr. Teri Nowak. Angela's thesis is a comparative analysis of the effectiveness of Parent-Child Interaction Therapy and Play Therapy. Brittany Broder is working with Dr. Myra Beth Bundy. Brittany's thesis concerns play styles in children with autism, specifically examining categorization schemes created by Case-Smith and Kuhanek. Amber Acke is working with Dr. Bob Mitchell. Amber is looking into the ability of dogs to detect, and respond to avoid, deception.

Clinical Graduate Program

The Clinical Psychology Program continues to be a very active program. The program received the ten year review by the Masters Programs Accrediting Council (MPAC), the accrediting agency of the Council on Applied Programs in Psychology in November. The Clinical Psychology program passed with flying colors.

Our graduating class of this year, (the class of 2007-2009), completed all of their coursework and internships, and is now in the process of moving into the professional psychology community. A number of our graduates are going into applied positions as M.S. Psychologists, and several are going on to doctoral programs. Cody Carson and Shondra New are going on to doctoral programs, and Allison Blackburn-Barnard, Paige Brigmon, Belinda Castle, Josh Davis, Joe Dickhaus, Amber Finn and Angela Mattingly have positions at a variety of Community Mental Health Agencies in the central Kentucky area. Theresa Schumacher will be teaching part-time with the Department of Psychology in the Fall of 2009.

As always, the Clinical Psychology program is looking forward to the future. At this point, the program has submitted a proposal to offer a Doctor of Psychology (Psy.D.) to the University. So far the proposal has received strong support from the University Administration, as it gradually moves its way upward through the University Channels.

School Psychology Program

Our school psychology program is doing extremely well! We just received the news that we have been granted full approval by the National Association of School Psychologists. This approval is not easy to obtain and we are all happy regarding this decision. We continue to have three full-time school psychology faculty, Dr. Hale, Dr. Florell, and Dr. Nowak, leading this program as we continue to pursue high standards of education and training. Our research groups are now in their third year and are doing well. One of our current interns, Larissa Shoemaker, recently presented at the NASP conference in Boston with Dr. Hale and one of our alumni, Wesley Sheeley. Dr. Nowak and Dr. Florell have also had several presentations with many of our school psychology students. We are proud of the level of research experience provided to our students through these research groups and we plan to continue growth and development in this area.

Work-Life Balance and Boundary Management in Law Enforcement



Managing the conflict between work and non-work roles has become a primary concern for employees and organizations. With approximately 85% of the U.S. workforce responsible for family members (NSCW, 2002), and growing numbers of dual-career families, maintaining work-life balance is becoming increasingly difficult. A lack of work-life balance has been associated with negative work outcomes such as lower job satisfaction and commitment, stronger turnover intentions, and greater absences and occupational stress, all of which can decrease organizational productivity. Work-life balance has also been associated with better quality of life for employees (Frone et al., 1992; Grzywacz & Marks, 2000; Kossek & Ozeki, 1999; Netemeyer et al., 1996).

The physical and psychological processes involved in creating boundaries between work and non-work roles (termed boundary management) are thought to influence the experience of work-life balance (Ashforth et al., 2000). *Role segmentation* is the extent to which aspects of work and home life are kept separate from one another, whereas *integration* represents a lack of separation (Kreiner, 2006). Employees are thought to differ not only in their preferences but also in their ability to segment/integrate their roles. Additionally, organizational variables (e.g., family-supportive policies) are thought to play a role in an employee's ability to manage role boundaries. Little research has examined how boundary management ability and preferences

influence the experience of work-life balance.

Dr. Jaime Henning is conducting research examining work-life balance and boundary management processes in the high stress occupation of law enforcement. A total of 80 police officers from Kentucky completed an online survey regarding their work-life balance, boundary management practices and preferences, and work outcomes. Preliminary findings suggest that employees, who perceive greater ability to integrate their work with their home domain, or believe they are able to transition from the home to the work domain fairly easily, experience less work-family conflict. Additionally, employees who prefer greater integration of the home domain into the work domain experience greater family-work facilitation, meaning experiences in the family domain seem to positively influence participation in the work domain. For example, having someone at home to talk to helps one to deal with problems at work.

These findings provide some preliminary evidence that individual preferences and perceived ability to integrate work and home roles may influence experiences of work-life balance. Furthermore, it appears certain organizational factors such as control over one's work schedule and perceptions of supervisor support and family-supportive organizational policies influence employees' perceptions of their ability to integrate these roles. Thus, organizations may be able to take steps to allow for greater integration among work and non-work roles for those employees who prefer greater integration, thereby reducing levels of work-life conflict.

Current Research News and Events

Posters at the Capitol is a conference that is designed to celebrate the research, scholarly, and creative accomplishments of undergraduates at Kentucky's public institutions of higher education. It provides students with the opportunity to present their projects to state legislators and to impress upon them the importance of faculty/staff-mentored projects to the overall education of Kentucky students. This is a peer-reviewed event.

The following Psychology majors were selected to present their projects at Posters at the Capitol, February 5, 2009:

Mentor: Thomas Reed

Tina Al-Kabandi

Mentor: Dan Florell

Bethany Bowling

Mentor: Jonathan Gore

Allison Kiefner

UP (Undergraduate Presentation) Showcase is an annual conference held on the EKU campus. The UP Showcase celebrates student-faculty collaborations "from the creative arts to the discovery sciences."

The following Psychology majors were selected to present their projects at the UP Showcase, April 10, 2009:

Mentor: Jonathan Gore

Kelly Burton

Christina Hoover

Miranda Dobbs

Allison Kiefner

Jenny McGowan

Everett Sambrook

Amanda Sheppard

Mentor: Dan Florell

Clyde Jamison

Undergraduate Research Highlight:



Jessica Sturgill

During an independent study with Dr. Perrine, Jessica designed and completed a research project on how people perceive job candidates who speak with an Appalachian accent. Her findings revealed that a job candidate with an Appalachian accent was perceived more negatively, but only by those students who identified themselves as "Appalachian." These surprising findings may relate to how people learn to think about themselves through the eyes of others. Jessica, who is now in the graduate program for School Psychology, is preparing to submit her research for publication in the Psi Chi Research Journal.

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Aging and Risky Decision Making

Dr. Jacobs-Lawson is a psychologist by training and is currently an assistant professor in the Graduate Center for Gerontology at the University of Kentucky. Her research has focused on understanding how individuals make decisions for and during late-life. This colloquium will cover her recent research on aging and decision making.

First, she will present research on the factors that influence late-life planning. This line of research has shown that when making decisions about retirement and financial planning for the future, individuals are influenced by their knowledge, risk taking tendencies, and desires to think about and plan for the future. Most importantly, findings have consistently shown that age and

gender exert strong influences on the types of decisions people make and the level of risk they are willing to take.

Next, she will present findings on age differences in how decisions are made and the role that this may play in the quality of those decisions. In this discussion, she will address the importance of considering who the decisions are made for, as this has been shown to have a strong influence on how individuals approach risky decisions.

Finally, she will conclude her talk by presenting findings from a recent study examining how older lung cancer patients make treatment decisions. Combined, her research aims to understand how age influences how we make risky decisions

so that we can develop aids and interventions to help people navigate the complexity of real-world risky decisions.



Dr. Jacob-Lawson

Psi Chi & Psychology Club News

It has been a great year for Eastern Kentucky University's Psi Chi and Psychology Club as they participated in a number of civic, social, and professional activities. Most notably, the Chapter collected items to donate to The Center for Women, Children and Families and is currently collecting similar items to contribute to Richmond's newly-opened Hope's Wings Domestic Violence Program. The Chapter also traveled to New Orleans, LA in February to attend the Southeastern Psychological Association (SEPA) conference. Twenty-three EKU psychology graduate and undergraduate students, as well three faculty members, took part in this annual meeting.

Currently, members and faculty sponsors are preparing for the annual Psi Chi ceremony that will be held in late April, where

members are inducted into the local and national chapters. Also at the meeting, the current Psi Chi officers will turn over the reigns to the newly-elected officers for the 2009-2010 academic year. Additionally, Psychology students receiving Departmental, College, or University awards or honors will be recognized.

Members and faculty sponsors are continuing fundraising efforts to fund the Chapter. Of particular interest are the annual t-shirt sales. A number of t-shirts are still available. Anyone interested in purchasing a shirt, obtaining more information about the Psi Chi/ Psychology Club organization, or are interested in donating funds toward the Chapter can contact Dr. Julia Robinson (julia.robinson@eku.edu) or Dr. Theresa Botts (theresa.botts@eku.edu).



Dr. Robinson & Ashley Candelaria displaying their research at SEPA (top)

Psi Chi and Psychology Club members gather for a picture at the Southeastern Psychological Association annual conference (bottom).



Dr. Anne Russon



Dr. Anne Russon

Dr. Anne Russon, Professor of Psychology at Glendon College, York University, Toronto, Canada, has since 1989 been studying ex-captive Bornean orangutans rehabilitated and released to free forest life. She gave two talks at EKU in the fall 2008 semester. The first, entitled "The nature and evolution of great ape intelligence," examined the kinds of skills apes use in the wild that exhibit their intelligence, focusing particularly on her own observations of orangutans. She also discussed the evolution of intelligence in great apes generally.

Her second talk, entitled "Weighing the merits of orangutan 'eco'-tourism," presented the consequences--most negative--for orangutans of having swarms of people unfamiliar to them descend upon them. Tourists can be a problem because they feel they are owed intense interactions with orangutans, and try to engage with them even when told not to.

This event was sponsored by the College of Arts and Science, as well as the Departments of Psychology; Geography & Geology; Anthropology, Sociology & Social Work; Recreation & Park Administration; and Biological Sciences.

Alumni Updates

1970's

Beth Patten Starling

Degree: MS in Clinical Psychology
 Date of Graduation: 1976
 Accomplishments: She has worked as a marriage and family therapist in various clinical settings, both public and private. For the past 11 years, she has been in private practice in Asheville, NC. She is also an Approved Supervisor for AAMFT, and an enjoyable part of her work has been the supervision of provisionally licensed therapists. Her three kids are now 27, 23, and 19, all pursuing college and/or graduate studies. Life is good and would love to hear from old classmates!

1990's

Cheryl Henson Rapier

Degree: BS in Psychology
 Date of Graduation: 1998
 Accomplishments: Sr. Account Manager/ Executive Recruiter with PsychPros Executive Search in Cincinnati, OH.

Adrienne Grizzell

Degree: B. S. in Psychology
 Date of Graduation: 1994
 Accomplishments: Was named 2009 Women Business Owner of the Year

by the National Association of Women Business Owners, Lexington Chapter. She owns MANAGEMENT, Inc., a for-profit association management company that works for nonprofit organizations. Her psychology degree serves her well working with Kentuckians with physical and intellectual disabilities.

2000's

Tamyra Frazier

Degree: PsyS in School Psychology
 Date of Graduation: 2001
 Accomplishments: Worked as a School Psychologist in Estill County for 4 years until she had her second son Andrew. She now teaches PSY 200 part time at EKU while taking care of her three boys the rest of the time. She is also a certified trainer for the state of Kentucky and doing training for several organizations throughout the area

Autum McCane

Degree: MS in Clinical Psychology
 Date of Graduation: 2004
 Accomplishments: Received Ph.D. from U of L (Counseling Psychology) in 2008. Currently employed at the VA in Lexington, KY working with veteran's with PTSD. Also, teaches

part-time Intro to Psychology at EKU.

Jessica "Katy" Hornback

Degree: BS in Psychology
 Date of Graduation: 2005
 Accomplishments: BA Psychology
 She is a Legal Assistant at the firm Ward, Hocker & Thornton.

April Corbin Walters

Degree: PsyS in School Psychology
 Date of Graduation: 2006
 Accomplishments: She works as a school psychologist with Madison County Schools and recently had a beautiful baby boy, Jack, in June 2008

Lencia Alexander Mountjoy

Degree: PsyS in School Psychology
 Date of Graduation: 2006
 Accomplishments: completed my M.A. in education at Asbury College in 2006, certified to teacher LBD students. Currently, she is employed by the Boyle County school system. She is a district School Psychologist, ARC Chairperson, and Special Education consultant. She taught special needs students for 6 years prior to this current position. She will be celebrating 25 years of marriage and has 4 beautiful children.



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Psychology Department Redesigns Its' Website

The psychology department spent the summer redesigning its' website. There is now a specific section devoted to alumni. The alumni section has plenty of information for alumni who want to come back to visit. It also allows alumni to catch up with what is happening in the department by reading current and past issues of the PsyQ. We are planning to add video which includes guest lecturers that we have had on campus.

We hope that the changes to the website will allow alumni to remain active with the department and be more user friendly. If you have any suggestions for improving the content on the alumni page, please let us know.

Let's Hear from Alumni

We love to hear from our alumni. After a rough past couple of years in publishing the PsyQ, we want to know what you have been up to so that we can include an alumni update section in the PsyQ. Please send us your updates by e-mailing Dan Florell at dan.florell@eku.edu. You can also submit your updates to Dan Florell by accessing the Psychology Department at www.psychology.eku.edu. This page will provide you with an Alumni link where the Alumni Questionnaire is located.