

544 Alger Drive  
Palo Alto, Calif.  
April 21, 1969.

Mr. Donald Martin  
Upward Bound Program  
Occidental College

Dear Sir:

It has been my pleasure and good fortune to work with Miss Johanna Freedman, who has been a volunteer aide at Fair Oaks School, Redwood City, California, for the past school semester. She has been working in a non-graded classroom where the academic level and social development level of the students ranges from first to fourth grade. Social and emotional problems are ever present, as many of these children come from multi-problem homes. Johanna is most conscientious, her feelings for children is just the correct mixture of firmness, fairness, understanding, enthusiasm and patience. She is intuitive, and she possesses the confidence to play her hunches in prescribing activities which help these children.

I recommend her highly as a person who excels in working with children, particularly underpriveledged children.

Sincerely,

(Mrs.) Stella Takahashi  
Teacher, Fair Oaks School

SCHOOL OF EDUCATION  
STANFORD UNIVERSITY

STANFORD CENTER FOR RESEARCH AND  
DEVELOPMENT IN TEACHING

770 Welch Road, Palo Alto, California 94304  
Area Code 415  
321-2300 ext. 4717

24 February 1972

re Johanna Shapiro  
Recommended for Counseling  
Psychology, School of Education

Office of Graduate Admissions  
Stanford University  
Stanford, California 94305

Dear Sir:

Ms. Shapiro has worked with my group in the Stanford Center for Research and Development in Teaching on the development of support services for collaborative teacher groups, beginning in October, 1971. The Research and Development Group is small and has met twice weekly, so there has been ample opportunity to observe performance closely.

One function of the group has been to use itself to study group processes in small task groups. Ms. Shapiro has shown great sensitivity and competency in understanding the functions and processes of the group and has contributed to ongoing analysis with real competence.

A second function of the group has been to develop a set of interventions for use with teaching teams, so that they may gain control of their own group processes as they proceed with their task. In this effort, Ms. Shapiro has made outstanding contribution. More than any other student in this group, she has shown excellent ability to grasp the theory of interaction underlying the effort; her ability to apply this theory in developing specific statements of group problems and specific intervention procedures has been considerably greater than I would have expected to find in even the most advanced student.

To summarize, Ms. Shapiro has shown great intelligence in the way she has approached and handled the theoretical work, great sensitivity in the interpersonal sphere, and has, moreover, brought to all her work dedication, enthusiasm, and originality.

All of these qualities and abilities suggest that she is an outstanding candidate for graduate work, especially in counseling and guidance. I recommend her without reservation.

Sincerely,

Sheila R. F. Molnar, Ph.D.  
Research and Development  
Associate

SM/jki

UNIVERSITY OF COLORADO  
CRAGMOR ROAD  
COLORADO SPRINGS, COLORADO 80907

SCHOOL OF EDUCATION

October 25, 1974

Stanford Placement Center  
Stanford, California 94305

Letter of Recommendation for Johanna Shapiro

I have known Joie for four years as her supervisor while she was a counselor-in-training, as a friend, and as an admirer of her capabilities.

In general, Joie is one of the most competent persons with whom I have ever worked. I would like to point out several specific areas of competence.

As a counselor, she handled a number of difficult cases in a wide variety of problem areas: marital, vocational, and interpersonal. Her work is outstanding; I would rank her among the four or five best counselors I have observed.

As a researcher, Joie has inquired into issues relating to women in counseling as well as other issues. In addition, she has written the best review of sex roles in counseling and psychotherapy that I have yet seen. I use the latter article as a standard reference for my graduate classes.

As a person, Joie is a warm and capable woman with a strong commitment to growth. I have learned from her as a person, and I believe we shall all learn from her as a professional.

Sincerely,

C. Gaylord Hendricks, Ph.D.  
Assistant Professor  
of Education

CGH/nh



Johana Shapiro Recommendation (Continued)

Joie Shapiro is well suited to teach, conduct research, supervise students and counsel. This is not surprising given the rich array of course work and experiences she has had over these past several years. She has that rare combination of being a rather quiet yet exceedingly competent person who knows how to analyze problems and set up workable solutions whether they be in teaching, research or counseling.

COPY



VETERANS ADMINISTRATION  
HOSPITAL  
3801 MIRANDA AVENUE  
PALO ALTO, CALIFORNIA 94304

March 22, 1976

IN REPLY  
REFER TO: 664/116B4

PSYCHOLOGY TRAINEE SUPERVISORY EVALUATION

RE: Johanna Shapiro, Ph.D.  
Stanford University  
Postdoctoral Level (WOC)

Dr. Shapiro worked as a postdoctoral fellow without compensation on the Psychological Assessment Unit from August 5, 1975 through January 25, 1976, two days per week, a total of five and a half months. She left near the completion of her pregnancy, but plans to return for further work on the Unit during the summer of 1976.

The Psychological Assessment Unit provides comprehensive psychological and neuropsychological testing services on a referral basis to all medical, surgical and psychiatric treatment units of the Palo Alto Veterans Administration Hospital. Diagnostic assessments regularly involve all types of neurotic, psychotic and character disorders, alcoholism, and/or organic brain damage due to trauma, disease or degenerative process. Recommendations for treatment, management and/or placement are made from the test results obtained. Approximately thirty patients per month are seen at this Unit for evaluation. The staff of the Unit consists of a clinical neuropsychologist as supervisor and a psychology technician. Three to five clinical psychology interns from universities throughout the country are assigned to the Unit, usually for a six month rotation. While basic competence in diagnostic psychological testing is assumed at the outset, implications of intellectual, memory and personality deficits for neuropsychological functioning are taught to the intern. Administration, scoring and interpretation of the Halstead-Reitan Neuropsychological Test Battery must also be mastered by interns assigned to the Unit, as the majority of cases seen require a neuropsychological evaluation of brain functioning. Improvement of interviewing, assessment and diagnostic skills and broadening of clinical experience is provided through regular supervision, seminar discussions and exposure to a diverse clinical population.

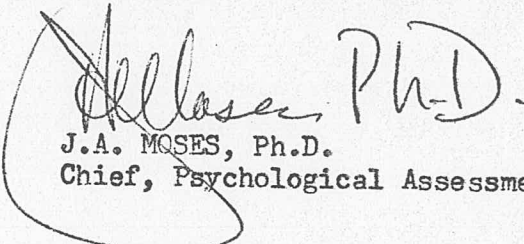
Dr. Shapiro was a highly respected and valued member of the Psychological Assessment Unit staff. While she came with little background in the administration and interpretation of formal psychological tests, she learned these skills on a wide range of instruments in a remarkably brief time. During her rotation she learned to administer the Wechsler Adult Intelligence Scale (WAIS), Wechsler Memory Scale (Forms I and II), Bender-Gestalt Test, Wide Range Achievement Test and the extensive Halstead-Reitan Neuropsychological Test Battery. She is basically competent in the administration, scoring and interpretation of all of these instruments except the Halstead-Reitan Battery, in which she will need more experience and instruction before she can work independently at interpretation. Her ability to administer and score the Halstead-Reitan Battery, however, is adequate. Most interns who come to the Unit know how to administer the great majority of these tests, and spend the majority of their time learning how to interpret them with diverse clinical populations. Dr. Shapiro was functioning on a par with other interns on the Unit by the time she left. Her rate of mastery is

*Show veteran's full name, VA file number, and social security number on all correspondence.*

remarkable, and bespeaks her motivation, intelligence, diligence, and excellent background in psychology. When she returns, Dr. Shapiro will be working to develop a broader range of experience with neurologically, medically and psychiatrically disabled populations with the above measures. She will also direct some of her efforts toward mastery of standard personality assessment measures such as the Minnesota Multiphasic Personality Inventory (MMPI) and the Rorschach Inkblot Test, in which she has already received some preliminary instruction.

Dr. Shapiro noted that she had increased her understanding of the purposes and limitations of psychological testing in comprehensive behavioral and diagnostic assessment of the individual patient. She gained an increased sense of personal and professional competence through partial mastery of a crucial area of psychology. Her professional growth is reflected in "diminution of a tendency to see severely deteriorated patients as 'other' and increased awareness of their basic humanity." Such values direct her concern with individual patients' welfare, and underlie the careful and insightful evaluations which characterize her work.

Dr. Shapiro has learned to function effectively as a psychologist in a medical setting. She works empathically with a wide range of disturbed and provocative patients, and is unflappable. Work with brain-damaged, psychotic and characterologic patient populations provided a wide range of assessment challenges, since many of the psychiatric patients had medical problems as well. In each case evaluation which Dr. Shapiro submitted, the individual's pattern of strengths and weaknesses were evaluated objectively, with emphasis on the former. Her evaluations were written clearly, concisely and thoroughly. I have been very favorably impressed with Dr. Shapiro's maturity, professionalism and competence. I would recommend her for placement with any hospital or clinic without reservation. She will be a success in whatever area of psychology she chooses to specialize.

  
J.A. MOSES, Ph.D.  
Chief, Psychological Assessment Unit

CONFIDENTIAL STATEMENT concerning Johanna Freedman Shapiro  
First Middle Last Name

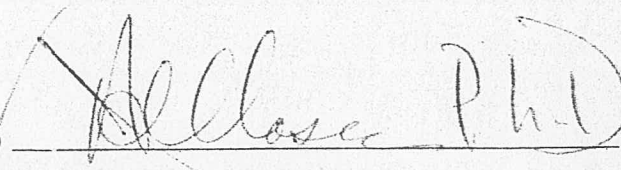
In regard to personal and professional qualifications for employment as a professional psychologist

(In preparing this statement, please give your critical appraisal of the potential and professional qualifications of the candidate named above; if employer, include specific nature and tenure of employment.) PLEASE TYPE THIS STATEMENT. USE ERASER FOR CORRECTIONS. DO NOT USE CORRECTION PAPER OR FLUID. FOR PROPER REPRODUCTION CARBON PAPER MUST BE USED. PLACE THE GLOSSY SIDE OF THE CARBON PAPER AGAINST THE BACK OF THIS REFERENCE FORM. THIS WILL PRODUCE A REVERSE IMPRINT ON THE BACK OF THIS SHEET. WHEN MAKING CORRECTIONS, PLEASE ERASE BOTH SIDES OF THIS FORM.

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Position of writer Chief, Psychological Assessment Unit  
Organization Palo Alto V.A. Hospital  
City and State Palo Alto, California. 94304

(Signed)   
Type or Print name J.A. Moses, Ph.D.  
Date March 22, 1976.



Johanna  
Shapiro

# EMERGENCY TREATMENT CENTER

555 MIDDLEFIELD ROAD, PALO ALTO, CALIFORNIA 94301 • 292-HELP

July 12, 1977

Dr. Raymond C. Anderson, Chairman  
Department of Family Medicine  
University of California, Irvine  
College of Medicine  
Irvine, California 92717

Dear Dr. Anderson:

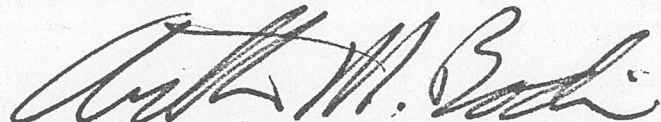
It is my pleasure to write in support of Dr. Johanna Shapiro, who has applied for a position in your Department of Family Medicine to coordinate the Behavioral Science Program for Family Practice residents and medical students in Family Practice clerkships.

I have known Dr. Shapiro for two years. From June, 1975, through February, 1976, I supervised her work for The Emergency Treatment Center, a non-profit community agency providing 24-hour, seven-day-a-week mobile crisis intervention and follow-up counseling in the western two-thirds of Santa Clara County, an area of three-quarters of a million people. Her duties included responding to emergency calls as a member of a two-person team, as well as conducting follow-up counseling with her teammate or alone. I supervised her in a group setting during staff meetings, as well as in special sessions with her and her teammate. I found her to be observant, sensitive, concerned, and responsible. Her approach to families and individuals was sensible and flexible. She showed intellectual curiosity and an eagerness to learn.

It is worth noting that Dr. Shapiro's experience in The Emergency Treatment Center extended considerably beyond the usual office practice of clinical psychology or psychiatry; it included making home visits and initiating psychotherapy at the scene of the difficulty. Moreover, this was no occasional occurrence; it was the routine procedure for meeting the patients and starting to help them. This approach is in the time-honored tradition of the old country doctor--the original family physician who knew the family and their home situation.

I recommend Dr. Johanna Shapiro for the position. I believe she will be a valuable addition to your program.

Sincerely,



Arthur M. Bodin, Ph.D.  
Clinical Director

AMB/sl

Copy: For Your Information

STANFORD UNIVERSITY

STANFORD, CALIFORNIA 94305

CENTER FOR RESEARCH ON WOMEN  
POLYA HALL 106  
(415) 497-1994

January 14, 1977

Dean James Lyons  
Dean of Student Affairs  
323 Old Union  
Stanford University  
Stanford, CA 94305

Dear Dean Lyons,

I am writing to recommend Johanna Shapiro for the position of Assistant Dean. When the job announcement came to my office, she immediately came to mind as one of the few people who could meet the extensive list of qualifications stated in the description. I believe that she would be extremely well-suited for the job you describe and, just as importantly, would be more than capable of dealing with the ambiguities of a shared-job.

My own experience with Johanna has been in the context of developing a supplementary self-assessment, values clarification and career planning program for women in science. This project has been implemented under the auspices of the Women in Science and Engineering (WISE) student group here at Stanford. In the process of organizing the program, I have seen Johanna deal successfully with hostility by pin-pointing the basis of the feeling, dealing with it directly, and hence smoothing the way for meaningful dialogue on the programmatic and organizational issues. Johanna is extremely capable in the area of oral communication. She can make her point, or convey her wishes without being overly aggressive or antagonizing others. She has developed a low-key style of presenting herself which is extremely effective within the context of her previous employment. She willingly accepted the responsibility of defining a meaningful project within the context of the needs expressed by the Center and the women in WISE.

The series of self-help peer groups which Johanna designed are beginning only now, but the preliminary work for these groups indicates that she is thoughtful, capable of clear writing, and understands well the needs of women (and hence students in general) to define a socially and self-acceptable niche in the world. I am confident that Johanna will be responsible for helping young women entering non-traditional fields (sciences) to confront and solve many of the difficulties inherent in the choice of a science career. The program which she designed should be bearing fruit long after the actual activities have ceased.

Finally, I would like to say that Johanna Shapiro meets all the qualifications you list on the job description with the possible exception of budgeting and financial planning. She is a thoughtful, intelligent, and highly skilled person and would be a real asset to a student services program. I highly recommend her.

Sincerely,

Margaret Collins, Administrator  
Center for Research on Women

*Blind copy - JS ✓*

STANFORD UNIVERSITY  
STANFORD, CALIFORNIA 94305

SCHOOL OF EDUCATION

January 19, 1977

Dean James W. Lyons  
Dean of Student Affairs  
323 Old Union  
Stanford University  
Stanford, California 94305

Dear Dean Lyons:

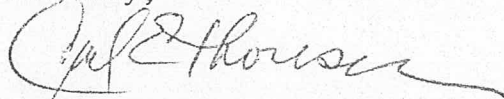
I am writing to support the application of Joie Shapiro for the position of Assistant Dean in the Office of Student Affairs. I have known Joie for several years; first, as a master's degree student in our counseling psychology program, and then as a Ph.D. candidate in a special women's studies program. In addition I have been well acquainted with both Joie and her husband, Deane Shapiro, a Ph.D. graduate of Stanford.

From the position announcement concerning the Assistant Dean, it would seem that Joie is well qualified to assume the responsibilities involved, namely, to provide overall direction to the various central office responsibilities as well as to work closely with students who have personal and academic problems. In recent years, Joie has obtained a great deal of experience in working with students and adults on a broad range of personal, social, and academic problems. The opportunities to assume this half-time position seems especially well suited to both her background experiences and professional training, as well as some of her current and future career goals.

I am very pleased to commend her to you for consideration and would be quite willing to provide any further information if needed.

My best wishes.

Sincerely,



Carl E. Thoresen  
Professor of Education and Psychology

CET/r