

# PAGSIP

## newsletter

Volume <sup>3</sup> 4, Number <sup>2</sup> 1 April, 1954 Solidarity Forever!

### IN MEMORIAM

By Dr. C. H. Lawshe

Dr. Bryant Frutchey Nagle died on January 4, 1954 in a hospital in his home town, Santa Monica, California. Purdue University conferred the degree of Doctor of Philosophy on him in May, 1953, and following this, after a brief waiting period, he was inducted into the United States Army and was based at Ford Ord, California. During a Christmas holiday leave he contracted meningococic meningitis which proved fatal.

Bryant attended Kalamazoo College at Kalamazoo, Michigan, transferred to the University of Nevada where he received his bachelor of science degree, and entered the Graduate School of Purdue University in September 1950 to pursue work in Industrial Psychology.

About a year after he came to Purdue he was assigned to the International Harvester Fellowship and spent something like 30 days in the Harvester plant at Louisville in the course of his graduate training here at Purdue. He received his Masters degree in August, 1951 and presented in partial fulfillment of this degree the thesis titled "A Study of Foreman Responsibility" which was based on his work at Louisville. Continuing on this same fellowship appointment he made significant contributions in the field of employee attitude measurement and in the investigation of supervisory sensitivity. His PhD

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### PSYCHOLOGY LIBRARY ESTABLISHED

By Marty Steinberg

When Pagsip was informed by Mrs. Nagle of Bryant's death, it became evident that the consensus was in favor of setting up a lasting memorial to Bryant. After a telegram of sympathy was sent to Bryant's family, it was decided that a memorial library would be a particularly appropriate way to express our sentiments. With this in mind, a Library Fund Committee was set up within Pagsip for the purposes of collecting monies and of making recommendations for the use of the funds collected.

At this point Professor Asher suggested that the materials left to the department by the late Kenny Davenport might be used as a nucleus for the proposed collection of books and periodicals. Space was available in the ORC room, since the IBM equipment had recently been transferred to another building, so bookshelves, chairs and tables were brought into this area.

When the idea for the library was communicated to Mrs. Nagle, she immediately sent a reply which included a generous contribution to the Library Fund and a promise to send all of Bryant's books and periodicals, which we have now received.

The Library Fund Committee met and made the following recommendations, which were then ratified by Pagsip:

1. That donations be solicited  
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thesis was entitled "Productivity, Employee Attitude, and Supervisory Sensitivity" and was the basis for an article that is scheduled for post-humous publication in the June, 1954 issue of Personnel Psychology.

He was one of the most productive graduate students that has gone through the Industrial Psychology program. He contributed the following three publications to the psychological literature during his graduate student days: (With Lawshe) A note on the combination of ratings on the basis of reliability, Psychological Bulletin, 1953, 49, 270-273; (With Lawshe) Productivity and attitude toward supervisor, J. appl. Psychol., 1953, #3, 159-162; and Criterion development, Personnel Psychology, 1953, 6, #3, 271-288.

Bryant's death came as a great shock both to faculty members and to those graduate students who knew him. His youth, his vitality, and, his professional productivity predicted a promising professional career which his death terminated at the age of twenty-four.

As discussed elsewhere in the Newsletter a Memorial Library has been set up in his memory, and numerous contributions in books and funds have already been made.

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#### ASH TALKS TO PAGSIP

By John Pasios

Dr. Philip Ash, of Inland Steel's Department of Industrial Relations Research, spoke at the last monthly PAGSIP meeting.

Dr. Ash first outlined the organizational structure of Inland Steel in general and the Department of Industrial Relations Research in particular. This research group is

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from present Pagsip members at the start of each Semester in order to ensure the continued existence of the library.

2. That first consideration be given to the purchase and binding of certain pertinent journals.

3. That missing issues of these journals be filled in at the end of each school year.

4. That any remaining funds be used for the purchase of books and other materials judged to be of particular importance.

5. That a practice be established whereby departing Ph.D's contribute a book to the library.

The total collection of books and periodicals is to be called the Psychology Library, but all contributions by Pagsip will remain the property of Pagsip in the event that an unforeseen situation requires the discontinuance of this library. Only graduate students in psychology may use the facilities offered. In order to keep losses of materials at a minimum, the users of the library are not allowed to remove said materials from the reading room. We are confident that the provisions above, coupled with the interest evidenced by the members of the department and by the staff, will assure the success of the venture.

We wish to take this opportunity to express our sincere thanks to those alums who have sent contributions to the Library Fund. All such funds collected through May of this year will be used to purchase books and periodicals which will be inscribed in memory of Bryant.

We heartily invite recommendations concerning any literature which you consider to have been of particular value in the course of your post-graduate activities.

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SEE YOU AT MPA

## MY TRUE CONFESSION

or

(Hammers and Nails)

By Jim Briggs

Years after my early birth I left the sheltered womb of undergraduate school to appear before the Shrine of Industrial Psychology. After perusing the transcript held in my nervous little hand, the benignant Priests of the Brotherhood of the ORC and IBM bade me enter.

At this time I was filled with the philosophy of the Applied. No one would be more applied than I. I vowed to explore the mundane with scientific methodology, to present my results in simple concrete ways, to enlighten the masses.

But I should warn you dear reader, that this is the sad story of my metamorphosis. Only the hardened and sadistic should read further. For you see my Master's thesis was about HAMMERS AND NAILS. Yes, it's true. I chose the ordinary topic of pounding ordinary nails into ordinary wood with ordinary hammers by ordinary people. This is my true confession. May Heaven have mercy on my soul!

Upon my entering the Shrine, the tolerant Priests aided me in the search of the Gospel of the Applied. When the time was appropriate, I set about my task. Using a factorial analysis of variance design and Tukey's method of combining the treatment means, we developed a useful tool for the exploration of man-machine relationships. The design worked well in the pilot study. The final experiment followed, and the thesis was written.

It was at this point that the gravest sin was sinned. In order to enlighten the masses and present our tool to our colleagues, we decided to publish.

Whenever sin is accomplished, it doesn't take long for the Lord Master

of Hades to find out about it and to make the best of it. The Devil entered in the guise of an Associated Press correspondent, scanning in desperation the galley proofs of the Journal of Applied Psychology for "News". He must have chuckled in fiendish glee as he said, "Here's something for the masses, chuckle, chuckle, hee, hee!"

Neglecting the tool which had been created he wrote, sparing neither the neophyte nor the Priests of the Brotherhood. Aided by a host of sub-devils he presented the following results:

On the front page of the Washington, D.C. Evening Star the heading: SCIENTISTS NAIL DOWN FACTS ON BUSINESS OF DRIVING NAILS!

In the Tacoma Tribune:  
PURDUE SCIENTISTS TAKE SWING AT BLUDGEON VENDORS!

In the Lafayette Journal Courier:  
BIG HAMMER BEST, PSYCHOLOGISTS FIND.

Also; others enter the act:  
BIG HAMMER CAN DRIVE SMALL NAILS, PURDUE FINDS.

An on and on from coast to coast.

On CES Claude Mahoney said (Approximately), "...what any average carpenter could have told you to begin with".

And so on!

And how did the masses react?

From Evansville, Indiana a card from "A Taxpayer":

"Read your article on 'Big Hammer Can Drive Small Nails'. I want to congratulate you professors on your atomic age discovery which will advance progress for 100 years.

I'm just a poor taxpayer who pays for these great tests which we couldn't do without to carry on our farming.

You professors better go fishing for a rest."

From New Jersey (excerpt):

"....I have developed a new shock absorbent hammer which I would be glad to allow you to use in further experi-

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mentation.....".

From a New York Alumni to an Administrator (excerpt):

"....Its bad enough when we have to apologize for our failures in athletics, but when we are confronted with stories like the enclosed clipping(a New York Newspaper) it certainly causes our faces to be red..... friends....give me a nice ribbing..."

The moral of this confession is: My next research will be entitled "A Systematic Inquiry into the Correlation of the Secondary and Tertiary Digital Epidermal Eruptions in the Genus Bradypus and Its Implication to the Genus Choloepus". It will be available in coded sanskrit printed in ink on black paper.

It will be most scholarly!

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EDITOR'S NOTE: The author of the above article was informed to write an article on Hammers and Nails or another person not ego-involved in the subject discussed would be given the assignment.

Don't miss the first article in the last issue of the Journal of Applied Psychology!

"The increasing monotonic function, which may have discontinuities....belongs to the isotonic group and is transformation applicable to ordinal scales."

#### M.P.A. RECEPTION

By Mickey Balma

PAGSIP will again hold its annual M.P.A. reception (party) for its members and friends. As a PAGESIPPER, you know all about our receptions in the past. This year's committee promises that the 1954 party will be the best yet.

We've engaged a suite at the Neil

House, Convention Headquarters at Columbus, for the affair on Friday evening April 30. The reception will not be listed on the hotel bulletin, but the desk clerk will be able to tell you where the reception for Purdue Alumni and friends will be, so just ask and come on up.

Even with the rising cost of living the price for the evening will be the same as always, four dollars a head. As always, you're welcome to bring friends during the evening for a few drinks. All that is asked is that judgement and discretion be exercised. One of the purposes of the party is to provide a place to entertain your friends, to your advantage and to Purdue's in general. So plan to come to M.P.A., hear some good papers, meet interesting people, and have fun doing it.

Since the convention is in two hotels, and The Neil House is the smaller, it will be necessary to send your reservations to The Neil House early if you want to be in the same hotel as the party.

SEE YOU IN COLUMBUS

THE 1954 M.P.A. COMMITTEE

#### PAGSIP DINNER DANCE

By Robert Finn

As usual the annual PAGESIP Dinner Dance provided Pagsippers, wives, and dates with an evening of socializing and entertainment. The affair was well attended with 29 couples being present.

After the meal, the evening was started off right with a group sing of the hymns "Solidarity Forever" and "On Top of Old Lawshe". Additional entertainment was provided by one individual, a 'sleight of hand' artist who demonstrated his skill in manipulating cards. He was roundly applauded by all except a few who had been playing poker with him occasion-

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## (DINNER DANCE, Cont.)

ally.

The party really began to liven up about 1 A. M. when everyone left the club to go to someone else's house for a few night-caps. There is a reliable rumor circulating to the effect that one such reckless and carefree group called up Professor Asher at 4:30 A.M. and serenaded him with "Careless Love". Incidentally, it is believed that most of the group had already passed pre-lims.

## PURDUE TV STUDY

By John Pasios

During the week of January 24-31, Dr. Remmers, Bob Mainer, John Pasios and Leigh Van Ausdall carried out a TV monitoring study in New York City. A content analysis was made of the subject matter of the entire broadcasting time of New York's seven channels.

Some objects of the study were to determine (1) the amount of time given to advertising, (2) the kinds and formats of programs available to the TV audience, and (3) the amount and kinds of violence shown in the programs.

The study was sponsored by the National Association of educational Broadcasters and was carried out in the offices of Richardson, Bellows, and Henry. Monitors were recruited from the colleges of the general New York City area.

## PAGSIP SPEAKERS

Pagsip has been fortunate to obtain a number of able and interesting speakers for the meetings this year. Following is a brief summary of the topics of this year's speakers.

Dean E. C. Young of the Purdue Graduate School spoke to PAGSIP at the first meeting of the fall semester and indicated applications of the techniques of industrial psychology to his own field of Agricultural Economics.

William W. Reed, Refinery Manager of Socony-Vacuum Oil Co., reviewed management problems which had been encountered at Socony and discussed treatment of these problems by the corporation.

Dr. G. M. Worbois of Detroit Edison Company discussed problems of selling research to the organization at the first meeting of the New Year for PAGSIP.

Dr. Homer Wood, formerly of Purdue and now associated with Lever Brothers, joined the group in February to speak of his experience with personal assessment of managerial and supervisory personnel as an industrial consultant, as a staff psychologist in a government agency, and as a staff psychologist in industry.

The speaker at the last meeting was Dr. Philip Ash of Inland Steel. His talk is reported in full elsewhere in this paper. We wish we had the space to report all the talks in detail as they have been quite interesting and informative.

For the final regular meeting of the year PAGSIP is looking forward to hearing Dr. J. W. Dunlap of Dunlap and Associates and father of our beloved Jack. We all remember the very challenging talk he gave to us last year and anticipate another fine meeting in April.

## NEW PAGSIP MEMBER

One new student entered the fold of the ORC in February. William W. Rambo, who previously obtained both his B. A. and M. A. in psychology at Temple University, is eagerly looking forward to becoming a Purdue Ph.D.