



## **Introduction to Edwin Hollander**

**Speaker – Lynn R. Offermann**

**Friday - October 29, 2010**

*(Leadership Legacy Award Luncheon Reception Honoring Edwin Hollander)*

Most of us would be happy to have the kind of impact Ed's had in a single area of scholarly study, but Ed is truly interdisciplinary, with an impact that goes far beyond his training in psychology to the many fields that leadership touches, notably political science and education. After his three years in the Navy as a research psychologist, Ed went on to the faculty at Carnegie Mellon, Washington University, American University, SUNY Buffalo, and now for over 20 years as University Distinguished Professor at CUNY's Baruch College and Graduate Center in NYC. He has been a visiting professor at Oxford, Harvard, and the University of Wisconsin. He spent a year as NIMH visiting scientist at the Tavistock Institute in London, and taught for a year as a Fulbright Professor at Istanbul University. He also served in Washington as a Study Director at the National Academy of Sciences, and has practiced what he has preached by taking leadership roles as an administrator on campus, and as a leader in many professional organizations, including:

- President of the Eastern Psychological Association (EPA)
- President of Division 1 (General Psychology) of the American Psychological Association (APA), where he also served four times as an APA Council Representative, and was a member of the Board on Social and Ethical Responsibility for Psychology (BSERP)
- He has been awarded Fellowships in the APA, the Association for Psychological Science (APS), the Society for Industrial and Organizational Psychology (SIOP), the Society for the Psychological Study of Social Issues (SPSSI), the American Association for the Advancement of Science (AAAS), and the New York Academy of Sciences (NYAS)

- He was also received the Walter Ulmer Applied Research Award from the Center for Creative Leadership (CCL), and the Adler Award from the Psychology Section of the New York Academy of Sciences for his contributions to the field
- Ed has been active in international societies as well, including serving four years on the Governing Council of the International Society of Political Psychology (ISPP), two as a vice president. He received the Distinguished Scientific Contributions Award from the International Association of Applied Psychology (IAAP), a group that he served as a member of the Executive Committee for eleven years

In addition to all of these notable public accomplishments are the less-known but not less significant ones:

- Ed is a devoted husband having been married to his wonderful wife Pat for 51 years now. He's a devoted father and grandfather, who is as likely to share with you the latest photos of his four grandchildren as he is his latest article or book. I hadn't seen Ed for a couple of years prior to this conference, and when I saw him Wednesday night, it took him all of 5 minutes before the photos of the grandchildren came out... and they are adorable.
- At conferences where the people whose names everyone knows are often seen only at a podium giving addresses and little elsewhere, Ed always makes a point of reaching out to people, including students and young scholars who he doesn't know, offering encouragement, support, and insight. In fact, that was how I first met Ed myself. I was waiting at the panel table to give my first presentation at the EPA meetings early in my graduate school career when this smiling guy came in and sat down in the first row right in front of me – close enough so that I could read his nametag. It was Ed. Now, I had read and loved Ed's work in a first year graduate class, but the thought that he was going to listen to me certainly elevated my stress level a few notches! But much to my delight, Ed came up afterwards to offer compliments and encouragement that meant more to me than he could possibly know. My graduate program was a sink-or-swim kind of place that gave criticism freely and praise never, so the fact that someone of Ed's stature could consider my work of some value – and say so – was exhilarating.

- And I've seen him do the same thing to other students countless times over the years – attending student poster sessions and approaching star-struck students with his trademark wide smile, asking questions, challenging them to think deeply about their work and providing the kind of encouragement and validation that makes students believe that they, too, can make a contribution.
- I had the pleasure of visiting Ed at Baruch a few years back, to give a colloquium, and talked to students who simply raved over him and the support he had given them. Richard Hackman spoke yesterday about how he suggested to some of his students that they should send some work they had done based on Ed's IC ("Idiosyncrasy Credit") model to Ed for comments. The students were intimidated about doing this, and were stunned to get a detailed response from Ed with helpful comments that eventually led to these students being able to publish their paper. That's the kind of guy Ed is – always helpful, touching the lives of so many students, graduate and undergraduate, those who attended his universities and those like me who didn't. His own students have gone on to do great things in our field, including stepping into their own significant leadership roles as university professors and administrators, consultants and practitioners. His influence has been both as a person and as a professional role model.
- Ed has also modeled setting high standards of performance in his work. He is a true craftsman. I was fortunate to co-author an article with Ed for the *American Psychologist*, and was invited to come one day to his home in suburban Buffalo to complete our paper. Based on earlier conversations, we had each drafted some sections and needed to merge and integrate the pieces and add some additional material. Much to my horror at the time, we went through that paper section by section, line by line, word by word. He didn't like the word "which" and said he was on a campaign to stamp out whiches. And so we went through it again... and again, relieved only by Pat's gift of a tuna salad lunch break and a late afternoon walk at a lake for some much-needed air. But it certainly produced a much tighter paper, and one that needed very little copyediting thereafter. To this day, I'm very careful whenever I write the word "which."
- And so Ed's contributions to the field have come in many forms: through his teaching, his professional service, through the great many people who he has

influenced directly as well as the countless others who know him from his impressive body of work.

- Throughout it all, Ed is a man of the highest integrity and good humor, who has used his own influence for the benefit of all of us, and who has – truly – made a difference.

For all of these reasons, it is entirely fitting that ILA acknowledge Ed Hollander with this distinguished award, as it is most richly deserved. So in closing, I hope you will join me in showing our deep appreciation to **a true leader in the field of leadership, Dr. Ed Hollander.**



Left to Right: Lynn Offermann, Gill Hickman, Pat Hollander, Edwin Hollander, Cynthia Cherrey, Terry Price at the Leadership Legacy Award Luncheon Honoring Edwin Hollander