



**Christmas time.** Photographer and psychologist Dr. Tom Stigall captured this scene at his Baton Rouge home. President of the Louisiana Photographic Society, he shares some of his beautiful photography with *Times* readers for our holiday issue.

## LSU IO Psychology Turns 60

- J. Nelson, S. Booth

The LSU Industrial-Organizational Psychology (IO) Program is one of the oldest, continuously running IO programs in the US, with a long, distinguished legacy. Next year marks the 60<sup>th</sup> anniversary of the program, which began in 1952 with the late Dr. Bernard Bass, an

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*"On Higher Ground"*

## School Psychologists Gather For Convention in Lafayette

The 31<sup>st</sup> Annual Louisiana School Psychological Association Conference was held in Lafayette November 2 – 4, 2011.

Dr. Kevin Jones, President of the association, noted to the *Times* that this year's turnout for the conference was very strong. "Attendance was very high – 231," he said. "Among these, 134 were practicing school psychologists and trainers, 57 students, and 40 others. We were especially pleased with the high number of students from various institutions – Tulane University, Nicholls State University, LSU Shreveport, LSU Baton Rouge, and the LAS\*PIC internship program in New Orleans."

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*Concerns Over 251*

## LPA Passes Second Motion After Being Stalled by LAMP, LSBEP

At its regular meeting on November 12, 2011, the Louisiana Psychological Association (LPA) Executive Council passed a motion supporting the "reinstatement of the regulation of the psychological aspects of the medical psychologists' practice under the Louisiana State Board of Examiners of Psychologists." They put this item into their legislative agenda, according to sources.

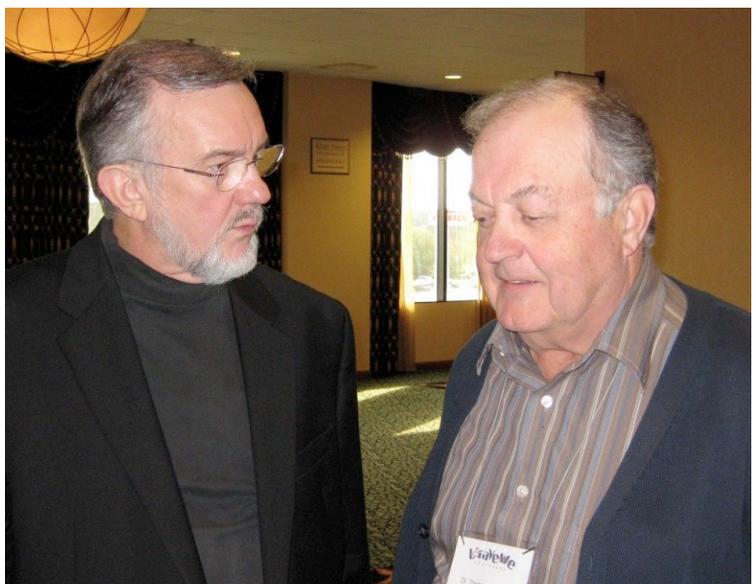
The November action followed a similar effort by opponents of Act 251 at an April 2011 Town Hall meeting of LPA. But that effort stalled over the last six months.

The November LPA council motion outlined the political objectives for the organization. Included was the LPA goal to defend the psychology licensing law during the current 2012 Sunset threat. The motion also laid out the organization's goal of protecting psychology's scope of practice.

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## LSBEP May Regulate Behavior Analysts, Increase CEs

The psychology board discussed regulating Behavior Analysts and increasing CE requirements from 30 to 40. See excerpts from the minutes on page 6.



Dr. Alan Coulter (L), LSU Health Sciences Center, talks with Dr. Thomas Fagan, recipient of the Lifetime Achievement Award for his support to LA school psychologists. (Photo courtesy LSPA.)

### LPA Passes Second Motion...

Sources indicated to the *Times* that the item to reinstate the psychology practice of medical psychologists to the psychology board was opposed by members sympathetic to the medical psychologists. Also those who wanted an end to controversy within the association opposed the move or abstained. The controversy has been continual since the passage of Act 251 in 2009.

The motion, obtained by the *Times* from an undisclosed source close to the council, passed with a 6-2 majority, according to one source. "The reinstatement of the regulation of the psychological aspects of medical psychologists' practice under Louisiana State Board of Examiners of Psychologists. In pursuit of this goal, LPA will seek to collaborate and find common ground with Louisiana medical psychologists, the Louisiana Academy of Medical Psychologists, and the Louisiana State Board of Medical Examiners."

The source indicated that the move was "aspirational" only, and that it will likely take several years to

achieve. The source also said that LPA has little political clout to go up against the Louisiana Academy of Medical Psychologists (LAMP) or medicine.

The recent November action follows a similar effort made at a Town Hall meeting in April 2011 when Dr. Tom Hannie proposed that LPA talk with the state medical society, the medical board, and the psychology board, and discuss "...finding a way for psychologists to regulate the psychological practice of all psychologists, while leaving physicians to regulate the prescriptive practice of medical psychologists." After adding LAMP to those negotiating a solution, the motion passed with an overwhelming majority of those attending, including medical psychologists.

Dr. Hannie explained to the *Times*, "There are no apparent reasons for any of these groups to oppose this idea. If that is the case, next year legislation for this could go through with little or no opposition. If there is opposition from any of these groups the reasons might be of interest to us all."

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## The Psychology Times

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We welcome ideas for news, features, Letters to the Editor, photos, and other material related to psychological community of Louisiana. Editorials and commentary reflect the opinions of this newspaper. Columns and Letters to the Editor express the opinions of the writers and not necessarily those of *The Psychology Times*.

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*Psychology Times* cartoonist Jake N. Dooley (center).

# Merry Christmas!

Dr. Julie Nelson and the STAFF wish you a  
SAFE AND HAPPY HOLIDAY!

## The Psychology Times

## LPA Passes Second Motion...

LPA President Dr. Phil Griffin, following the directions of the April motion, told the *Times* of several attempts to open a conversation with LAMP president Dr. John Bolter, but no discussion about Act 251 was agreed to or occurred.

On November 18, Griffin also noted to the *Times* that he had contacted the state medical board and that they said they would "take up my request at their next meeting."

Griffin also contacted the Louisiana Board of Examiners of Psychologists (LSBEP). He told the *Times* that he received a November 15, 2011 letter from them saying that they had discussed his request.

"They indicated that the Board could make no such change and that would be a legislative matter," Griffin told the *Times*.

"LSBEP Chair Tony Young pointed out that the LSBME and LSBEP entered into a Memorandum of Understanding, that allows both parties to cooperate on matters pertaining to the practice of psychology," Griffin explained Young's message to the *Times*.

Griffin said, "Dr. Young further adds that there 'have been no problems with this arrangement.' He [Young] furthermore describes 'an excellent working relationship' with LSBME. In closing Dr. Young added '...we know of no threat to the public posed by the arrangement,'" Griffin related to the *Times*.

Griffin said, "My question to them was more about the feasibility of having two boards monitor the two aspects of practice of the Medical Psychologists and their reply was that things are working out fine in their opinion and the current arrangement poses no risk to the public."

Some in the community have questioned the medical psychology

## Southeastern Psychological Association To Meet In New Orleans, February 2012

The Southeastern Psychological Association will hold its annual convention in New Orleans, February 15 -18, 2012, at the Sheraton. Highlights include G. Stanley Hall Lecturer, Dr. Roy Baumeister, Social Psychology Area Director and Francis Eppes Eminent Scholar from Florida State University. He will present "The Why, What, and How of Human Consciousness." Other invited speakers include Dr. Randall Engle, "Working Memory/Attention Control as State and Trait Variables," Dr. Ludy Benjamin will present "Goodbye Dr. Chips: Or When Will College Professors No Longer Teach Any Courses?"

Dr. Susan Thorson-Barnett, Chair of Psychology at Northwestern State University in Natchitoches, will present "Microskills: I'm hearing what you are saying, but what are you saying?"

Dr. Rosemary Hays-Thomas, Professor at University of West Florida, with her IO specialization from LSU, will present "Managing Diversity in Organizations."

influence on the psychology board and on board appointments.

Dr. Young, the Chair, is in training as a medical psychologist, and two other board members are MPs, licensed under the medical board, and contributors to LAMP-PAC.

The LSBEP view is not shared by several national groups who have criticized the regulatory changes brought by Act 251 that place the practice of psychology by MPs under a different profession.

Some of those noting concerns with Louisiana's statute include the Interdivisional Healthcare Committee, an independent group composed of seven APA divisions.

The APA Board of Professional Affairs and the APA Board of Educational Affairs have also noted concerns with aspects of 251.

When speaking about supervision issues, the Executive Director of the Association of State and Provincial Psychology Boards noted concerns. The Committee for the Advancement of Professional Practice and the American Board of Medical Psychology have also expressed concerns.

## Dr. Chafetz Elected To AACN Board

The President of the American Academy of Clinical Neuropsychology (AACN) announced today that New Orleans clinical and neuropsychologist, Dr. Michael Chafetz, has been elected to the AACN Board.

AACN President, Dr. Michael McCrea, said to members that the organization was fortunate to have Dr. Chafetz and the other new appointees to "help lead us into the future." AACN is a national organization for those psychologists who have achieved board certification in the specialty of Clinical Neuropsychology.

Dr. Chafetz is also a Fellow in the National Academy of Neuropsychology. He has earned the ABPP in clinical neuropsychology. He has over 98 publications and presentations, and has served as Expert to Administrative Law Judges for Social Security, and is a reviewer for numerous journals.

## School Psychologists Gather...

Dr. Jones explained that highlights of this year's program included two of the nation's best speakers on behavioral disorders in childhood and adolescence, Dr. Patrick Friman, ABPP, Director of Boys Town Center for Behavioral Health, and Dr. William Jenson, University of Utah. The Keynote address was delivered by Dr. Kathleen Minke, past president of the National Association of School Psychologists.

Dr. Jones explained that the Keynote address by Dr. Minke was an important event because the national association's Professional Practice Model was introduced.

"Certainly, the most important highlight was the Awards Luncheon," Dr. Jones said, "which gave me the opportunity to present the School Psychologist of the Year award to Mr. Stephen Arnold [Iberia Parish School Board]."

Mr. Arnold also won Member of the Year. "It was the first time anyone could remember two awards going to the same person, but Stephen is made from a different fabric, and is the most tireless and dedicated professional I have ever met," Dr. Jones remarked.

The Lifetime Achievement Award was given to Dr. Thomas Fagan at the University of Memphis. Dr. Fagan "... has provided critical support to Louisiana's school psychologists and our organization for the past 30 years," said Jones.

Ms. Shereen Naser, doctoral candidate at Tulane University, received the Will Bergeron Award. Jones noted that her faculty mentor, Dr. Stacy Overstreet, nominated Ms. Naser. "This award is granted to the state's most outstanding student," Jones said, "and it was a privilege to honor Ms. Naser's exceptional accomplishments."

The theme of this year's conference was *On Higher Ground*. Dr. Jones explained that the theme communicates the state's commitment to interdisciplinary collaboration. "We had several presentations that crossed traditional disciplinary boundaries, both within the school setting and across school-community settings. Several state department initiatives were presented, including the Coordinated Systems of Care [by Jody Levison-Johnson] and Comprehensive Learning Supports [by Tavia Crumpler]."



Dr. Kevin Jones, President of the Louisiana School Psychological Association speaks to attendees at the recent conference held in Lafayette. Dr. Jones is Director of the School Psychology program at LSUS.  
(Photo courtesy LSPA.)

Among the many excellent presentations, this year's program included topics from presenters across the state.

Dr. Alisa Lowery from LSU Health Sciences Center presented "Evidence Based Practices in the Schools: Treatment of Autism."

Dr. Alan Coulter, also from LSU Health Sciences Center, presented a "provocative session" titled "Collaboration in Bulletin 1508/RTI: Is It Collegial or Conspiratorial?"

Dr. Debra Duhe from the State Department of Education, Dr. George Hebert from LSU Health Sciences Center, and Drs. Michael Welch and Kevin Jones from Louisiana State University, along with Rachel Magee from the Rapides Parish School Board, presented "Value Added Portfolios (VAP): A Case Study Approach to Documenting Effective School Psychological Services."

Dr. Rebecca Nolan from LSU Shreveport presented, "Common Medications Prescribed for School-Age youngsters Diagnosed with Autism Spectrum Disorders and Depression."

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## School Psychologists Gather...

Janice Crump from LAS\*PIC (Louisiana School Psychology Internship Consortium) presented “The Triad of Bully, Victim, and Bystander: Identifying Components that Support Harmful Behaviors.”

Dr. Robert Wright, Louisiana State University at Alexandria presented “Behavior Planning for Children with Autism Spectrum Disorders: Competing Pathways Model for Functional Behavior Assessment and Interventions for a Successful Classroom.”

Dr. Stacy Overstreet, from Tulane University, and Dr. Bonnie Nastasi, also from Tulane, presented, “Childhood Trauma.”

Following the Awards Luncheon on Thursday, Dr. Diana Jones from the Louisiana Department of Education presented “RTI in Louisiana: Concerns and Updates.”

Brittany Bates, LAS\*PIC, presented “Alternative Education and Transitioning: How Can They Coincide?” Jeffery Chenier, LAS\*PIC, offered “Methods of Evaluating Single-Case Design Research (Graphs).”

Current President of association, Dr. Kevin Jones, told the *Times* that he is enjoying his role as president. “I very much appreciate the role of this organization

and the hard work of our Executive Council,” he noted.

“The term is a three-year commitment, and I actually enjoyed being President a little more than President-Elect, due to the increased opportunity to work on structural changes to the organization, such as our lobbying efforts, financial resources, and elements of the very successful annual convention.”

“As Past-President,” he explained, “I will devote most of my time to advancing a model of professional accountability, value added assessment, that is reasonable, proactive, and permanent.”

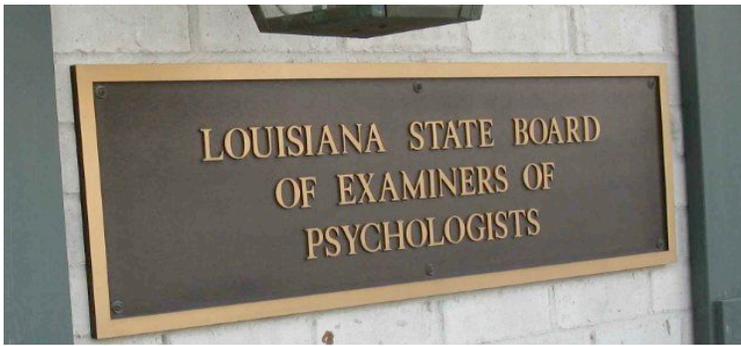
He said, “In the future, I would very much like to see greater collaboration and shared decision making between community and school-based mental health agents. Recent changes in state laws and policy initiatives have created the opportunity for a transformation in service delivery. Louisiana is large enough to be a national model of systems reform, and small enough to actually do it.”

“One of my colleagues, in fact, has already proposed the conference theme for next year,” Dr. Jones said.

“Right place. Right time. Right state.”



The Louisiana School Psychological Association’s “Parade of Posters.” Researchers from Tulane, LSUS, Nicholls State, LSU Health Sciences Center, and LAS\*PIC, presented a host of interesting studies for attendees. (Photo courtesy LSPA.)



## FROM THE MINUTES:

### *Selected Items From LSBEP Minutes of September 16, 2011*

**Legislative Coordinator:** The Board discussed the requests made to the Attorney General's Office regarding LPC Rulemaking and Child Custody Guidelines.

**Sunset Review Committee:** Dr. Matthews reported that he and Dr. Young attended the September 10, 2011 LPA meeting. The Board discussed taking the lead in the Sunset 2012 process with some assistance from LPA. The Board also discussed making tweaks to the law during Sunset 2012, to possibly include changing the requirements for licensure.

### *Selected Items From LSBEP Minutes of October 28, 2011*

**Continuing Education:** Dr. Young reported that he has not received any further information on the ASPPB Guidelines for Continuing Professional Development. The Board discussed amending rules and regulations to incorporate the ASPPB guidelines. The guidelines are expected to outline the ASPPB recommendations to require licensees to earn 40 units every two years, with a maximum number of credits allowed for each area. The Board discussed implementation of the new requirements and the need for offering workshops throughout the State.

**Complaints Committee:** The Board reviewed correspondence received from Michael D. Chafetz, Ph.D., ABPP. Dr. Chafetz requested that the Board consider developing procedures to handle motivated or malicious complaints against psychologists. After careful consideration and discussion, the majority of the Board opined that the current policies and procedures are those that have been recommended by ASPPB and best protect the public. Dr. Zimmerman moved for the Board to do further research on the topic before issuing a response. The motion failed. Dr. Zimmerman moved to add the item

to the Long Range Planning Meeting agenda, the motion passed.

**Telepsychology:** Dr. Young addressed the Board about an earlier request regarding Telesupervision and the use of "Skype". Dr. Young informed the Board that the matter was discussed at ASPPB and it was learned that Skype is not a confidential source, and that anything conducted on Skype, according to their terms and agreement, belongs to Skype. The Board decided to revisit this issue at the Long Range Planning Meeting but in the meantime would advise licensees to only perform duties within the scope of practice as governed in the rules and regulations.

**Behavior Analysts:** The Board discussed the regulation of Behavior Analysts and decided to add this topic as an Ad hoc Committee and on the Long Range Planning Agenda.

**LPA's October 17, 2011 request regarding Act 251:** The Board reviewed the request of Dr. Griffin, President of LPA, to provide feedback regarding Act 251. The Board agreed to reapply to Dr. Griffin and provide a copy of the Memorandum of Understanding between LSBEP and LSBME. Ms. Parker will also obtain an accurate accounting of the number of MPs licensed through LSBME.

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## WCP To Hold Conference

The WCP (World Council for Psychotherapy) is organizing the WCP World Regional Congress of Psychotherapy for March 29-31, 2012. WCP will work in collaboration with the EAP (European Association for Psychotherapy). The congress is to be held in Marrakech (Morocco) with the topic of Psychotherapy, Neurosciences and Culture. It is an opportunity for psychotherapists from Africa, Europe and Middle East to share ideas about their practices, noted Vice President Kamal Raddaou who is calling for abstracts.

Dr. Darlyne Nemeth, from Baton Rouge, was recently elected as Co-Secretary for the World Council for Psychotherapy (WCP), which is headquartered in Vienna, Austria. Dr. Kelly Ray, Baton Rouge psychologist serves as a VP for the United States for the WCP. More information can be found at [www.wcpmarrakech.com](http://www.wcpmarrakech.com)

## LPA Launches On-Line CE Training Program

In an announcement to members today, the Louisiana Psychological Association said it is launching an educational program providing internet-based, interactive seminars for psychologists and psychological scientists across the state.

This comes at a time when the psychology board is considering increasing the continuing education requirements from 30 to 40 for those renewing their license.

Dr. John Fanning, Chair of the LPA Committee for Continuing Education noted in the message that, "We intend to provide internet-based programs, 'Webinars,' for continuing professional development activities that allow participants to take courses from the comfort of their offices or homes."

The goal of the program is to "...provide education about professional psychology in a variety of interest areas, in order to advance the science, practice, and reputation of psychology in our state."

Fanning noted that another goal was "... to build connections between Louisiana psychologists and the state's scientific psychologists to help us in filling the gap between science and practice, and to reach out and build connections in our state."

The announcement noted that the presentations available in January and February 2012 will include Drs. Gary Jones and Jean Hollingshead to present on Ethics, Dr. Emily Sandoz' to teach "Acceptance & Commitment Therapy," and Dr. Darlyne Nemeth's to cover "Current issues in Medical Psychology."



Dr. John Fanning (L), Chair of the LPA Committee on Continuing Education speaks with Dr. Rita Culros and Dr. Marc Zimmermann, members of the state psychology board, while at LSU Cook Center conference in October.

Dr. Michele Larzelere's will help train participants in the "Role of the Primary Care Psychologist," Dr. Mike Chafetz will talk on "Current Issues in Social Security Disability Evaluations," and Dr. Carolyn Weyand will provide training on "Working with Dreams in Psychotherapy."

Plans to include all specialties in psychology, such as school, industrial-organizational, forensic, correctional, family, or community, for example, are in progress, explained Dr. Fanning.

The project, called the LPA Online Academy, will also help to gather information about the needs and goals of those in the state psychological community, Dr. Fanning told the *Times*.

"And to help bring ideas and people together that can ultimately improve the overall quality of life in our state," he said.



Dr. Gary Jones, Chair at LSUS, and Dr. Emily Sandoz, UL Lafayette, will present Webinars for LPA.



## LPA Paid For Act 251

Based on records from the state ethics board website, the lobbying firm of Courson Nickel was likely paid by LPA (Louisiana Psychological Association) rather than LAMP (Louisiana Academy of Medical Psychology) to lobby for the controversial legislation, Act 251.

Records show that the lobbyists worked for both organizations, LPA and LAMP, through the 2009 legislative session. However, the lobbyists were paid by LPA and not LAMP. It was not until October 2009 that LAMP paid a fee of \$6,000 to the lobbyists. Then LAMP paid \$20,831 in December 2009. This period was during intense controversy in the association.

The 2009 President Darla Barnett posted a letter to LPA members on June 25, 2009 saying that LAMP had been involved, and "...LPA has monitored this bill, as it does all bills potentially affecting psychology, but took no formal position on the bill. The Louisiana Academy of Medical Psychology and the Louisiana State Board of Medical Examiners have negotiated what they both believe to be the best compromise on the legislation," she told members.

Taking into account the \$18,000 retainer paid to Courson Nickel by LPA for general purposes, the other money needed to pass Act 251 likely came from LPA grant funds, and totaled between \$28,000 and \$54,000.

Tom Hannie said to the *Times* in 2009, "In short, APA and LPA funds were used to create a new profession."

## Pennington's Dr. Corby Martin Looks at New Ideas For Weight Management

Pennington's Dr. Corby Martin, health and clinical psychologist, puts his thinking cap on about how to use modern technology in novel ways in the battle with weight and obesity.

Dr. Martin is Associate Professor at Pennington Biomedical Research Center and Director of the Ingestive Behavior Laboratory. Dr. Martin and his team conduct randomized controlled trials on weight management. They also conduct laboratory-based studies on the effects of different interventions on food intake and energy expenditure/metabolism.

Dr. Martin's group specializes in the development and delivery of e-Health interventions, which deliver weight management services to patients while they live at home.

"We recently validated a novel method to measure food intake while people live at home and go about their daily lives," he told the *Times*. "When using this method, called the Remote Food Photography Method, people capture images of their foods with a Smartphone and these images are sent to our server where we accurately estimate food intake.

People can receive valuable information about their food intake habits in the comfort of their own home since we send this feedback directly to their smartphone."

The group is investigating another novel use of technology. "...we recently developed and successfully tested an e-Health intervention that delivers weight management treatment to patients while they live at home,"

Dr. Martin noted. "Patients' body weight, energy intake, and exercise data are automatically collected in the home environment in real-time using e-Health communication technology, and patients receive treatment recommendations based on these data. These recommendations are delivered to the patient via the multimedia capabilities of smartphones."

Dr. Martin and his colleagues from across several groups at Pennington, recently published "Trends Over 5 Decades in U.S. Occupation-Related Physical Activity and Their Associations with Obesity."

The study examined the trends in work-related activity and estimated that Americans are burning about 100 calories less per day than they were decades ago.

The Pennington "Trends" study helps to explain that the change in activity levels over decades may relate to America's increase in body weight.

Health psychology is an expanding area in psychology. Dr. Martin explained to the *Times*, "Health psychology continues to become more involved in the medical arena. Health psychologists play important roles in bariatric surgery centers, cancer centers, and other settings where chronic diseases, such as cardiovascular disease and hypertension, are treated."



## "Orange Display" -Artist Statement –

"My work is eclectic as to subject matter. It is the product of a desire to preserve images that will be experienced by the viewer as meaningful: esthetically pleasing, sympathetic and nurturing, awe-inspiring or arresting.

The photograph, "Orange Display," was made on the last day of a visit to Venice, Italy in October 2010. It appeals to me because of the dramatic colors and graphic elements created by someone's laundry hung out to dry in a small piazza where schoolchildren were playing. The late afternoon sunlight is soft and slanted across the subject, emphasizing the texture of the fabrics and other surfaces. The overall effect is that of a golden moment, featuring commonplace events in a familiar setting.

I made perhaps a half-dozen exposures of this subject, but the one chosen for this competition seemed to bring together the elements of composition, lighting, color, and texture in the most satisfying way." – Tom Stigall, 10/4/2011"

## Dr. Tom Stigall - Photography

*Editors Note:* In our October "Close-Up" interview with Dr. Tom Stigall, the *Times* discovered that Tom is a photographic artist. "One thing I have been doing since retirement," he told the *Times*, "is indulging myself in a lifelong serious interest in photography." He is currently President of the Louisiana Photographic Society. "I have had some modest success," he said, "in having my work accepted in juried competitions." Recently one of his photographs was accepted in a national competition hosted by the LSU Union and judged by the curator of the Tucson Museum of Art. He has graciously allowed us to bring you this work, "Orange Display," his artist statement, and several other photos for this holiday issue of the *Times*.



"Orange Display," by Dr. Tom Stigall

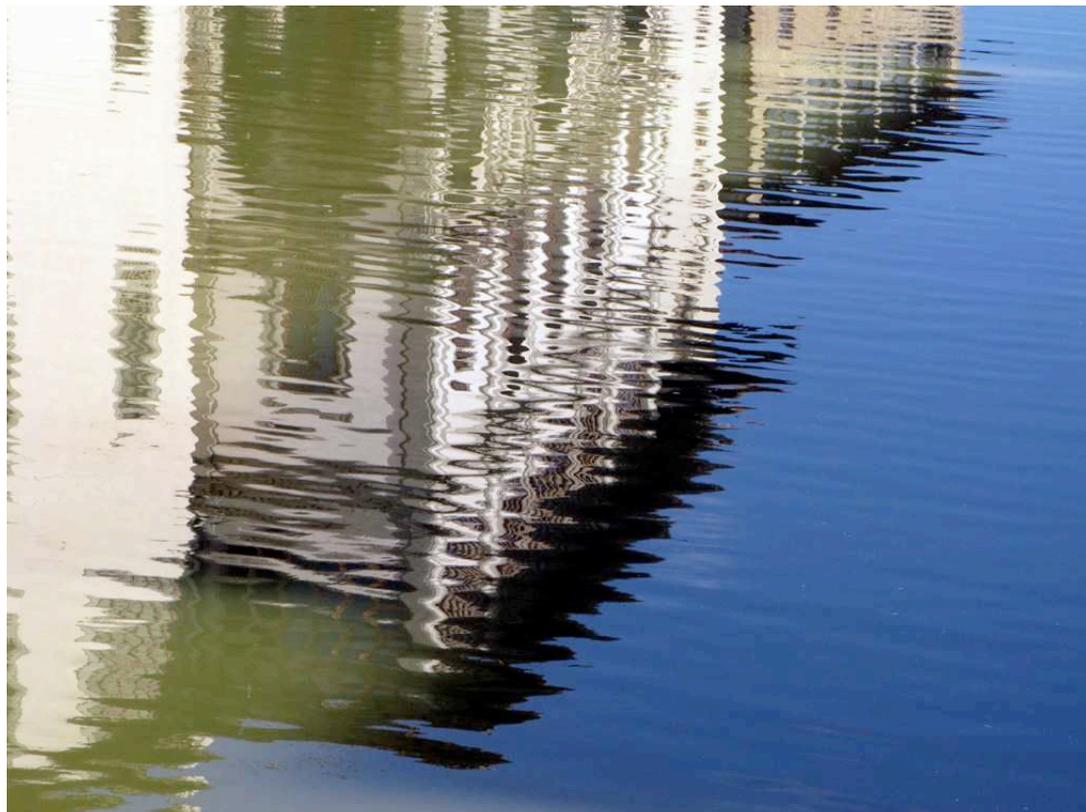
## LSU IO Turns 60...

early expert in IO who gained national acclaim for his work in transformational leadership, who was the Louisiana Psychological Association President in 1957, and who later became Distinguished Professor Emeritus of Organizational Behavior at Binghamton University in New York.

The combination of Dr. Larry Siegel and Dr. Irv Lane, both who served as Chair of the Psychology Department, and who coauthored *Industrial Psychology* and also *Personnel and Organizational Psychology*, mark for many a profound influence through the 60s, 70s, and 80s. With Greg Dobbins and Dirk Steiner taking the reins into the next decade, and to a program now led by Dr. Tracey Rizzuto and Dr. Russell Matthews, who carry on the legacy of quality and contribution.

The *Psychology Times* talked with the program leaders and many in our community who have been influenced by those in the program and the impact on their work and careers.

Dr. Rizzuto, the current head of the IO program, is a Louisiana native. During her undergraduate years at LSU, she got her first taste of IO psychology by working as a research assistant in the program she now leads. When asked how it feels to be a



“Reflections,” by Dr. Tom Stigall

part of the legacy Dr. Rizzuto said, “I feel remarkably blessed to have the opportunity to come ‘home’ to LSU to direct the LSU IO Psychology Doctoral Program.”

Dr. Rizzuto works on a variety of research endeavors, including a project with Dr. Matthews to assess the effects of the aging workforce in the oil and gas industry. Additional efforts include Rizzuto’s investigation into helping Louisiana secondary education teachers to use social networking technology to improve communication, and a project that enters on uncovering ways to enable more adults in Louisiana to attain a college degree. She explained that her goal is “to apply knowledge and skill to address obstacles and

challenges facing Louisiana people and businesses.”

Dr. Matthews is a work-family and occupational health researcher whose primary research includes how adults are best able to manage their work and family domains. He investigates the effects that a lack of management of work and family can have on individuals including stress and decreased well-being. In addition to working on his own research, he currently serves on the editorial boards of *J. of Business and Psychology* and also *Stress & Health*. He also directs the Organizational Psychology Research Consultancy, an applied research center available to companies of all sizes.

Graduate students Jared LeDoux, Claire Taylor, and Shane Lowery assist with a number of research projects in Dr. Rizzuto’s lab, including the work with Louisiana teachers. Graduate students Suzanne Booth, Rachel Trout, and Tatiana Toumbeva are members of Dr. Matthews’s lab working in areas of work-family issues, generational differences, and family embeddedness. Suzanne Booth and Shane Lowery are interns with the *Psychology Times*, a community publication.

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## LSU IO Turns 60...

Regular collaboration between everyone and the small program size facilitates a close and supportive relationship between all the students and professors. This culture of collaboration and supportive training relationships seems to have been handed down through the generations of the LSU IO program.

Dr. William Costelloe graduated from the LSU IO program in 1973. "It was called Social-Industrial at that time," he told the *Times*. His major professor was Dr. Perry Prestholdt, a social psychologist.

"From the day I graduated, I went out and started my own consulting practice," he said, "and have been doing that since 1973." Dr. Costelloe leads the Metairie consulting firm, Costelloe & Associates, offering an array of services such as employee and executive selection, organizational surveys, and management consulting. Drs. David Lange and Brian Bienn, both also graduates from LSU psychology department, are associates at the

firm. "David lives in New Braunfels, Texas, and Brian lives in Atlanta, Georgia," Dr. Costelloe explained. "We collaborate on projects so that we can draw upon each other's specialized areas of expertise to benefit clients."

"The best thing about those days [in graduate school] was that it was a great department," he explained. "There was Siegel, Lane, Prestholdt, Glad, Timmons... Everyone was pulling together and there was overlap between everyone's work."

He noted that the real world experience came through the overlap in the work that professors were doing in social psychology, in the community, and with businesses.

"We did the weekend retreats for Father Phil Cappella at the Catholic Church's leadership conference for Dr. Glad. We did the behavior laboratories for Dr. Timmons at the Institute of Insurance. We were all doing everything."

"I think it was the dynamics between those professors—the collaboration—that gave me the experience and confidence to go out and start my own practice."

Dr. Courtland Chaney graduated from the LSU IO program in 1980. He then worked for the University of Maryland European Division teaching psychology and management at US and NATO military installations throughout Western Europe, specifically in Germany, Spain, The Netherlands and Italy.

"I recall the intensity of qualifying exams," he explained to the *Times*. "More specifically, I remember the overall planning process, the assembly of the various sources defining the body of knowledge for all ten areas covered by the exams, and the total submersion into the various areas of psychology. Those late nights and the 14 cups of coffee a day were standard."

"My graduate education at LSU was absolutely outstanding," Dr. Chaney noted. "The scientist-practitioner model used in the IO program was an ideal fit for me and, I believe, the appropriate model for the field. Each year of graduate school I was required to take a practicum in IO psychology in addition to completing the academic components one expects in a doctoral program."

"At a personal level," he said, "the IO education and experience I received affected my career options, thought processes, and philosophical view of the human condition. I am more at peace with the life cycle because of it."



"River Arno," by Dr. Tom Stigall



Dr. Courtland Chaney, IO psychologist, teaches executives for LSU Continuing Education. (Photo courtesy LSU CE.)

### LSU IO Turns 60...

Dr. Chaney went on to accept a faculty position in the LSU Department of Management where he became the J. Trigg and Betty Baskin Wood, Jr. Endowed Professor in the College of Business. He retired in 2010 and now consults, teaches supervisor and management training for LSU Continuing Education and Executive Education, and works with the local chapter of the Society for Human Resource Management.

"I feel a sense of pride, gratitude and good fortune," he said about his training. "I believe the comprehensive education I received was fabulous." But he also wonders about the trends for IO psychology, being drawn to business

schools and the disconnection between the licensing process and the practice of IO.

Dr. Rosemary Hays-Thomas (formerly Lowe), currently professor of psychology and Director of Women's Studies, at the University of West Florida, crossed paths with Larry Siegel in 1982.

"I visited LSU in the spring of 1982 after the SEPA (Southeastern Psychological Association) meeting in New Orleans and spoke to Larry Siegel about the possibility of doing a post-doc in IO psychology with him." Hays-Thomas had her doctorate in social and had been an LSU undergraduate in psychology. "I had heard Larry speak at SEPA and thought he had really good ideas."

Dr. Hays-Thomas was able to join the LSU faculty and also respecialize in IO.

"...the environment was friendly and very stimulating intellectually," she said. "During that time I studied with Larry and Irv and also with the late Greg Dobbins and with Dirk Steiner..." she noted. "Their courses were solid learning experiences."

At the time Siegel was the first Administrative Officer for SEPA. "Another connection," said Hays-Thomas, "is that I was honored to be chosen as the third Administrative Officer for SEPA." She has recently stepped down from this after nine years of service.

Through the 70s it was the custom of the psychology department to have graduate students choose a major and a minor. Baton Rouge psychologist Dr. Laura L'Herisson is one of those mixtures, earning a degree in clinical with a minor in IO, in 1978, with Irving Lane as her minor professor.

In her positions at Atari and Crocker Bank she found her training served her well. "I was working from a generalist approach," she told the *Times*, "and I'd say it was the only way to be effective. By understanding the individual and the group, and the interaction between the two, I was able to enter industry at a high level of competence."

She told the *Times* her training helped her, "...to learn how the individual and their personality and idiosyncrasies affected the overall structure and the group in the corporate setting."

"I did as much clinical as IO," she said. "I set up Employee Assistance Programs at Atari and Crocker, I handled all the executive problems, I'd do the diagnostics for troubled employees, I established all the training for manufacturing employees on the floor, I was asked to evaluate promotability. ..." She said, "If you did not know the corporate setting and the individual components, it was difficult to be effective."

Dr. Donald Truxillo, now a professor at Portland State University, is the Society of Industrial-Organizational Psychology Chair of International Affairs. From hosting a conference in Italy, he told the *Times* that he finished his doctorate from LSU in 1987, with Greg Dobbins advisor, and worked with Irv Lane and Dirk Steiner.

"As someone who eventually found my calling and became an academic, I think that what LSU gave me was a good start in understanding research and publishing. Faculty were good at including grad students on



LSU IO team collaborates on research: L to center, Claire Taylor, Shane Lowery, and Rachel Trout (reading). Tatiana Toumbeva and Dr. Russell Matthews facing away.

(Photo courtesy LSU IO)

## LSU IO Turns 60...

publications, and that helped me a lot – not just in terms of my cv – but more important, in terms of understanding the process of research and publication. I think that this sort of mentoring is very important for students and is one I try to take with my students today. “

The *Times* talked with Dr. Irving Lane, who is doing well and living in a utopia type town somewhere tucked away in California. He enjoys his retirement and said a hello to all his colleagues in Baton Rouge.

One of the main sentiments behind the celebration of the IO program at LSU is a notion that seems to run through the program as a whole, expressed by Dr. Rizzuto. “The field of IO Psychology can do tremendous good for the state,” she said. It is a sentiment that all those affiliated with the current program share, as they strive to grow and continue the legacy.

The celebration of the 60<sup>th</sup> anniversary of the IO psychology program at LSU is not just a remembrance of what has past, but rather is an acknowledgement of what is to come.

*(Suzanne Booth, MA, is a graduate student in the LSU IO program and Times Intern. J.Nelson is Times publisher.)*

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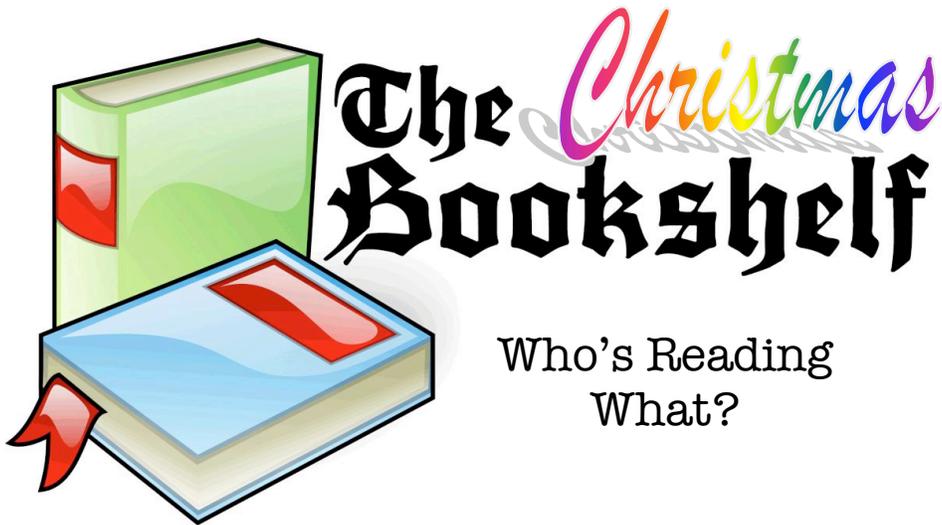
# Don't Be A Grinch



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## Who's Reading What?

*Editor's Note:* This edition of Bookshelf shifts the focus from who's writing what to who's reading what.

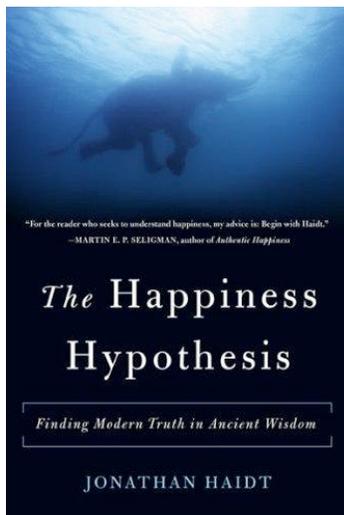
We asked a few people what books they've read and which ones they would recommend to others. We received some interesting suggestions.

- Interviews by J. Nelson, N. Jordan

**Tillman Sheets, PhD**  
(Psychology Chair, Louisiana Tech)

***The Happiness Hypothesis: Finding Modern Truth in Ancient Wisdom***  
by Jonathan Haidt

"I'm currently reading the *Happiness Hypothesis* and listening to an audio book, *Bossy Pants* (read by the author, Tina Fey). I'm also a fan of James Lee Burke's *Dave Robicheaux Novels*. One of my favorite recent reads was a sci-fi fantasy novel, *The Name of the Wind* by Patrick Rothfuss."



I also enjoy Henning Mankell mystery novels; *The Troubled Man*, *Faceless Killers*, *The White Lioness*. This is a Swedish writer and the translations are excellent. Kurt Wallander is his Swedish police detective who solves crimes as he deals with life's ups and downs. His stories are solid and well put together, never far out or unbelievable."

**Judith Stewart, PhD**  
(Past President the Florida Psychological Association)

***The Field*** by Lynn McTaggart

"I found this a fascinating book. McTaggart talks about the zero point field that exists within and between everything. It records all, so potentially, everything communicates with everything else. There are implications for physics, for our minds ability to influence the physical world, for reconciling science and religion and more. The research she cites is cutting edge in many fields and very exciting. Enjoy."

**Phil Griffin, PhD**  
(LPA President)

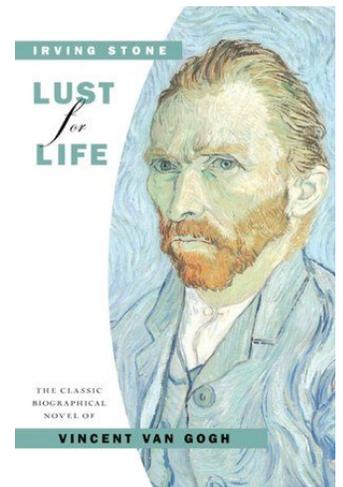
***Night Soldiers*** by Alan Furst

"I enjoy Alan Furst novels; *Night Soldiers*, *The Polish Officer*, *The Spies of Warsaw*, to name a few. He writes pre World War II spy novels set all over Europe. His stories have the same feel as Herman Wouk's *Winds of War* with all the intrigue and behind the scene activity before shots are even fired. His knowledge of geography, customs, and idiosyncrasies of the various peoples of Europe is astounding and you really feel like you are there. His characters are very human, with strengths and weaknesses, and his protagonist generally prevails.

**Joseph McGahan, PhD**  
(Co-Director, Social Science Research Lab, ULM)

***Lust For Life*** by Irving Stone

"The one book I've been nibbling at this semester is *Lust For Life* by Irving Stone about the life of Vincent van Gogh; since my chances of going to Amsterdam are between slim to none, I thought I'd take an intellectual journey via text. I've grown especially fond of his work and interested in his life ever since I saw the movie titled *Dreams*."



## Christmas Bookshelf...

### Jill Hayes, PhD

(Coauthor of *Planning Parenthood: Strategies for Success in Fertility Assistance, Adoption, and Surrogacy*)

***The Curious Lives of Human Cadavers***, by Mary Roach

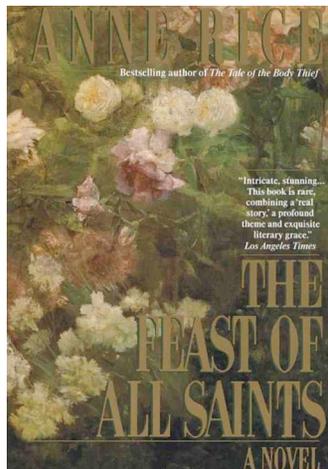
"I am re-reading Mary Roach's first novel, *Stiff - The Curious Lives of Human Cadavers* (2004). This funny, morbid, delightful must-read is a macabre masterpiece about the various uses of corpses through the years. The book is respectful, yet irreverent, which is unusual given topics such as doing facelifts on decapitated heads, using cadavers for crash testing, etc."

### John Robinson, EdD, MPH, ABPP

(Professor, Howard University Hospital/College of Medicine; Co-Author, *Diversity in Human Interactions: The Tapestry of America*)

***A Feast of All Saints***  
by Anne Rice

"My favorite book, and one I finally had a chance to read recently, is by Anne Rice - *A Feast of All Saints*. It's one of her few non-vampire books and is set in New Orleans. I remember discussing this book with Anne when I lived in New Orleans several years ago but never had a chance to read it. Our discussions led me to write my academic book on diversity. Her book gave me a much clearer understanding of New Orleans culture, history, and people. That understanding, I think, gave me insight into the people there in order to provide more culturally relevant services."



**David Thomason, PhD, MP, ND**  
(Past Chair LSBEP)

***The Grand Design*** by Stephen Hawking

"I'm reading *A New Earth* by Eckhart Tolle, *The Grand Design* by Stephen Hawking, and *The*

*Magic of Reality* by Richard Dawkins. I would recommend them all for personal reading. They might be a little dangerous as Christmas gifts depending on the recipient's belief system."

### Harold Dawley, PhD

(Author, *Achieving Assertive Behavior* Publisher)

***Conditioned Reflex Therapy*** by Andrew Salter

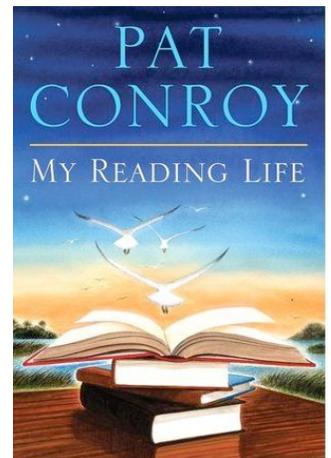
"My favorite book is the first and best book ever written on being assertive, Andrew Salter's classic *Conditioned Reflex Therapy*. After I got out of the Marines I was working as a cement finisher and was extremely nonassertive. Life was tough. I stumbled upon Salter's book and my life was transformed. I decided to become a psychologist and shortly after getting my PhD, wrote my own book on assertiveness, *Achieving Assertive Behavior* (Brooks/Cole) with my major professor, Wes Wenrick. Salter's book helped me become assertive enough to call him up and ask if he would write the Foreword to my book. He went on to write the Foreword. Years later when I became a POD publisher, I called again to see if I could republish his book. He had died but his wife and son agreed to let me re-publish it. I stopped publishing after Katrina destroyed my office in Pass Christian but to this day I am still receiving requests for it."

### Susan Tucker, PhD

(Assistant Warden, Forcht Wade Correctional Center; Sex Offender Treatment Coordinator, DOC)

***My Reading Life***  
by Pat Conroy

"I have recently read *My Reading Life*, by Pat Conroy. Having grown up in the SC area and spending much time along the South Carolina coast, I find Mr. Conroy's way of capturing southern life with passion, humor, and raw truth as a glimpse into the collective history of southerners. His novels include titles such as *The Great Santini*, *The Prince of Tides*, *Beach Music* and *South of Broad*. In *My Reading Life*, he talks of novels and writers that have



Con't next pg

### Christmas Bookshelf...

inspired and shaped his vision of what writing can achieve. His list of influential writers includes, Milton, Tolkien, Hemmingway etc. ... His ability to reflect the deepest of life's themes in story is both remarkable, life changing, and tearfully beautiful.

A quote from My Reading Life reads-

*'I take it as an article of faith that the novels I've loved will live inside me forever. Let me call on the spirit of Anna Karenina as she steps out onto the train tracks of Moscow in the last minute of her glorious and implacable life. Let me beckon Madame Bovary to issue me a cursory note of warning whenever I get suicidal or despairing as I live out a life too sad by half. If I close my eyes I can conjure up a whole country of the dead who will live for all time because writers turned them into living flesh and blood. There is Jay Gatsby floating face downward in his swimming pool or Tom Robinson's bullet riddled body cut down in his Alabama prison yard in To Kill a Mockingbird.---*Pat Conroy'

Pat Conroy explores life through a rich use of words and concepts that dig deep into life's joys, struggles and all that falls in between and he does it with the most beautiful prose that adds a poetry to life's journey and the human condition. I recommend Pat Conroy without hesitation to all (southern or not)."



"Portofina Dusk," by Dr. Tom Stigall

### LPA Sets Convention April 19-21 2012, Invites Proposals

The Louisiana Psychological Association is inviting proposals for continuing education workshops and symposia for the LPA 64<sup>th</sup> Annual Convention to be held April 19-21, 2012 in Baton Rouge. Dr. Bryan Gros, President Elect, is the coordinator for the conference. He is seeking continuing education workshops that teach direct skills and practical applications of theory. Symposium and panel discussion formats are also invited. Oral and poster presentations of scientific research proposals are welcomed. Any member, or non-member with a sponsoring member, may submit a proposal. Dr. Gros can help with answers to questions and can be contacted through the LPA office at 225-766-0185.

### Bd Self-Nominations Close Sunday, Dec 4

Nominations for the coming election for the state psychology board close on December 4, 2011. Nomination forms will be accepted if postmarked by Dec 3 or emailed to the Louisiana Psychological Association Executive Director, Ms. Gail Lowe, by Sunday, December 4, at [lpa@louisianapsychologist.org](mailto:lpa@louisianapsychologist.org).

### The Psychology Times

The *Psychology Times* is provided as a community service for those in the practice, science, and teaching of psychology in Louisiana and related individuals and groups. The *Times* offers information, entertainment, and networking for the Louisiana psychological community.

None of the content is intended as advice for anyone.