Purdue’s Industrial-Organizational Psychology Program is proud to present

2021 Ernest J. McCormick Memorial Lecture

Derek R. Avery, Ph.D.

Black in Business: Reflections on the Role of Race in Industrial and Organizational Psychology and Organizational Behavior

March 18th 2021, Thursday, 12 – 1 pm EST; live on Zoom
(Register HERE)

Dr. Avery is the C. T. Bauer Chair of Inclusive Leadership in the Bauer College of Business at the University of Houston. Dr. Avery is a leading researcher in the areas of workplace discrimination and diversity, and his work examines how individual differences and diversity in the workplace affect employee experiences, behavior, and performance. Dr. Avery’s research has been published in top journals in the field, including The Journal of Applied Psychology and Personnel Psychology. Dr. Avery is also the Diversity and Inclusion Portfolio Officer at the Society for Industrial and Organizational Psychology. He is an advocate, mentor, and role model for ethnic/racial minority faculty and graduate students in the field, and contributes to developing and retaining under-represented employees. In addition, Dr. Avery teaches courses on workplace diversity, with an emphasis on helping students succeed in multicultural workplace settings.

Talk Abstract

The top journals in industrial and organizational psychology (I/O) and organizational behavior (OB) have published studies on racial differences for more than a century. During the past 20 years, I have actively contributed to this literature and seen both progress toward greater equity and cause for continued concern. With the reckoning that accompanied the killings of several unarmed Black civilians by law enforcement in 2020, the attention devoted to systemic racism rose considerably. In the process, it became clear that many Americans are unaware of (or considerably underestimate) the continual impact of race in the workplace. This talk will integrate lessons learned from my own research with that of others to present the current state of the scientific evidence on the role of race in I/O and OB. Understanding systemic racism is the first step toward dismantling it.

Registration Link: https://bit.ly/McCormick2021
About Ernest J. McCormick

Professor Ernest J. McCormick, distinguished scholar in industrial psychology, earned a B.A. from Ohio Wesleyan University and an M.A. and Ph.D. from Purdue University. He authored the first textbook in the area of human factors, Human Factors in Engineering and Design and developed the “Position Analysis Questionnaire” (PAQ), the most respected and widely used instrument in assessing job analysis.

Among his many honors, McCormick received the 1986 Distinguished Scientific Contribution Award from the American Psychological Association. He was a professor of industrial psychology at Purdue from 1948-1977. Upon retirement, he received emeritus status and continued to contribute to the literature in the area of human factors until his death in 1990.

The Ernest J. McCormick Memorial Lecture is made possible through gifts to the McCormick Fund.