



COME TO MPA, MAY 2-4
SEE ADVERTISEMENT, PAGE 4

NEWSLETTER

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V A R I E D R E S E A R C H L E A D S T O E L E V E N M P A P A P E R S

INDUSTRIAL PROGRAM EXPANDED

ALUMNI CONTRIBUTE TO SPACE PROGRAM

In response to a request from the Newsletter for information about the contribution of Pagsippers to space programs, we were pleased to receive several letters (2) and to supply the following notes to the Clan.

From Dr. William Askren, a charter member of Pagsip, and Capt. Ted Aldrich, both of whom are active in the Dyna-Soar project at Wright-Patterson Air Force Base, we learned the following: Dr. Askren is assigned to the Crew Station Branch, and is providing human engineering inputs to crew station design, flight simulation studies, system reliability, and maintainability programs. He also directs the effort to determine the role of Dyna-Soar pilots during flight test in order to generalize to the role of crews in future A.F. space systems. Capt. Aldrich is assigned to the Personnel protection, Escape, and Training Branch, and is working on human engineering aspects of pilot and ground crew training equipment, formulation of training plans, evaluation of pressure suit and escape hardware, and helping to develop debriefing techniques to be used in conjunction with flight tests and preflight training activities. Both men are frequently in contact with astronaut and Purdue grads Grissom and Armstrong, who will flight test the Dyna-Soar, the only manned A.F. space program under development at present.

From Dr. G.F. Rabideau, Chief of Human Factor Analysis of Apollo Life Systems at North American Aviation, we learned that Purdue alums Dick Hornick and Ted Donaldson are busily engaged in North American's
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The number of Purdue industrial papers accepted for this spring's MPA meetings is substantially greater than that of the last two years. A total of 11 papers and two symposia will involve industrial staff and students during the May 2-4 convention at Chicago's Morrison hotel. Last year only two Purdue papers were accepted of a total of approximately ten submissions, and these two papers constituted half of a session on "measurement", the word "industrial" not even appearing on the program. No other sessions were even remotely related to the industrial area during that meeting.

This year, however, the story appears to be quite different. The ten Purdue industrial acceptances reflect numerous efforts to improve the situation. A "we'll show 'em" attitude on the part of abstract writers, some well-placed complaints by those in a position to make them, and a lot of FAGSIP sponsored publicity within and outside Purdue were important ingredients in a common FAGSIP-ORC-ALUMNI drive determined to increase applied psychologists' interest in MPA. Much of this activity can be attributed to Dr. McCormick's enthusiastic efforts toward adequate representation of industrial psychology on the program.

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MPA SUPER PARTY

Ed Ryterband, chairman of this year's MPA party, extends the glad hand of welcome to all FAGSIPPERS & friends to attend the Best Party Ever at the Hotel Morrison, Friday, May 3rd, 7:30 til....

The word-of-mouth room number announcement system should be functioning on late May 2 or early May 3, from any Purdue prof. or grad student. Remember, wall-to-wall entertainment is yours. 'Donations' at the door, per usual (\$5.00).

M P A PAPERS

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It is to important to note the great variation of topics which will be presented by PAGSIPPERS and ORC staff members. A glance at the appended list of papers shows job analysis, prediction studies, human engineering, industrial-social, consumer and survey work. Furthermore, the symposia which Purdue staff members will chair are concerned with two topics of current popular as well as technical interest. A complete list of the formal research projects now under way or recently completed by PAGSIPPERS can be found on page four.

The following are papers and symposia in which ORC students and staff will be participating at the MPA meetings:

Gordon, G. G. & McCormick, E. J. "The identification, measurement, and factor analysis of 'worker-oriented' job variables"

Weick, K. E. "The effect of cognitive dissonance on level of aspiration"

Edel, E. C. & Tiffin, J. "The prediction of managerial success in a telephone company"

Schoenfeldt, L. F. "Some longitudinal evidence regarding the validity of indices for intellectual deterioration"

Byham, W. C. & Perloff, R. "The relationship of perceived to actual accuracy of memory"

Gillmer, R. S. "A factorial approach to the life history correlates of intellectual change"

King, D. C. & Purdy, M. M. "Some psychological correlates of play in a decision-making simulation game"

Will, F. E. & King, D. C. "A factor analytic approach to the content and construct validation of an employee opinion survey"

Ryterband, E. & King, D. C. "The evaluation of a supervisory training program"

Kallick, Maureen. "Biographical correlates of creativity as measured by Guilford's divergent thinking factor"

Symposia

"Professional Views of Some Recent Protests Against Psychological Testing"

Chairman: W. A. Owens

Participants: Dunnette, M.
Astin, A. W.
Albright, L. E.

"Psychological Characteristics of Small Business Chief Executives"

Chairman: R. Perloff

Participants: Joel T. Campbell
Erich Prien
Jay Otis

Discussant: R. Perloff

PAGSIP GROUP STUDIES

AF OFFICER ACTIVITIES

The psychology department is currently cooperating with the Personnel Research Laboratory of the U. S. Air Force in the development of a procedure for obtaining officer job inventories. Working on this project under Dr. McCormick are George Gordon, John Cragun, Lyle Schoenfeldt, and, believe it or not, a full-time secretary, Rosemarie Crombie. Rosie is so sweet, we don't believe it.

The project consists first of trying out different procedures for developing inventories. In this connection, the boys have been out annoying officers at various Air Force bases in the surrounding area. If, and when some standard procedures are developed, they will be written up into a manual, and then project officers in the field will attempt to use this manual in developing some further inventories.

This simple exposition glosses over some major problems which have not yet been overcome. Officer job inventories are analogous to inventories of executive positions in the civilian world. The difficulties of describing such functions as communicating, supervising and organizing are of an entirely different magnitude than those of describing such functions as typing, machine operation or handling stock. Trying to tag specific time limits on these functions is next to impossible. Although neither the Air Force nor the individuals connected with the project are entirely convinced that the inventory approach is feasible with executive positions, some answers to this problem should be available within the next year.

THE SAINTS WENT MARCHIN' IN

The time honored Dixie standards were reworked at the Spring Dinner Dance, as live music invaded the affair. At intermission, Mark Van Slyke, a PAGSIP MS candidate, fronted a Dixie band which included that renowned master of the banjo-- Dr. Joe Tiffin.

With a 9-piece combo led by Van Slyke providing the music, 80 PAGSIPPERS & friends danced the night away while dance chairman Ivan Ross guaranteed the event's success by acting as mixologist.

LOST

...too many addresses of PAGSIP alums. If you know the present whereabouts of any of these people please send us their address.

Alexis M. Anikeeff	Wm. Ten Eyck
John Baggeley	Harold Browman
Williard Brignervaw	John Clarke, Jr.
David Conover	Norman Cliff (Mrs.)
Eugene Chapman	Mildred Goldsberry
Wm. Drennan	Jerome Harris
Edward A. Ely	Terrence Hudson

(more to follow in next issue)

EDITORIAL

Having spent the last 3½ years in the comfort of the academic womb, studying the college sophomore from every conceivable angle, I haltingly turn my thoughts to the cold cruel outside world. Each year, a number of our flock leave the fold and embark upon careers as psychologists. What has happened to them? Do they still occupy positions primarily as psychologists or have they widened their vistas and become the "captains of industry?" I feel that this question poses an interesting problem.

The current crop of Ph.D. candidates is highly research oriented, and perceive their future careers as involving a great deal of research. Some screening of the journals and APA papers leads me to suspect that the present Purdue alumni do not occupy their time primarily with research. Thus, is Purdue training a different species of animal or are the career perceptions of the current graduate students distorted? While the former possibility may indeed be true, I have the uneasy feeling that the latter is a distinct chunk of reality. For this reason, I invite your comment on the subject of what the industrial psychology student can expect in terms of his future job activities. G. Gordon

BOOK REVIEW

Statistical principles in experimental design. New York:McGraw-Hill, 1962, pp. X + 672.

When writing a review, one should compare the book with similar books, state its purpose, consider and criticize the content and say who would benefit from its purchase. With these thoughts in mind, I embark upon a review of the above cited book.

The editor of Psycho, Dr. B. J. Winer, has written a book. It's long overdue and his students, now instead of pondering over their inadequate class notes, can look in it for enlightenment (let's hope they find some). Professor Winer, unlike Russell in the Principia doesn't take 90 pages proving that 2 equals 2 but respects the intelligence of his readers. He garnishes the pages with well-selected examples from good journals like Phrenology and the Journal of Projective Nostrums and the effect is almost as pleasing as Miss Farmer's Cookbook. Like all good statisticians, Dr. Winer has invented a complete new set of symbols to prevent comparison with books such as Karl Fisher's or R. A. Pearson's. Who will benefit from the purchase of the book? Well obviously Dr. Winer will--he gets the royalties, but his students stand a chance of improving their grades if they take a copy to class for him to autograph. His book at \$2.65 a pound is a must for all psychologists, accepting clinicians--even he can't design factorial case studies. P. Moon

PAGSIPPERS OBTAIN CONFINEMENT DATA

A research group including Drs. McCormick, Weick, & Linden, and grad students Bruce Black and Capt. Billy Mills of the Air Force have been working at Purdue and Wright Patterson A.F.B. obtaining data on human behavior under the stress of confinement for 30 days. Three Air Force volunteers just emerged from a simulated space capsule designed by the Aerospace Medical Research Lab., WPAFB, after participating in a test of life support equipment. Only weightlessness was not simulated in the 29 ft. long, 7 ft. diameter vehicle.

The psychologists developed a battery of over 80 tests and tasks to evaluate changes over time of attitudes, personality, interests, problem solving ability, monitoring performance, motor skills, cooperation, and interactions among the crew members.

The subjects were requested to keep personal logs, and did an excellent job. Two subjects paired off, leaving the third to do much of the house-cleaning. This was quite an accomplishment in such a confined space.

Naturally the subjects disliked the tasks which were more difficult. In addition they did not care for the brain-storming, personality tests, or group ratings.

Comments from the subjects:

"Liked the craft work we did off duty"
 "Thought it would be more boring - that it would seem longer."
 "Had wierd dreams - in technicolor and sound."
 "Missed beer and pizza most, sky next"
 "Brain storming - was asinine."
 "I'd enjoy going back. A 60 day run would be OK."

Tape recordings and movies via closed circuit TV were taken during the test run and along with the test data are being analyzed now. The airmen in the capsule spent four hours on duty and eight hours off, and were kept fairly busy during the 30 days. None of them complained of boredom from their tasks. They felt that their performance improved with practice, but also felt that some tasks were, in a word, "asinine". There were some flare-ups, but they were handled well by the crew themselves. The research group anticipates participating in more projects of this type in the future.

There are rumbles that the next volunteers will come from the ranks of the O.R.C....

SPACE PROGRAM

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Space and Information Division, working on the Apollo Spacecraft Design and Development. Jerry pointed out that "down the street" are several senior Pagsippers: S.J. (Jim) Briggs and Ted Klein at Nortronics-Anaheim, Gil Miller at Aerontronics-Newport Beach, and Roy Dunlap of Space Technology Laboratories-Redondo Beach. He also mentioned meeting two of our Air Force Human Factors grads, Major John Gunverdahl and Col. Lewis Gray.

CURRENT RESEARCH

The Newsletter is pleased to list the following research topics and the staff members under which they are being conducted for the interest and convenience of Pagsip alums.

** Designates a recent graduate

* Designates expected graduation this year

Dr. Tiffin announces that Rudy Mortimer* and Eugene Edel are designing a highway simulator to study driving performance under conditions of glare. This project is supported by an NIH grant. Also, Peter Moon* and Eugene Edel are developing a test battery for A.C. Neilsen Co. to identify potential plant service executives from field men.

Dr. McCormick announces that George Gordon**, Bill Cunningham, Bruce Black, George Thornton, and Joe Champagne are all involved in a factor analysis of the O.N.R. project on worker activities. George Gordon, John Cragun, and Lyle Schoenfeldt are studying the experimental use of job activity inventories of Air Force officers.

Dr. King is personally working on an evaluation of the effectiveness of U.S. Army Sergeant missile simulators and as a consultant on the development of a management system for the Navy Office of the Oceanographer. He announces that his students' projects are: Dan Braunstein*-An investigation of the individual correlates of emergent work group behavior; Neil Rude-The relationship between the attitudinal, apti-

tude, and personal history variables that affect trainability; Fred Will-Cross organizational stability of the factor structure of attitudes of industrial employees; Ed Ryterband-Evaluation of the effectiveness of a supervisory training program; and Dan Glasner*-A study of component elements of attitudes and differential changes associated with differing attitude structures.

Dr. Owens announces that Dick Gillmer, Mike Rosenfeld, & Paul Kelley are doing a morale survey for Erie Mining Co., including some evaluation of the validity of Herzberg's hypothesis regarding satisfiers and dissatisfiers. Also, Rosenfeld, Kelley, Gillmer, Lyle Schoenfeldt, and Judy Dyer Thomson are doing research relating to life history antecedents of age changes in mental abilities on a U. S. Office of Education grant. Steve Klein is studying whether college interviewers are basing their hiring judgements on a stereotype of a creative scientist or on the actual creative potential of the applicants.

Dr. Perloff announces these student projects. Gerald Quatman-the inner relationships among measures of advertising effectiveness, for Burke Marketing Research, Inc. Allen Fisher effect of reinforcement upon the consumer's subsequent purchase decisions. Mike Mitchell the implications of programmed learning for the retention of material learned. Roy Roberts-the use of principles of programmed learning for inducing desirable rater response sets. Eugene Rice-the effect of questionnaire length and other parameters upon returns in mail surveys. Ivan Ross-the efficacy of programmed learning for attitude change.

Jerome H. Ely

Since our last issue, members of the Staff of the Occupational Research Center have learned of the death of Dr. Jerome H. Ely. Dr. Ely came to Purdue in 1946 and was the first graduate student on record as having held an instructorship in Psychology prior to receiving his PhD degree in 1950. He accepted employment with Dunlap and Associates immediately after getting his degree at Purdue and rose rapidly in the organization until he attained the position of Vice President. He continued his interest in academic affairs and during his period of employment with Dunlap he served as lecturer at various times with the City College of New York, the University of Connecticut, and Columbia University. Dr. Ely was regarded by many of the staff members at Purdue as one of the truly outstanding individuals ever to come through the graduate program. His death not only represents a personal loss to many who were associated with him, but a loss to the profession of applied psychology.

EMPLOYMENT NOTICE

OPPORTUNITIES IN PERSONNEL TRAINING AND OCCUPATIONAL RESEARCH. The National Security Agency, Ft. Meade, Maryland is seeking new personnel interested in positions as research psychologists or occupational analysts. Projects currently in progress include selection, placement, and attitude research, training evaluation and programmed learning studies, as well as the development of an occupational structure. Projects using the operations research approach are also being planned. Applicants with the masters degree and one year's research experience or with a PhD degree will be considered for GS-11/13 positions (\$8,045-\$11,150). Mail Federal Application (SF-57) to: Director, National Security Agency, Fort George G. Meade, Maryland, ATTN: M342.