CSULA Emeriti Faculty Biography

Name: Thomas M. Graham

Department: Psychology

Academic rank: Professor

Year appointed to faculty: 1959 **Year retired**: 1993

City of residence: Colorado Springs, Colorado

Email: comd@mac.com

Birth Place: Globe, Arizona

Birth Year: 1928 **Marital status**: widower

Spouse or partner's name: Eleanor Megan (Hayes) Graham (deceased).

Family information: Sons: Nathan and Daniel. Daughter: Joy
Five grandchildren and six great grandchildren.

Colleges or Universities Attended:	**Year**	**Degree**
Rockmont College, Denver Colorado	1950	BA
New Mexico Highlands University	1952	MA in Psychology
University of Southern California	1963	Ph.D. in Psychology

Teaching Experience:

Institution	**From**	**To**
California State University, Los Angeles	1959	1993
New Geneva Seminary	1994	2001
American Pathways University	1999	

Courses taught:
Industrial/organizational psychology, employment and personnel, labor-management relations, social psychology and experimental methods.

Scholarly/Creative Activity:

- Bankers Legal Service - Conducted analysis on the ease of reading legal contracts; conducted market surveys to determine product acceptability.
- California Department of Real Estate - Conducted (with Keith Gummere) teacher training programs for credentialing real estate teachers for community colleges.
- City Building Education Center - Group facilitator for design group developing techniques for using the city as an educational tool for public schools.
- Institute for Law and Psychiatry - Consultant on research design for study of the reliability of witnesses' memory; participated in discussion group concerned with defining the parameters of what is permissible by expert witnesses.
- International Association of Fire Chiefs - Co-project director (with Martin Rodin) of contract conducting the statistic analysis of the effectiveness of smoke/heat detectors under actual fire test conditions (working with the Los Angeles City Fire Department who conducted 32 controlled burns of two houses.)

- Los Angeles City Fire Department - Conducted a training program with top level management in stress reduction and effectiveness in stressful media interviews.
- Orthopaedic Hospital - Assisted in the experimental design and statistical analysis of a five-year study of the factors that are associated with recovery from back injury.
- R. J. Reynolds/Doremus Company (1981) Conducted psychological screening of 150 applicants and selecting 35 finalists for two teams of drivers to participate as the US entry in the Camel Trophy '82 race in New Guinea.
- United States Coast Guard - Conducted training program to improve interviewing techniques of officers involved in the officer selection program.
- United States Teacher Corps - Consultant to the Director on establishing selection criteria and procedures for Teacher Corps Volunteers.
- Watts Community Counseling center - Design consultant on a research project evaluating the effectiveness of a community based counseling program in Watts.

Administrative, Business, or Professional Experience (other than teaching):

- Interim President, New Geneva Seminary, 1999-2001.
- President, Center for Organizational and Ministry Development, La Habra, California, 1983- present. The Center is a resource and support organization. Since 1983 the Center has conducted over 200 assessment centers and processed over 3000 candidates and their spouses for work in North American and cross-cultural settings. In addition, the Center has worked with eight denominational groups, ten mission agencies, five churches and four other organizations. In addition to personnel selection, assistance to these groups has included leadership training, team building, conflict resolution and conducting management audits for organizational effectiveness.
- Business Institutes International - Member of the Board (1991-1994) and supervised the selection of professional teaching personnel for the Kazakh-American Institute for Business in Almaty, Kazakhstan. Participated in establishing the institute in Almaty February 1992. Participant in the opening of the American Embassy (the first foreign embassy in Kazakhstan since the dissolution of the Soviet Union.)
- World Bank/Government of Nigeria Manpower Development Specialist, Agricultural Program Appraisal Process, Government of Nigeria/World Bank, 1981. Member of a team engaged in the evaluation of government proposal to increase agricultural productivity, in order to accommodate the country's annual growth rate of 3%. Helped prepare the proposal for submittal to the World Bank. Assessed human resource needs and developed a catalog of personnel and facilities to conduct training.
- Deputy Director, Office of Selection, U. S. Peace Corps, 1968-69. On leave from the University. Responsible for supervision of over 200 employees ranging from clerical to professional. Responsible for processing and screening 35000 applicants to select 7000 Peace Corps Volunteers. Traveled extensively in Latin American, the Middle East and Southeast Asia. Served as Acting Director for 3 months before returning to the University.
- United States Peace Corps, 1963-1980 - Participated in 25 Peace Corps training programs under contract with CSLA during the period of 1963 to 1965. From 1965 to 1968 I served as a Field Selection Officer, supervising the selection process on other campuses and overseas Peace Corps Training sites. While on leave from the University during 1968 and 1969 I worked in Peace Corps, Washington, D. C. as Deputy Director of the Office of Selection, during the period when the Peace Corps was attracting 35000 applicants from which 7000 volunteers per year were selected. For a three-month period prior to returning to the University, I served as Acting Director of the Office. Upon my return to the University I conducted a number of studies under personal services contracts with the Peace Corps and, with others, conducted a 5-year program to recruit and train skilled

workers (e.g. carpenters, mechanics, electricians, welders, farmers, etc.) for Peace Corps service. My most recent experience with the Peace Corps (1980) was serving on a team evaluating volunteer effectiveness in Chile.

- Head, Psychological Research Division, Western Biological Laboratories, Culver City, California, 1958-60. Supervised psychological research on projects concerned with x-irradiation, dietary intact and stress under contract with the US Public Health Service and the Atomic Energy Commission.
- Research Associate, Human Factors Research, Inc. Los Angeles California, 1958. Worked on human vigilance problems of sonar operators under contract with US Navy.
- Research Assistant and Research Associate, University of Southern California, 1953-57. Worked with the Departments of Psychology and Schools of Medicine and Dentistry on various research projects concerned with stress, nutrition and x-irradiation.

Awards, Honors, Professional Recognition:

- Outstanding Alumnus Award - Rockmont College, Denver, Colorado 1974

Citations of Selected Publications, Presentations and/or Creative Activities:

- Graham, T. M. (1990) A Systems Approach to Personnel Development in Church Ministries in *Clergy Assessment and Career Development* (Hunt, R. A., Hinkle, J. E. and Malony, H. N., Eds). Nashville, TN: Abingdon, pp 119-122.
- Graham, TM. (1988) How to Select the Best Church Planters in *Helping Missionaries Grow: Readings in Mental Health and Missions* (O'Donnell, K. S. and O'Donnell, M. L. eds). Pasadena, CA: William Carey Library Press
- Graham, TM. (1987) How to Select the Best Church Planters in *Evangelical Missions Quarterly,* Vol. 23 No.1, January.
- Graham, T. M. and Longstreth, L. (1970) Frustrative non-reward in instrumental escape conditioning. *Psychological Reports,* 83, 185-192.
- Gilbert, D. H. and Graham, T. M. (1964). Prolonged gamma radiation as related to learning and motivation in the rat. *Radiation Research,* 21, 120-128.
- Graham, T. M., Gilbert, D. H., Gold, N., and Callahan, L. (1962). The effect of continuous gamma radiation on bar pressing in old rats. *Radiation Research*. 17, 787-793.
- Graham, T. M. (1959). Effects of prenatal x-irradiation on discrimination learning in the rat. *Proceedings of the Society for Experimental Biology and Medicine.* 100, 78-81.
- Field, J. B., Graham, T. M., Bascoy, L. T., Harris, W., and Harvey, H. (1957). Effects of stress on tumorigenesis in rats. *Federation Proceedings,* 16, 772.
- Field, J. B., Graham, T. M., Bascoy, L. T., Harris, W., and Harvey, H. (1957). Influence of graded psychological trauma on tumor development in the rat. *Proceedings, American Association for Cancer Research.* 2.
- Cheng, A. L. S., Graham, T. M., Alfin-Slater, R. B. and Deuel, H. J. (1955). The effect of diet on general nutrition. XV. Comparison of the protection effect of linoleic acid and linolenic acid against multiple sub-lethal doses of x-irradiation in the rat. *Journal of Nutrition,* 55, 647-653.
- Ershoff, B. H., Geiger, E., Bittener, and Graham, T. M.. (1953). Comparative effects of glucose, fructose, and sucrose on the thiamin requirement of the rat. *Experimental Medicine and Surgery,* 11, 293-296.

University Service:

- Educational Policies Committee, Faculty Affairs, the Fiscal Affairs Committee, Promotions Committees A and B, the International Studies Committee, and many other University-wide committees. I have served on virtually every committee of the

department, including most recently the Faculty Grievance Panel, the Academic Resources Committee and the Department Chair Evaluation Committee.
- Chair, Department of Psychology, California State University, Los Angeles, 1979-81.
- Resident Director, United Kingdom, International Studies Program, California State University and Colleges, 1977-78.
- Evaluator, External Degree Programs, California State University and Colleges, 1976-77.
- Dean, Continuing Education and Innovative Programs, California State University, Los Angeles, 1972-76.
- Chair, Academic Senate, California State University, Los Angeles, 1972-73.
- Member, Academic Senate, California State University, Los Angeles, 1970-74.
- Sabbatical Leave. Served as a consultant to the Peace Corps, conducted a study of volunteer effectiveness, 1971.
- Chair, Select Committee for the Self-Study of the University, 1970.
- Dean, Academic Planning, California State University, Los Angeles, 1965-68.
- Associate Dean of Fiscal Affairs, School of Letters and Science, California State University, Los Angeles, 1963-65.

Other services to the CSUC System:
- Academic Senate (Statewide) of the California State University and Colleges, 1970-74. Served on several of the standing committees (Educational Policy Committee; Advisory Committee for the California State University and Colleges Consortium.)
- Academic Council of International Programs, California State University and Colleges. Member from 1972-75 and Chair 1974-75.
- California Instructional Television Consortium. Member of the Statewide Steering Committee 1974-76.
- Center for Professional Development, California State University and Colleges. Member of the Steering Committee 1974-76.
- Chancellor's Advisory Committee on Career Education, California State University and Colleges. Project director for field study of career education in the California State University and Colleges 1972-74.
- Joint Legislative Committee on Aging, Chaired by Assemblyman Leo McCarthy. Member of the Advisory Group, 1972-73.

Personal commentary:
- Avid interest in genealogy. Currently conducting research on four family trees.

Date completed: January 25, 2011.