

# Psych Matters

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The Newsletter of the University of Mary Washington Department of Psychological Science

## Graduate in Residence James Llewellyn ('87) Discusses Applying Psychological Science in the Field of Human Resources

*by Brighton Payne ('20) Psychology Student Representative*

Each year, the Department of Psychological Science invites an alumnus to be our Distinguished Psychology Graduate in Residence. The Department of Psychology's Graduate in Residence program, which began 25 years ago, provides psychology majors with the opportunity to meet



**Dr. Holly Schiffrin Presents  
Mr. James Llewellyn ('87) with  
a Distinguished Psychology  
Graduate in Residence Certificate**

and learn from a UMW graduate who is working in a psychology-related field. The 2019-2020 Graduate in Residence was Mr. James Llewellyn. Currently, Mr. Llewellyn is Vice-President of Global Total Rewards at Masonite International Corporation, a global door manufacturer based in Tampa, Florida. Mr. Llewellyn's job is in human resources; he is in charge of administration of payroll, benefits, and other forms of compensation for Masonite, which employs about 10,000 people in nine countries.

After Mr. Llewellyn graduated from Mary Washington College in 1987, he attended Old Dominion University, from which he received a master's degree in Industrial/Organizational Psychology. Mr. Llewellyn mentioned how he thought his time at Mary Washington prepared him for his graduate school experience in terms of the knowledge he acquired in the courses he took and the skills he obtained during out-of-class opportunities. One way he continues to express his gratitude is by serving as a member of the UMW Alumni Association Board of Directors.

Another way Mr. Llewellyn and his wife, Deborah Llewellyn, have expressed their gratitude is by having endowed the James C. ('87) and Deborah S. Llewellyn Scholarship in Psychology. Mr. and Mrs. Llewellyn endowed this scholarship because they appreciated the critical thinking, research, and communication skills Mr.

Llewellyn garnered at UMW, which prepared him well for an advanced degree and a career in human resources. Deborah Llewellyn is employed in the field of human resources as well. The scholarship is awarded annually to a psychology student whose academic performance is excellent.

Mr. Llewellyn visited our campus last October and his visit was a busy one! He began his first day on campus by guest lecturing in two sections of Social Psychology taught by Adjunct Professor Tarah Raldiris. Later, he met with psychology students for lunch, during which students were able to ask him questions about various topics. The group discussed Mr. Llewellyn's experiences at Mary Washington, his graduate school experiences at Old Dominion University, and the career path that led him to his job at Masonite.

During the afternoon, Mr. Llewellyn gave an open-to-the-public talk in the Hurley Convergence Center's Digital Auditorium. His talk was titled, "Engaging and Retaining Employees in Today's Workforce: Can Money Solve All Your Problems?," during which he discussed his responsibilities as a human resources executive and how his tasks relate to the education he received as a psychology student and to the field of psychology in general.

In his talk, Mr. Llewellyn described the challenges of attracting workers to Masonite because, at least initially, people might not be excited to work for a company that manufactures doors; therefore, he works diligently to offer programs that help recruit and retain employees. The motto of Masonite, as described by Mr. Llewellyn, is to help people "walk through walls." This motto applies not only to the company's customers, literally, but also to its employees, figuratively.

Specifically, Mr. Llewellyn talked about Masonite's efforts to help foreign workers and high school students "walk through walls." Early upon employment, the company provides opportunities for these groups, such as English-as-a-second-language training for non-native speakers and internships for high school students. Later on, following employment, he talked about the efforts various company

*Continued on page 2*

*Mr. James Llewellyn – continued from page 1*

locations have made to ensure employee satisfaction, such as providing uniquely designed workspaces, cafeterias, and lounge areas for employees. Generally, he discussed ways in which Masonite expends resources to make employees feel valued and to promote a productive work environment. In turn, he believes satisfied employees, will spread the word to prospective employees about great working conditions in the company.

At the end of his talk, Mr. Llewellyn mentioned some major takeaways. In sum, he said that there is no single best way to retain employees, but companies should work to provide competitive pay and benefits; demonstrate genuine concern for their employee's safety and well-being; create learning and career growth opportunities for employees; define a unique purpose to create emotional connections; and reinforce a culture of recognition and open, inclusive communications.

On the second day of his visit, Mr. Llewellyn toured the campus with two of the psychology student representatives. Due to being a member of the Alumni Association Board of Directors, Mr. Llewellyn was familiar with many of the buildings on campus and the construction that has recently taken place; however, he was excited to see the new extension to the Jepson Science Center. After the tour, he gave guest lectures in Professor Christine McBride's Introductory Statistics for Psychology course and Professor Mindy Erchull's Research Methods in Psychology course.

For twenty-five years, the Graduate in Residence program has provided a unique and helpful opportunity for students to learn different ways that knowledge of psychological science can be applied in the workplace. This year, Mr. James Llewellyn offered an insightful perspective and a meaningful dialogue about psychological sciences in the field of human resources. His willingness to visit UMW and describe his experiences is greatly appreciated! Thank you, Mr. Llewellyn!

## Psychological Science Faculty Awarded Sabbaticals

Congratulations to **Drs. Hilary Stebbins**, Associate Professor, **Laura Wilson**, Associate Professor, and **David Rettinger**, Professor, who were awarded sabbaticals recently! A sabbatical is a compensated leave from regular duties (for example, teaching, service) during which the faculty member performs other professional activities (for example, writing, research). Faculty apply for sabbaticals and the process is competitive. Awardees are chosen based on an evaluation of the professional work they plan to compete.



**Dr. Hilary Stebbins**

Dr. Stebbins will be on leave next semester, Fall '20. Over the past five years, Dr. Stebbins has been collecting data with undergraduate students on projects related to two lines of research that often intersect: the consequences of sleep deprivation and how the neurotransmitter dopamine relates to cognitive functioning. She plans to spend her leave completing and submitting manuscripts

describing multiple studies related to these research projects. Also, she intends to collect new data to examine how we perceive others based on their sleep habits.



**Dr. Laura Wilson**

Dr. Wilson will be on leave next semester, Fall '20 also. During this time, she will be co-authoring a book titled, "A Clinician's Guide to Disclosures of Sexual Assault." She will be writing the book with her collaborator, Dr. Amie Newins of the University of Central Florida. This book will focus on how to handle disclosures

of sexual assault in clinical settings. Trauma survivors are often hesitant to share their traumatic event with others, including mental health providers, for a number of reasons, including concerns about exposing others to the details of their trauma and concerns about how the other person will react (for example, fears of not being believed, fears of being blamed). These concerns are particularly relevant among survivors of sexual assault, as many of them experience self-blame. Mental health clinicians may receive expected and unexpected disclosures of sexual assault during assessments and during the course of treatment. Clinician reactions to disclosures of sexual assault affect the client's willingness to engage in treatment. As a result, clinicians must be prepared to respond to disclosures of sexual assault in a manner that is supportive, validating, and encouraging. The aim of the book is to educate clinicians on how to provide this type of response. It will be published by Oxford University Press.



**Dr. David Rettinger**

Dr. Rettinger will be on leave during the Spring '21 semester. During that time, he plans to continue work on his academic integrity research through the International Center for Academic Integrity. This work focuses on updating the largest survey of students and faculty on topics of academic integrity in the world. During his sabbatical, Dr. Rettinger will lead an international

team of scholars to revise and validate new questions for the survey. The team will also collect national data on cheating behaviors, institutional responses, and student attitudes. These data will be used by both scholars and institutions as part of their assessment and educational practices.

## Dr. Dave Kolar Appointed Women's Golf Coach for the '19-'20 Season



Dr. Dave Kolar

**Dr. Kolar**, Associate Professor, began coaching the UMW Women's Golf team last semester. He is an avid golfer, having played for over 40 years, and has a true love and genuine appreciation of the game. In addition, his academic expertise in the areas of personality and social psychology come in handy when mentoring students-athletes in the game of golf.

Currently, the women's golf team has six members. They played three tournaments last fall, including the Knights Fall Invitational, the Randolph-Macon Invitational, and the Virginia State Golf Association Invitational. They will play in four tournaments this spring, including the Capital Athletic Conference Championships in April. If you know any young women who play high school golf and are looking to play golf at the collegiate level, please let Dr. Kolar know (dkolar@umw.edu)! He is always recruiting!

## Psi Chi Inducts New Members

Last fall, a number of psychology majors were inducted into the UMW Psychological Science department's chapter of Psi Chi, the International Honor Society in Psychology. The fall 2019 inductees were: **Paige Arnau, Anna Balgoyen, Emily Beitzell, Kayln Clinkenbeard,**

**Jordan Cooke, Sydney Dahl, Abigail Farley, Kayla Farrell, Angeline Gnanasekaran, Sarah Gregory, Alexander Lee, Alejandro Martino-Marrero, Carly McLaughlin, Kaitlin O'Keefe, Kaitlyn Shillingford, Eleanor Tober, Marissa Walia, and Jewel Washington.**

## A Moment in the History of the Psychological Science Department

*Historical information courtesy of Dr. Tom Moeller, Emeritus Professor of Psychology*

During the 1995-1996 academic year, the department began developing a "home page" on the internet. Specifically, Dr. Dave MacEwen, Emeritus Professor of Psychological Science, began developing the page. Although there is no record of what the page was like back then, today the website is a great place for prospective students, majors, and alumni to find all kinds of useful and interesting information. The department's website can be found here:

**[cas.umw.edu/psychology](http://cas.umw.edu/psychology)**

On the home page of the website, there are tabs for recent and not so recent news, the latter in the form of newsletters like this one! Also, there is a link for prospective students, which can be clicked to begin answering a number of questions, such as, "What can I do with a B.S. degree in psychology?" and "Why major in psychology at the University of Mary Washington?"

Using the For Students tab, information about major requirements and courses can be found. Also, there is a link to an online career guide, which can be used to explore areas in which psychology students often find employment and/or areas in which psychology students often pursue advanced degrees. Information on specific areas of psychology, including counseling, school, health, and industrial psychology can be found here as well. Are you a current major who is not sure what you are going to do after graduation? This is a great place to start searching for an answer to that question! You can find more resources to help you answer this question using the Planning for the Future tab, including links to American

Psychological Association web pages with content focusing on careers in psychology.

Of course, in preparation for entering the workforce, the psychology major requires students to complete an applied, beyond the classroom experience, under the supervision of a faculty member, such as completing a year-long research project, a semester-long internship, or community service learning. Information on these and similar opportunities can be found on the website using the Experiential Learning tab.

In addition to finding general information about engaging in research with a faculty member, you can use the Directory or Faculty tabs to learn more about the specific research interests of different professors. You can not only use the link titled Internships to get general information about internships, but also use additional links that pop up to view a list of the existing internships offered by the department as well as a description of the step-by-step process for setting up an internship. The same can be found for community service learning; in addition to general information, a list of existing community service opportunities can be found. Using the Experiential Learning tab, you can find information of two other experiences, the Mentoring Children at Risk summer course and the study in-broad program at the New England Center for Children

Last, we have a tab for Alumni, who can use this as a vehicle to let the department know what they are up to these days. Alumni, if you would like, leave us a note!

## Faculty News

**Dr. Mindy Erchull**, Professor, was a speaker in a symposium at the American Psychological Association meeting last August. Her talk was titled, “Intersectionality: A framework for developing critical thinking skills among undergraduate students.” In addition, she presented a poster titled, “Exploring the relationship between knowledge about women’s reproductive health and beliefs about reproductive justice,” at a meeting of the Society for Menstrual Cycle Research last June and a poster titled, “Motivations for cosplay and female empowerment: The sexy Pikachu effect?” at the Association for Psychological Science meeting last May.

**Dr. Dave Kolar**, Associate Professor, gave a talk titled, “An evaluation of suicide prevention education in schools,” at the meeting of the Eastern Psychological Association last March.

**Drs. Miriam Liss**, Professor, and **Mindy Erchull** published a peer-reviewed paper titled, “Picture perfect: The relationship between selfie behaviors, self-objectification, and depression symptoms,” in *Sex Roles*.

**Dr. David Rettinger**, Professor, and Dr. Daniel Hirschberg, Assistant Professor of Religion, led a study abroad trip to Nepal last January. Ten students, many from Psychology, spent two weeks in Nepal learning about the people, society, culture, and religion. The group met with nonprofit organizations focusing on art, architecture, the needs of children, and environmental issues. They explored temples, palaces, and important artwork, but most importantly, the students created lifetime experiences meeting real Nepalis and learned about life on the Himalayas.

**Dr. Holly Schiffrin**, Professor, published a peer-reviewed paper titled, “When overparenting is normal parenting: Examining child disability and overparenting in early adolescence,” in the *Journal of Family and Child Studies*. In addition, she was invited to give a talk titled, “Positive psychology: The science of being happier,” to the Virginia Recreational Sports Association last October.

**Drs. Holly Schiffrin** and **Mindy Erchull** published a peer-reviewed paper titled, “The effects of maternal and paternal helicopter parenting on the self-determination and well-being of emerging adults,” in the *Journal of Family and Child Studies*.

**Drs. Holly Schiffrin** and **Miriam Liss** were invited to give a talk at the UMW President’s Council on Well-being titled, “Let’s get happy: How practicing gratitude can improve your happiness,” last November.

**Dr. Laura Wilson**, Associate Professor, participated in a number of activities at the Association for Psychosocial Science meeting last May. She was co-chair of a symposium titled, “How psychosocial risk and protective factors contribute to suicide among youth and young adults;” the presenter of two talks, “An examination of the interactive effects of different types of childhood abuse and perceived social support on suicidal ideation” and “Child maltreatment and suicidal ideation among college students: The role of PTSD and alcohol dependence symptoms;” and the presenter of a poster titled, “Higher rates of unacknowledged rape among men: The role of rape myth acceptance.” She also presented a poster titled, “The impact of survivor rape acknowledgment on disclosure recipient support: The moderating effect of rape myth acceptance,” at the International Society for Traumatic Stress Studies meeting in November.

In addition, Dr. Wilson published four peer-reviewed papers including, “Higher rates of unacknowledged rape among men: The role of rape myth acceptance,” in *Psychology of Men & Masculinities*; “An examination of the interactive effects of different types of childhood abuse and perceived social support on suicidal ideation,” in *Children’s Health Care*; “Child maltreatment and suicidal ideation: The role of PTSD symptoms and alcohol misuse,” in *Current Psychology*; and “Does sexual orientation moderate the relationship between posttraumatic cognitions and mental health outcomes following sexual assault?,” in *Psychology & Sexuality*.

## Announcements

Please consider recognizing the Psychological Science Department with a monetary contribution. Please make checks payable to the University of Mary Washington Foundation, and specify that the donation is for the Psychological Science Department. Please send checks to the following address: University of Mary Washington Foundation, Jepson Alumni Executive Center, 1119 Hanover Street, Fredericksburg, VA 22401-5412. Your donation will be used to support student scholarships and student presentations at conferences. We would appreciate your support!

Keep in touch with your psychology department and fellow graduates. Join the UMW Psychology Majors group

or the UMW Psychology Alumni group on Facebook!

The PsychMatters newsletter is circulated digitally. It is sent out to alumni as an email attachment and it is posted to the department website at [cas.umw.edu/psychology/home/newsletters](https://cas.umw.edu/psychology/home/newsletters). In addition, it is posted on the Facebook UMW Psychological Science page, the Facebook UMW Psychology Majors group, and the Facebook UMW Psychology Alumni group. If you are a UMW Psychology graduate and you are not on our email distribution list, but would like to be, please contact Angela McCormick, Associate Director of Alumni Communications, at (540) 654-2062 or [amicormi@umw.edu](mailto:amicormi@umw.edu) to provide a current email address.