

VITA

David J. Gustafson

EDUCATION

California State University, Los Angeles, B.A. in Psychology, September, 1972
Florida State University, Tallahassee, M.S. in Psychology (Experimental), December, 1975.
Four years of additional Coursework in Clinical Psychology and specialization in statistics and quantitative methods.

Relevant Skills and Abilities

- Extensive background in computerized analysis of statistical data. Including work with agencies, assisting numerous university faculty and students with ongoing research.
- Comprehensive training and experience in program evaluation in a variety of settings including state and federal government in the areas of: mental health, psychology, substance abuse, education, and law enforcement.
- Training and experience in counseling and psychological assessment
- Computer skills including advanced statistical and scientific programming, database programming, and utilization of major statistical software.
- Wide content knowledge in behavioral science and methodology including advanced design for experimental, quasi-experimental, and action research.
- Measurement skills include the ability to design, supervise, and conduct large scale instrument development and analysis as well as extensive experience in standard setting at state and national levels.

EMPLOYMENT/CONSULTING EXPERIENCE

Louis de la Parte Florida Mental Health Institute (2002-Present)

Statistical and measurement consultant conducting support for large scale analysis of data for Florida Department of Children and Families Mental Health and Substance Abuse offices. Provides advanced statistical, measurement, computer programming, and experimental design support for ongoing activities. Currently completing a comprehensive analyses of statewide outcome measures as a function of client, agency, provider, and treatment characteristics. Developed models for outcome and performance measurement. Provides ongoing support for other team members on advanced methods in statistics, computerized data analysis, and measurement.

Florida State Hospital, Chattahoochee, Florida (1988-Present)

Psychological specialist performing research and clinical duties with civil and forensic psychiatric populations. Includes development of instruments, surveys, psychological testing, clinical work, and computer applications in psychology. Awarded Davis Productivity Award for individual performance as an employee of the Florida Department of Health and Rehabilitative Services in 1992. This is a statewide award given yearly to a few individuals for top productivity in the Department of Health and Rehabilitative Services (Currently the Department of Children and Family).

Department of Children and Families, Adult Mental Health Program Office (1996-2002)

Measurement consultant to adult mental health office. Developed quality review instrumentation for evaluating all of Florida's psychiatric hospitals as well as serving as a quality review team member. Additional activities include member of a task force to develop uniform outcome measures to be used to evaluate all of Florida's state psychiatric hospitals.

Information, Learning and Testing, Inc. (1989-1993)

President of a consulting firm that provided testing, computer, and research services. Contracts have included Florida Laboratory Personnel licensure examination, Florida Department of Professional Regulation. This project included development of an examination scoring and scanning program as well as providing measurement consulting and standard setting workshops to the department. Additional projects included consulting with state agencies and national testing firms, as well as consulting to the MacArthur foundation longitudinal study of forensic patients.

Tallahassee Community College (1989-2000)

Teaching on a part time basis, typically two psychology courses per semester. Provided consulting and staff development seminars in test development and the utilization of computers in academic activities. Developed an academic website for teaching psychology.

Wellsprings Home Health Care Services, Inc.
(1988-1989)

Administrator and management consultant to a home health care agency that provided nurses and home health aids in Franklin County. At that time, Wellsprings was the only licensed provider of Medicare home health services in that county. Also, stockholder and secretary-treasurer of the board of directors of this agency. During this time was also on the board of directors and business manager of Wellsprings Walk-In Medical Clinic, as well as business manager of a 40-bed Adult Communal Living Center.

Columbia Assessment Services, Inc.
(1987-1988)

Vice President in charge of Research and Development, also testing consultant for this nationwide licensure testing company. Responsible for development of company procedures, recruitment of new business, data processing, as well as psychometric tasks. These tasks included innovative testing methods, measurement, and computer applications. Worked with the CEO to initially develop this successful organization.

ACSI (subsequently renamed as National Assessment Institute)
(1983-1987)

National Director of Measurement and Evaluation for a company that had offices in five states and contracts for licensure examination development for a variety of professions. Responsible for the computerized scoring of exams and technical consulting in measurement and examination development. Have developed a variety of state and national licensure examinations, written proposals, presented talks to state and national organizations, evaluated state licensure programs. Was a consultant to the national Architects examination research and development committee.

Tallahassee Pain and Stress Management Institute
(1983-1986)

Associate in private practice at the institute. Was licensed as a mental health counselor. Responsible for developing treatment programs, seminars, and grants. Performed therapy for clients with psychological problems, stress disorders, and pain (both functional and organic disorders). Treatment modalities included behavioral methods, goal-oriented insight therapy, hypnosis, and biofeedback.

U.S. Department of Justice and U.S. Department of Corrections
(1983-1984)

Consultant to the National Institute of Justice (NIJ) for a national study of stress in police women, funded by the Justice Department. Developed instruments to measure stress and other psychological constructs within law enforcement. Also conducted design and data analysis for the study and performed site visits to police departments across the country. Also, worked for the U.S. Department of Corrections (DOC) to evaluate stress in correction officers in the state of Iowa. Provided a state evaluation with recommendations to the state for improving the working conditions of correctional officers. Results presented to the Secretary of Corrections in Iowa were adopted as new procedures and policy for State correction officers.

**Florida Department of Professional Regulation
(1980-1984)**

Worked as a staff examination developer and later as a consultant in measurement and an expert witness in testing. As a staff member for 3 3/4 years was responsible for the technical development of up to one third of Florida's licensure examinations. Responsibilities included examination development, instrument validation, site auditing of national examinations, exam reporting, and training and supervision of content consultants who were licensed in the various professions. Additional responsibilities included serving as an expert witness at hearings, providing guidance to professional members of licensure boards, performing budgetary analysis, developing examination administration procedures.

**Appalachia Community Mental Health Services Inc.
Emergency Services
(1980-1983)**

Employed as a staff member on the crisis team. At this time, the crisis team served as the primary emergency evaluation service for involuntary commitment and crisis intervention in Leon County Florida.

**State of Florida, Department of Education
Innovative Programs Office, Title IV-C
(1979)**

Served as a management and evaluation auditor for the Department and conducted audits of selected programs.

**Leon County Schools
(1977-1979)**

Program evaluator for two Title IV-C funded educational programs in the middle schools (Nims Title IV-C and the Gifted Child Project). Developed evaluation design, developed instruments, analyzed data, and prepared process and program evaluations.

**Wakulla County Schools
(1977)**

Designed the program evaluations, conducted needs assessments, and developed evaluation instruments for a Title IV-C project.

Additional Employment

Have worked as a program evaluator in the California Schools from 1970 through 1974, as well as consulting to the State of California Department of Education task force on Bilingual Bicultural Education. Worked as a counselor at Ingleside Mental Health Center in Rosemead, California from 1969 to 1970. Conducted adolescent and adult groups and developed a treatment method (token economy) at this institution.

CLINICAL PSYCHOLOGY EXPERIENCE AND TRAINING

Clinical Psychology Training Program Florida State University (1992-1996)

Have completed four years of graduate study in clinical psychology at Florida State University, completing the APA specified coursework, aside from the internship and a paper requirement. At the FSU Psychology clinic, have provided psychotherapy for over three years with a diversity of clients utilizing a number of different theoretical approaches including: insight-oriented, behavioral & cognitive behavioral, strategic, family systems, and hypnosis. Testing experiences at the FSU clinic included the use of WAIS-R, WISC-III, MMPI-2, MMPI-A, 16PF, Rorschach, TAT, Woodcock-Johnson Cognitive & Achievement, WRAT, TRF/CBC, Bender-Gestalt, and Halstead-Reitan.

EASTER SEAL (1996)

Have performed assessments for Vocational Rehabilitation clients. These included academic, intellectual, and personality evaluations for use in vocational assessment. Have completed over 60 batteries including report writing.

FSU Regional Multidisciplinary Center (1993-1995)

Provided assessments for specific learning disabilities for children and adults. Conducted assessments for Attention Deficit Hyperactivity Disorder in children and adults. Testing experience included the utilization of the WISC-III, WAIS-R, Stanford-Binet, Woodcock-Johnson Cognitive & Achievement, CPI, CBC/TRF, Bender-Gestalt, Weschler Memory, Memory Assessment Scale, Roberts Apperception Test, TAT, Incomplete Sentence, Matching Familiar Figures Test, standardized behavioral observation, and a variety of ADHD checklists. Throughout this time, provided approximately one comprehensive battery per week with report writing.

Teaching Experience

Tallahassee Junior College (1989-2001)

Instructor of psychology. Typically taught two courses each semester in personality and social adjustment. Also, taught introductory psychology courses.

Florida State University (1972-1977)

Taught introductory psychology and directed undergraduate managers to teach this course (five quarters: two or more sections per quarter). In addition, have taught and served as a graduate assistant for sensation and perception course. Additional courses taught were computer methods in psychology, introductory statistics, biofeedback, and a graduate seminar in multivariate statistical techniques.

**Lake City Junior College
(1974)**

Instructor of psychology. Taught two courses, introductory psychology (two sections) and educational psychology (two sections).

Other

Have presented workshops, colloquia, seminars, and lectures on a variety of topics, including various testing, computer, statistical, teaching methods, stress, and biofeedback. Audiences have included combined professional licensure boards for Florida, television, and radio audiences, departmental faculty & students, teachers & principals at schools, as well as law enforcement personnel. Have been a featured speaker at national and state association meetings.

Publications/Presentations

Articles

Heilbrun, K., Hart, S. D., Hare, R. D., Gustafson, D., Nunez, C., & White, A. J. (1998). Inpatient and post-discharge aggression in mentally disordered offenders: The role of psychopathy. *Journal of Interpersonal Violence*, 13, 514-527.

Heilbrun, K., Hart, S., Hare, R., Gustafson, D., Nunez, C., & White, A. (1998). Risk communication: Clinicians' reported approaches and perceived values. *Journal of the American Academy of Psychiatry and the Law*, 27, 397-406.

Ralston, D.A., Cunniff, M.K., & Gustafson, D. J. (1995). Cultural Accommodation: The Effect of Language on Values of Bilingual Hong Kong Chinese Managers. *Journal of Cross-Cultural Psychology*, 26, 714-727.

Ralston, D.A., Terpstra, R.H., Cunniff, M.K., & Gustafson, D.J. (1995). Do Expatriate Managers Change Their Behaviors to Fit a Foreign Culture? A Study of American Expatriates' Strategies of Upward Influence. *MIR- Management International Review*, 35, 109-122.

Heilbrun, K., Golloway, G., Shoukry, V., & Gustafson, D. (1995). Physical control in civil and forensic patients. *Psychiatric Quarterly*, 66, 1-13.

Ralston, D. A., Gustafson, D. J., Terpstra, R H., & Holt, D. A. (1995). Pre-post Tiananmen Square: Changing values of Chinese managers. *Asia Pacific Journal of Management*, 12, 1-20.

Ralston, D. A., Gustafson, D.J., Terpstra, R. H., Holt, D.H., Cheung, F. & Ribbens, B. (1993). The impact of managerial values on decision making behavior: A comparison of the United States and Hong Kong. *Asia Pacific Journal of Business*, 10, 21-37.

Ralston, D.A., Gustafson, D.J., Mainiero, L. & Umstot, D. (1993). Strategies of upward influence: a cross-national comparison of Hong Kong and U.S. Managers. *Asia Pacific Journal of Business*, 10, 33-51.

Ralston, D.A., Gustafson, D. J., Cheung, F., & Terpstra, R. A. (1993). Differences in managerial values: A Study of U.S., Hong Kong and PRC Managers. *Journal of International Business Studies*, 24, 249-275.

- Ralston, D. A., Gustafson, D. J., & Terpstra, R. H. (1992). Eastern Values: A comparison of managers in the United States, Hong Kong, and the People's Republic of China. *Journal of Applied Psychology*, 77, 664-671.
- Heilbrun, K., Nunez, C.E., Deitchman, M.A., Gustafson, D. J., and Krull, K. (1992). The treatment of mentally disordered offenders: a national survey of psychiatrists. *Bulletin of the American Academy of Psychiatry Law*, 20, 475-480.
- Register, A.C., Beckham, J.C., May, J.G. & Gustafson, D.J. (1991). Stress Inoculation Bibliotherapy in the Treatment of Test Anxiety, *Journal of Counseling Psychology*, 38, 115-119.
- Ralston, D.A. & Gustafson, D.J. (1991). Factors influencing the ingratiation process. *International Journal of Management*, 8, 201-206.
- Beckham, J.C., Vrana, S.R., May, J.G., Gustafson, D.J., & Smith, G.R. (1990). Fear measurement synchrony and emotional processing as indicators of treatment outcome in fear of flying. *Journal of Behavior Therapy and Experimental Psychiatry*, 21, 153-162.
- Ralston, D. A. & Gustafson, D.J. (1989). It's flextime: Do you know where your employees are? *International Journal of Management*, 6, 29-36.
- Beckham, J.C., Annis, L.V., & Gustafson, D. J. (1989). Decision making and examiner bias in forensic expert recommendations for not guilty by reason of insanity. *Law and Human Behavior*, 13, 1989.
- Beckham, J.C., Carbonell, J.L., & Gustafson, D.J. (1984). Are there sex differences in problem solving? An investigation of problem context and sex role type. *The Journal of Psychology*, 122, 21-32.
- Ralston, D.A., Anthony, W.P., & Gustafson, D.J. (1985). The employees may love flextime, but what does it do to the organization's productivity? *Journal of Applied Psychology*, 70, 272-279.
- Gustafson, D. J. & Elfner, L.F. (1975). The effect of duration of onset ramp on offset AER's. *Journal of Auditory Research*, 15, 276-281.
- Elfner, L. F., Gustafson, D.J., & Williams, K.N. (1976). Signal onset and task variables in auditory evoked potentials. *Journal of Biological Psychology*, 4, 197-206.

Miscellaneous Publications

- Ralston, D.A., Anthony, W.P. & Gustafson, D.J. 1985. Flextime and sharing. (Review of The Employees may love flextime, but what does it do to the organization's productivity? *Psychology Today*, 19(10), p. 74.

Manuscripts in Progress or Submitted

- Madsen, C.H., Gustafson, D.J., and Edwards, C.S. Synergistic Hypnosis: the use of simultaneous hypnotherapists. Submitted to the *American Journal of Clinical Hypnosis*.
- Deichman, M.A., Kennedy, W.A., & Gustafson, D.J. Factors affecting competency for execution decision making in Florida forensic examiners.

Gustafson, D.J., Ralston, D.A., Hagen, R. & Bennett, W.S. An Instrument for Assessing Ingratiation in the Organization.

Conference Papers Published in Proceedings

- Ralston, D.A., Gustafson, D.J., & Terpstra, R.H. (1993). China's changing values. Proceedings of the Eastern academy of Management's 5th Biannual International Conference. Berlin, Germany.
- Ralston, D.A., Gustafson, D.J., Elsass, P.M., Davis, A.S., Terpstra, R.H., & Cheung, F. [in press]. Doing business: A cross-national study of U.S. and Hong Kong managerial values. Eastern Academy of Management Proceedings.
- Ralston, D.A. & Gustafson, D.J. (1985). The impact of a flextime program upon management's control over it's employees. Western American Institute for Decision Sciences Proceedings.

Presentations to Professional Groups

- Gustafson, D.J. & Ralston D.A. 2000. Assessment of Ingratiation in the Organization: The Peer-Review Ingratiation Behavior Scales [PRIBS]. Presented at the National Academy of Management Meetings, Toronto, Canada.
- Ralston, D.A., Terpstra, R.H., Gustafson, D.J. & Cunniff, M.K. 1994. Strategies of Upward Influence: An Investigation of East-West Cultural Differences. Presented at National Academy of Management Meeting, Dallas.
- Ralston, D.A., Gustafson, D.J., & Terpstra, R.H. (1993). China's changing values. Proceedings of the Eastern Academy of Management's Fifth Biennial International Conference, Berlin, Germany.
- Ralston, D.A., Gustafson, D.J., Mainiero, L. & Umstot, D. (1991). How to get ahead at work: A comparison of U.S. and Hong Kong managers. Presented at Academy of International Business Meetings, Miami.
- Heilbrun, K., White, A.J., Nunez, C.E., Gustafson, D.J., & Bennett, W. S. (1991). MMPI-Based Empirical Response Style: Initial Validation Data. Paper presented at the Annual Convention of the American Psychological Association in San Francisco.
- Heilbrun, K., Gustafson, D., Nunez, C., & White, A.J. (1991, October). Mentally disordered offenders and inpatient aggression: The role of psychopathy. Presented at the Annual Meeting of the American Academy of Psychiatry and the Law, Orlando, Florida.
- Heilbrun, K., Deichman, M.A., Gustafson, D., & Krull, K. (1990, August). The treatment of mentally disordered offenders: A national survey. Presented at the Annual Convention of the American Psychological Association, Boston, Massachusetts.
- Ralston, D.A., Gustafson, D.J., Elsass, P.M., Cheung, F., and Terpstra, R. H. (1989). A three country study of managerial values: The United states, Hong Kong, and the People's Republic of China. Presented at the National Academy of Management Meeting, Washington, D.C.
- Ralston, D.A., Gustafson, D.J., Elsass, P.M., Cheung, F., and Terpstra, R.H. (1989). Eastern values: A comparison of US, Hong Kong and PRC managers. Presented at the Academy of International Business Meeting, Singapore.
- Beckham, J.C., Annis, L.V., & Gustafson, D.J. (1988). Decision making and examiner bias in forensic expert recommendations for not guilty by reason of insanity. Presented at the Southeastern Psychological Association in New Orleans.

- Beckham, J.C., May, J.G., & Gustafson, D.J. (1986). A review of theoretical model utilized to explain a stress/rheumatoid arthritis link. Paper presented at the Southeastern Psychological Association Convention in Orlando, Florida.
- Gustafson, D.J. (1986, January). Tools for Examination Analysis and Improvement. Session Leader, Western Pacific Regional CLEAR Conference, Seattle. Also panel member for licensure examination process discussions.
- Beckham, J.C., Carbonell, J.L., & Gustafson, D.J. Sex differences in problem solving. Paper presented at the Southeastern Psychological Association Convention, Atlant, Georgia, 1985.
- Gustafson, D.J. (1984, September). A review of the findings of the National Police Officer Stress Survey. A paper presented at the 22nd annual International Association of Women Police, Dearborn, Michigan..
- Gustafson, D.J. (1984, September). Coping with Stress. A workshop presented at the 22nd annual International Association of Women Police, Dearborn, Michigan.
- Gustafson, D.J. (1982). Moderator of Examination Section for state meeting of Florida boards for all licensed professions.
- Gustafson, D.J. (1976, March). Some Comments on F-ratios Less Than One. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans.
- Howse, W. & Gustafson, D.J. (1976, March). Spectral Cues for Perceived Auditory Movement in the Midsagittal Plane. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans.
- Gustafson, D.J. (1975). Auditory Evoked Potentials as a Function of Signal Duration and Onset Rate of Change. Masters thesis, Florida State University.
- Gustafson, D.J., Adkins, J.G., & Elfner, L.F. (1975,May). Evoked Cortical Response to Auditory Stimulus Trains in Sleep. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.
- Howse, W.R., Gustafson, D.J., Elfner, L.F., & Williams, K. (1975, May). Auditory Phi in the Saggital Plane. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.
- Gustafson, D. J., Elfner, L.F., & Williams, K. (1974, May). Role of Signal Onset and Duration in Auditory Evoked Potentbials. Paper presented at the meeting of the Southeastern Psychological Association, Hollywood, Florida.
- Gustafson, D.J., (1974, May). Computerized methods of sleep stage scoring. In Webb, W. B. & Elfner, L.F. (Co-chair), Sleep research at the University of Florida and Florida State University. Program report presented at the meeting of the Southeastern Psychological Association, Hollywood, Florida.