

# GSAPP Alumni Newsletter

The GSAPP Alumni Organization—Rutgers University

Fall 2010—Volume XI—No. 2

## Alumni Speakout

### Why Psychologists Should Be Concerned About High Stakes Testing in the Public Schools

Lou Kruger, Psy.D., 1986

In 1978, only one state, New York, required public school students to pass a set of statewide examinations in order to earn a high school diploma. As of 2010, the landscape has dramatically changed. Currently 26 states, including New Jersey, require students to pass a series of high school exit exams (HSEEs) (Center on Educational Policy, 2008). HSEEs were implemented to reverse the “rising tide of mediocrity” in our public schools, close the achievement gap between racial and socioeconomic groups, and better prepare students for an increasingly global economy (Center on Education Policy, 2008).

Despite the noble purposes articulated for HSEEs, the American Psychological Association (APA, 2010) and several other organizations, which represent professionals with expertise in assessment, have argued against high stakes testing in the public schools. The principal critique is psychometric. Any single type of academic assessment, no matter how well designed, is subject to error and samples only a limited part of the entire domain of interest (e.g., proficiency with the English language). Because of these limitations a high stakes decision, such as whether a student should be allowed to graduate from high school, should not be made on the basis of a single type of test. However, that is precisely what is occurring in 26 states.

Although APA’s critique focuses on the psychometric issues, the social justice implications are clear. The over reliance on a single test score for a high stakes decision increases the likelihood that some groups of students, who typically perform poorly on these tests, will be disproportionately harmed. In particular, English language learners, students with disabilities, and African-American students are more likely to struggle with these tests and therefore are denied their diplomas at much higher rates than other students (see, e.g., Massachusetts Department of Education, 2009). The sad irony is that these are the same groups of students who were the intended beneficiaries of high stakes testing. For many of these students, the inequities inherent in the current public school system, such as unequal resources across school districts, are being compounded by the denial of a high school diploma. Large numbers of economically disadvantaged students are being impacted by HSEEs because many of the most populous states with dense urban populations, such as California, New York, and Texas, have adopted



Lou Kruger, Psy.D., 1986

HSEEs. Tens of thousands of students are being denied their high school diplomas each year because of HSEEs. High stakes testing has become one of the major social justice issues of our time.

According to the Northeastern University’s Center for Labor Market Studies (2009), the average annual income in 2007 for an individual without a high school diploma was estimated to be a paltry \$11,000. Individuals without diplomas are denied entrance into the military and many trade unions and post-secondary programs, such as barber, hairstyling and

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## From the Alumni Organization President's Message

Dear alumni,

**I**t is with great pleasure that I introduce you to our new GSAPP Alumni Organization (A.O.) Newsletter Editor, Karla Bailey, Psy.D. Karla's talent, style and publishing skills will surely enrich our future publications. Unfortunately, gaining Karla also meant losing her predecessor, Dr. Jeff Axelbank, whose vision and intellect led our newsletter to what it is today: an amazing communication and education tool that holds us together. Thank you Jeff for all you have done!

At this point, the GSAPP A.O. Board is discussing goals for 2011. Since our resources are very limited, your contribution and participation is important. If you have published a recent paper, given a conference, written a book or have something to say about a special topic, please contact Karla and let us publish it in the newsletter. The diversity of thought and style that is displayed in every issue is truly inspiring. Additionally, let us hear your voice through the alumni listserv and even the Alumni Board. Consider joining the Board and let us know if we can help.



Lucy Takagi, Psy.D., 2006

Your A.O. Board members have been working very hard in the past few months. On May 8, 2010, we held our Third Annual Award Celebration Event at the Crowne-Plaza Hotel in Edison, New Jersey. The event was a success thanks to your support and to the hard work of many. Dean Stanley Messer's guidance and support of the GSAPP A.O. helped ensure a very successful turnout. We achieved a small profit and a contribution to the GSAPP Alumni Scholarship Fund was made. The event honored the professional accomplishments of three very distinguished alumni. Dr. Lou Kruger was the recipient of the Peterson Prize; Dr. Howard Hall was the recipient of the GSAPP A.O. Career Achievement Award; and Dr. Bonnie Markham was the recipient of the GSAPP A.O. Grace Smith Meritorious Award for service provided to GSAPP and its Alumni Organization. Dr. Bonnie Markham has also been recently elected the 2011 APA Treasurer allowing GSAPP to be represented once again on the national level. We are so very proud of her! Another highlight of the event was listening to Lucille Carr-Kaffashan, Ph.D. interpreting Beatles' songs and dancing to the sound of the Primitive Soul Band. For those who stayed until the very end, Dr. Howard Hall – one of the award recipients - gave a special performance of "The girl from Ipanema" on the keyboard which left me in awe of his sheer musical talent. In short, it was a memorable event and I sincerely appreciate your presence and participation.

At the end of 2010 - which scarily is soon approaching - my term as GSAPP A.O. President comes to an end. This is therefore the last newsletter message that I write as your president. It is with great excitement that I introduce you to your next GSAPP A.O. Board President, Rosalind Dorlen, Psy.D., whose term will begin in January, 2011. May your support and contri-

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<http://gsappweb.rutgers.edu/alumni/>

## From GSAPP A Letter from the Dean

Dear GSAPP Alumni,

**T**his past summer I had the privilege of participating in an invited conference at the Hebrew University of Jerusalem on the topic, Multiple Lenses on the Therapeutic Relationship. It was sponsored by the Israel Science Fund and organized by GSAPP alumna, **Orya Tishby ('91)** and Haifa University faculty member, Hadas Weissman. Orya is the Director of the Student Counseling Center at Hebrew University and on the faculty of its School of Social Work. She is also an active contributor to the psychotherapy research literature and a practicing psychologist. Many of the other lecturers, who represented psychodynamic, cognitive-behavioral and family therapy viewpoints, were present or former presidents of the Society for Psychotherapy Research and editors of its journal, *Psychotherapy Research*, or faculty at Israeli universities. I gave the opening plenary talk, entitled "Psychodynamic Perspectives on the Therapeutic Alliance" and a second talk to the presenters on the "Pragmatic Case Study Method" as it pertains to the therapeutic relationship. It was an unusually stimulating and well organized conference that will result in an edited book on the therapist-client relationship. Kudos to Orya for her superb organizational, administrative and scholarly skills!



Dean Stanley Messer, Ph.D.

My wife, Donna, and I stayed on in Israel after the conference and had the pleasure of meeting individually with several GSAPP alumni. I would like to tell you briefly how they are contributing to the development and practice of psychology in Israel. **Zivya Seligman ('97)** has specialized in the treatment of physical and sexual trauma in women and has helped to found six clinics for this purpose. She is also the co-editor of a widely-read book in Hebrew on this topic, with Zahava Solomon who has just been awarded the prestigious Israel Prize.

**Rafi Lottner ('94)** is the deputy director in charge of Autism and Autistic Children in the Department of Mental Health Services in Israel's Ministry of Health. With a budget of \$12 million, his department's mandate is to provide early intervention services to children on the autism spectrum.

**Meir Na'aman, ('82)**, following a career as a psychologist in the Israeli army, is in private practice with expertise in hypnosis. He appeared on Israeli television during the time we were there to explain hypnotherapy to the public.

**Moshe Forte ('84)** worked as a school psychologist for the Municipality of Jerusalem for many years until his retirement and is about to take on a role as volunteer to help parents of special needs, pre-school children. He described his time at GSAPP as a highlight of his life.

**Meir Winokur ('79)** is a practicing psychoanalyst in both Jerusalem and Tel Aviv and is very actively involved in the Israel Psychoanalytic Institute in Jerusalem. He has also been a

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## From the Alumni Organization Memo from the Editor

Karla Bailey, Psy.D., MBA, 2009

**G**reetings to my fellow GSAPP alumni. It took me a long time to be able to say this – not because I have been vying repeatedly for the position of newsletter editor – but because completing my degree took a bit longer than I had expected.

Through this position I look forward to telling your stories, accomplishments, and journeys along the way. I want to thank the GSAPP Alumni Organization Board for choosing me as the new editor for our newsletter. We all owe a debt of gratitude to my long-standing predecessor, Dr. Jeffrey Axelbank, who served in this position for the past 5 years. I can only hope to do as well as Jeff in portraying our alumni achievements, concerns and initiatives.

In this issue, we are treated to the reflections of our past Alumni Organization president, Bonnie Markham, on the occasion of her receiving the Grace K. Smith Meritorious Award for service provided to GSAPP and its Alumni Organization. Lou Kruger, recipient of the prestigious Peterson Prize, shares his professional passion & expertise and issues a “social justice” *call to action* for psychologists about “High Stakes Testing” in our public schools. Our Dean, Stanley Messer shares numerous initiatives and career updates of many of our Israeli alums; and our Alumni Organization President, Lucy Sant’Anna Takagi, bids farewell as she readies for the end of her tenure in December 2010.

Even before this issue is put to bed, I am already excited about the possibilities of future ones and sharing the wonderful, interesting work that so many of you are doing! The alumni organization and newsletter should also be a key networking and advocacy vehicle for GSAPP and its alumni, as well as a mechanism to highlight common issues.

It has of course recently been a sad time at Rutgers and around the country in the aftermath of the tragic and likely preventable death of a promising undergraduate student, Tyler Clementi. As details further unfold, we may learn that some of the first-line helpers at the University failed to respond with urgency to this young man’s outcry. Regardless, we are reminded of the continued psychological injury that is particularly suffered by many marginalized groups in this country. We as psychologists are hopefully strengthened in our resolve to help as many as we can but especially the “least of those” who need our services.

I welcome any input or feedback on our newsletter as well as information about articles, topics, and specific alumni you would like to see featured. Please don’t be hesitant about self-promotion as well if you are doing work that other alumni would be interested to learn about. Write me at [karlakeb@yahoo.com](mailto:karlakeb@yahoo.com) or call at 301-275-0225.

Ciao, until Spring 2011!



Karla Bailey, Psy.D., 2009

## Letter from the Dean

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lecturer in the Department of Psychology’s clinical program at Hebrew University.

**Aiton Birnbaum** (‘91) is not only a practicing psychologist but a tour guide in Israel, which requires a deep knowledge of the history and geography of the land. He has also been teaching at Ariel University.

**Ron Levy** (‘80), a Peterson Prize winner, was in charge of mental health services in the Israel army (the first psychologist to have this post) and was a director of Youth Aliyah, which helps young new immigrants acclimatize to Israel. He is now retired, spending much time with his grandchildren and doing beautiful art/sculpture incorporating sea shells that he collects on the Israeli seashore.

**Michael Shoshani Rosenbaum** (‘83) is a practicing psychoanalyst in Tel Aviv. He helped to found a school of psychotherapy at Tel Aviv University and an Israeli journal on psychoanalysis. Most recently, he is the author of a highly acclaimed book, *Dare to be Human* (Routledge, 2009), which I strongly recommend. It is a detailed account of a psychoanalysis conducted largely within a relational framework.

There are several other GSAPP alumni living in Israel, whom I did not get to see, each making a contribution based, in large part, on the education they received at GSAPP (e.g., Oren Blass, David Haber, Zvi Josman, Tirzah Ofir, Howard Rubenstein, Zipora Saad). I am very proud of the fact that GSAPP has also trained students from other countries in that part of the world, including Greece, Turkey, Pakistan and India. We had our first Israeli Arab graduate last year and we currently have a student from Lebanon. I interviewed a prospective GSAPP candidate living in Jordan who attended the conference and expressed interest in GSAPP.

Without exception, our alumni expressed appreciation for the excellence of the education they received at GSAPP and the community atmosphere that prevailed. My aspiration as dean is to continue to foster both of these goals in every way possible.

Stanley Messer  
Dean

### GSAPP Alumni Organization Executive Board 2009-2010

<http://gsappweb.rutgers.edu/Alumni/>

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## Concern About High Stakes Testing

(Continued from page 1)

plumbing schools. In addition, the net cost to society of someone without a high school diploma is estimated to be more than \$250,000. This estimate includes the loss of taxes, as well as the considerable costs of social and correctional services.

Denying a student a high school diploma is a potentially life altering event, and therefore we should have clear evidence that a high stakes testing

*“If high stakes tests... were pharmaceuticals, the Food and Drug Administration would ban their use.”*

policy does more good than harm. At present, the research falls far short of that goal. Two studies on HSEEs (Grodsky, Warren, & Kalogrides, 2008; Lee, 2008) are particularly noteworthy because of their rigorous research methods. Grodsky et al. (2008) examined HSEEs during a 34-year period of time. They found that the implementation of high school exit exams had no impact on high school students' academic achievement. The second study (Lee, 2008) involved a statistical analysis of 14 previous studies published in refereed journals. Lee found that HSEEs had no relationship to academic achievement at the high school level, and only a small relationship to achievement at the elementary and middle school levels. Most importantly from a policy perspective, Lee (2008) also found that the same small relationship between HSEEs and achievement at the lower grade levels could be obtained by implementing policies that held the school accountable for test results without also withholding diplomas from students. Furthermore, both the Grodsky et al. (2008) and Lee (2008) investigations found no evidence that high school exit exams close the racial achievement gap, another purported aim of these exams. If high stakes tests, such as New Jersey's High School Proficiency Assessment, were pharmaceuticals, the Food and Drug Administration would ban their use. They do not seem to have the intended effects on academic achievement, and they have serious side effects on at-risk students.

Also troubling is the fact that state departments of education have not systematically evaluated these testing programs. Although we know that many students suffer from test anxiety, and stressors can have an additive and deleterious effect on individuals, we know very little about how these tests are affecting the mental health of academically struggling students.

What can psychologists do about this case of social justice gone awry? The answer is plenty. Most GSAPP alumni, for example, belong to one or more professional associations. A letter from a professional group often carries more weight with policy makers, such as a state department of education or a state legislature's education committee, than a letter from an individual. However, if enough individuals contact their respective state senators or representatives, their collective voices can have an impact, especially near election time. Psychologists can cite or provide state officials with APA's position statement on high stakes testing in the public schools. Psychologists also can raise

public awareness about the issue by organizing local events in their communities and reaching out to potentially receptive groups, such as local parent and public education affiliated groups. My 45-minute documentary about high stakes testing, *Children Left Behind*, has been successfully used as a springboard for discussion and subsequent action in many such local community events.

Although it is reasonable to question whether one's actions will lead to change, no one knows where the tipping point is for influencing a public policy, and sometimes small actions can lead to large effects. One thing is almost certain: if we do nothing, many of our most vulnerable adolescents will continue to be hurt by a public policy that is disconnected from research.

Footnote:

Lou Kruger's Peterson Prize money and his portion of the royalties from the film documentary, *Children Left Behind*, have been used to establish and maintain a fund at Northeastern University for the purpose of promoting social justice and reforming high stakes testing in the public schools. His documentary is available from Documentary Educational Resources: [www.der.org/films/children-left-behind.html](http://www.der.org/films/children-left-behind.html)

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## Alumni Speakout

# Some Thoughts On Being the Recipient of the 2010 Grace K. Smith Award

Bonnie Markham, Ph.D., Psy.D., 1984

**I**t was a great honor to have received an award established as a tribute to Dr. Grace K. Smith who made enormous contributions to GSAPP. When I learned I would receive this award, I started wondering about Grace Smith and whether there were ways in which we may have chosen similar paths with regard to some of our commitments. Grace however was usually ahead of me, not just in graduating from GSAPP but also in many other things.

I first met Grace when we were both active in the Jersey Psychological Association (NJPA). Grace was Secretary of NJPA and came to board meetings with her laptop so she could produce accurate, complete minutes and distribute them quickly. Bringing a laptop to a meeting is not unusual today but this was the 1980s. Grace was way ahead of me in being computer savvy. If it weren't for the insistence of my husband, I most likely would have written my GSAPP dissertation in long hand.

A few years later, when I joined the board of the GSAPP Alumni Organization, there was Grace, ahead of me again. Not only was she a contributor to many important alumni projects, she had been part of the founding committee of the alumni organization itself. As far as I know, Grace has the distinction of having been on the alumni board for the most number of years of any graduate of the school. And I believe I have the distinction of having been the president of the alumni organization for the most years.

However, it is not the number of years I want to emphasize about any similarities Grace and I share. It is more about the dedication to GSAPP. I can't say in her case what accounted for that dedication but I do know some things about my own.

Before I ever considered a PsyD, I received a PhD from Columbia University in social psychology. It was a very exciting education. The Department of Social Psychology at Columbia was not, however, a very nurturing environment. The students were extremely competitive with each other, and there were many tensions with the faculty. Coming to GSAPP was like taking a breath of fresh air.

I was on the faculty in the Department of Psychiatry at what was then Rutgers Medical School when I applied to GSAPP. It was a short walk from my office to the Psychology Building and I was able to audit a course with Stan Messer the year before I was admitted to the clinical program. Wow! Given my prior

graduate experience, it had never occurred to me that a professor could share his expertise AND listen to his students and learn from them. Stan had a way of making us feel smart and engaged. It was the first of many transforming experiences at GSAPP with faculty, staff, and with my student colleagues. I suspect Grace felt the same way.

I would like to mention one more transforming experience particularly. In order to go to graduate school, I went half-time at the medical school. This meant giving up my tenure track position to become a year-to-year appointment. When the time came, I applied and was accepted for an internship at the Rutgers Mental Health Center, now UBHC. The chairman of psychiatry, my boss, told me I could not accept that internship and that the Department of Psychiatry did not need another clinical psychologist. I asked Don Peterson, the GSAPP Dean, for advice. We met and I told him my story through a flood of tears. He was amazingly supportive, understanding, and helpful. I left his office feeling hopeful about my next steps. Don was also on my dissertation defense committee, and Brenna Bry was the chair. The defense was a collegial conversation, very different from my experience at Columbia.

A few years after I graduated I joined the GSAPP Alumni Organization Board as a member-at-large. It was very impressive to me how much Sandy Harris, as acting dean, was an advocate for students and alumni and the extent to which she was prepared to offer some of the school's resources (human and financial) to further our work.

The Alumni Organization was looking for a president the year Stan Messer became Dean. It wouldn't be inaccurate to say he applied a bit of friendly persuasion and I agreed to run for election. And again, recently, he applied more of that friendly persuasion which led to my current role as co-chair of the GSAPP Capital Campaign.

While I am the one who received the 2010 Grace K. Smith Award, there is actually a whole community of committed volunteers, administrators, faculty, staff and students for whom I am standing. Lucy Takagi, for example, was the student representative to the alumni board for several of the years I served. We all secretly dreaded her graduating because we were afraid to lose her many talents. Lucy was amazing in that position and is equally amazing as President. She continues to be able to pull rabbits out of a hat and make everyone she works with look good.

There are so many GSAPP people whose contributions to my looking good I could mention. Here is just a brief sampling: Dianne Clarke-Kudless, who with Sylvia Krieger, created the first online alumni directory; Dianne also was instrumental in the development of the commemorative booklet, *Realizing the Vision*; Caroline Mossip, past-president of the Alumni Organization, stepped in and kept me on track with that project when it seemed overwhelming; Brian Welch, a computer whiz, made our interactive listserv and other internet tools possible for us; Molly Stranahan led the way to GSAPP's involvement with the university-wide alumni; Roz Dorlen and Dorothy Cantor organized two major GSAPP anniversary celebrations and Roz presented at the first Career Continuum program; Jeffrey Axelbank, as editor, made the Alumni Newsletter a publication worthy of our graduates.

Then there are people, not part of GSAPP, whose contribu-

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Bonnie Markham, Psy.D., 1984

## Bonnie Markham

*(Continued from page 5)*

tions are too huge to detail. None of us could do what we do without the support of family and friends, several of whom were present when I received the award: my mother, Maxine Samorodin; a dear family friend, Anne Schwartz; my husband Myron Gessner; my son David Markham-Gessner; and my close friend, Carol Goodheart. And a huge thanks to Jim Smith who established the Grace K. Smith Award. Grace gave a lot to GSAPP and Jim has given us, the alumni, an opportunity for our contributions to be recognized.

Having just returned from a very enriching trip to Denmark and Sweden, I can't help but think of a very different model for making contributions, that of Alfred Nobel. In Stockholm we spent a special afternoon at the Nobel Museum where I learned about the life of what seems to have been a very self-focused man who changed the world with his will.

Each year, since 1901, four of the five Nobel Prizes have been awarded in Stockholm (the prize for peace is awarded in Oslo). There is now a sixth prize, in economics, which was established by the Bank of Sweden in honor of the 50<sup>th</sup> anniversary of the Nobel Prize. Alfred Nobel, in his handwritten last will and testament, created the rules for the awards and its funding. He directed most of his substantial estate to be invested with the interest used to provide the awards. President Obama was the recipient of the 2009 Nobel Peace Prize, which included a monetary award of one million SEK (about \$143,000).

Alfred Nobel was an unusual man. He was an avid reader and by the age of 17 spoke five languages. His wish, at that time, was to be a writer, a career that did not please his parents and they sent him to Paris to study chemistry. There he had a superb teacher and after two years returned to his family with a passion to follow in the footsteps of his father, an inventor who worked with underwater explosives.

Nitroglycerine was, in the mid-1800s, known as an effective explosive but was hard to control at normal temperatures. Alfred Nobel discovered a way to turn this chemical into dynamite, which could be handled safely. He established many patents, opened 90 factories around the world, and made a fortune manufacturing dynamite, gunpowder, and other related products.

Not much is known about Nobel's personal life. He was very private and although he wrote many letters to friends, family, and business associates he did not reveal much about himself. What is known is that he was a workaholic, traveled a great deal, never married (although he did have a few intimate relationships with women), and did not have children. He was not especially philanthropic during his lifetime. About a year before he died, he wrote his last will and testament outlining the establishment of the Nobel prizes in physics, chemistry, medicine, literature, and peace. Apparently, he did not want his estate to go to his family, all of whom, he believed, had sufficient money in their own right. Why he decided to use his wealth to fund extraordinary achievements that helped humanity is a cause for speculation.

Perhaps, inside each of us is a bit of Alfred Nobel, a part of us that chooses to direct our resources (financial or otherwise) to the greater good. Perhaps, however passionate we are about our work, there is some other, even surprising, part that

seeks expression and fulfillment outside our offices. I know, for myself, that opening a solo private practice was very exciting and has been quite gratifying. It is also a bit lonely in that the active interchange with other professionals is missing. Did the independent practice of psychology propel me in another direction – becoming a dedicated volunteer? Perhaps.

What I have found through activity in the New Jersey Psychological Association, the GSAPP Alumni Association, the Rutgers University Alumni Association, and in the American Psychological Association is that interacting with others who also choose to direct their resources toward shared goals is a stimulating, creative enterprise that enhances my sense of well-being and sometimes even helps others in the profession and the public. Selfishly, and unlike Alfred Nobel, I have had the pleasure of knowing some of the positive impacts of my efforts and have been most fortunate to be acknowledged for them.

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## President's Message

*(Continued from page 2)*

Contributions continue to set the path for her as they did for me. Roz personifies the GSAPP spirit with her energy, knowledge and ability to engage even the most passive mind. Her achievements in the field of psychology are paramount in making her an outstanding leader. I am very grateful to Roz for having volunteered to fulfill this role despite her very busy schedule.

As your President, I have learned a lot, laughed a lot, stressed a lot and attempted to serve you with dignity and integrity. GSAPP is in my heart, and my commitment to it will certainly continue as I become Past-President. I stood on tall shoulders and was able to receive the wisdom and guidance of gifted others who came before me. I thank you all for the opportunity, the honor and the privilege.

Lucy Takagi, M.A., Psy.D., 2006  
GSAPP Alumni Organization President

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Dr. Howard Hall ('82), winner of the GSAPP Alumni Organization Career Achievement Award, with his wife, Jeanie Hall.



## UPDATING YOUR CONTACT INFORMATION WITH GSAPP

There are two major alumni listservs: one is an interactive listserv where requests for referrals are often posted. The other listserv is from the Dean's office, an "Announcement Only" listserv that reaches the highest number of email addresses. Some GSAPP graduates choose to be part of only the "announcement only" listserv.

In order to update your information with the interactive alumni listserv, you can go to:

[https://email.rutgers.edu/mailman/listinfo/gsap\\_forum](https://email.rutgers.edu/mailman/listinfo/gsap_forum)

In order to update your information for the Dean's and "Announcement Only" listserv, please go to:

[https://email.rutgers.edu/mailman/listinfo/gsap\\_alumni](https://email.rutgers.edu/mailman/listinfo/gsap_alumni)

Please tell your friends to update their email address with GSAPP because the newsletter will be available only through the GSAPP A.O. website or through email.

Thank you!

Dear Alumni,

It is with great pleasure and pride that I announce that a graduate of the GSAPP Organizational Program and my dear friend, Dr. Diane Clarke-Kudless, Psy.D., MBA, has been selected to receive the Scarlet Oak Award from the Rutgers University Alumni Association (RUAA). As the RUAA website notes, "This award recognizes alumni of Rutgers for their outstanding service to the university that extends beyond a specific area or volunteer role and serves as a model for all volunteers in our organization."

Dianne is a 1998 graduate of the Organizational Psychology program at GSAPP. She also holds an MBA in Executive Management from Fairleigh Dickinson University and graduated from the Municipal Elected Officials Program of Rutgers' Edward J. Bloustein School of Planning and Public Policy.

Dianne has been active in Rutgers alumni affairs from 1991 to the present. She was President of the Rutgers University Alumni Federation from 2007-2008 and led the process by which the RUAF transitioned to the new RUAA structure. Prior to this transition, she created the five-year long range plan, using her skills as an organizational psychologist and business leader. Dianne was instrumental in launching a website, newsletters and other means of keeping alumni connected with the university. Dianne served on the Editorial Advisory Board for the Rutgers Magazine for three years. Dianne was also a member of the GSAPP AO board for several years, serving as Member-at-Large and as Secretary. Dianne was a key member of the GSAPP AO Commemorative Booklet task force, which compiled and published a history of GSAPP and the Psychological Clinic, honoring GSAPP's 30<sup>th</sup> anniversary and the Clinic's 75<sup>th</sup> anniversary.

As evidence of her continuing commitment to Rutgers University, no matter where she is living, Dianne has joined and become active in the regional club in her second home in South Carolina.

Dianne is former Mayor and two-term elected township officer of the Township of Tewksbury, NJ. She has taught and consulted at Rutgers as well as at community colleges and has had a significant career in corporate leadership related to technology, human performance and skill development. She currently serves as organizational consultant and project manager with Enterprise Services LLC while she continues to encourage others in their path forward using her organizational psychology knowledge.

Lucy Takagi, M.A., Psy.D., 2006