

This edition of the PAGSIP newsletter is dedicated to the memory of William Herbert Angoff (1919-1993).

M.S. June 1947 "An analysis of morale in an industrial plant." — Professor Kephart

Ph.D. August 1948 "Some factors affecting tenure in a war industry." — Professor Tiffin

PAGSIP Anniversaries

50 Years

Maurice R. Graney, Ph.D. 1942
Clifford E. Scott, Ph.D. 1942
Simon E. Wirt, Ph.D. 1942

40 Years

Milton Keith Davis, Ph.D. June 1953
Francis D. Harding, Jr., Ph.D. June 1953
Martha Littleton Kelly, Ph.D. June 1953
Bryant Frutchey Nagle, Ph.D. June 1953
John Robert Paulsen, Ph.D. June 1953
Gerald L. Rabideau, Ph.D. June 1953
Stanley L. Revesman, Ph.D. June 1953
Gilbert Bruce Rozran, Ph.D. June 1953
Sitaram Singh, Ph.D. June 1953

30 Years

Gerald Louis Quatman, Ph.D. Jan 1963
William E. Scott, Jr., Ph.D. Jan 1963
Allan H. Fisher, Jr., Ph.D. June 1963
Richard Scott Gillmer, Ph.D. June 1963
George Gary Gorden, Ph.D. June 1963
Paul R. Kelley, Jr., Ph.D. June 1963
John M. Larsen, Jr., Ph.D. June 1963

20 Years

Rafael Haddock, Ph.D. Dec 1972
Jerry Corrie Olson, Ph.D. Dec 1972
Barbara Jeanne Deering, Ph.D. May 1973
Mark Joel Friedman, Ph.D. May 1973
Paul Michael Muchinsky, Ph.D. May 1973
Currell Lee Pattie, Ph.D. May 1973

10 Years

Benjamin L. Dilla, Ph.D. Dec 1982
Thomas Rakestraw, Jr., Ph.D. May 1983

Recent Graduates

Kelly Gale, Ph.D.

(Major Professor: Dr. Weiss)

In December, Kelly defended her dissertation examining the effect of norms and significant others' attitudes on absenteeism. Kelly will be presenting her dissertation as a poster session at the SIOP conference in San Francisco. Look for her at the Sunday morning session (10:30-11:50). Kelly is currently employed as a Personnel Research Administrator for the Southern California Gas Company.

Capt. Kevin Osten, M.S.

(Major Professor: Dr. Henry)

Kevin completed his master's degree last August. His thesis examined the effects of production blocking and evaluation apprehension on brainstorming groups. Kevin is currently teaching in the Behavioral Sciences and Leadership Department at the Air Force Academy in Colorado Springs. Kevin will be continuing his own education when he resumes his graduate studies in the fall.

PAGSIP Trivia

Test your PAGSIP knowledge by answering the questions below. The answers to these questions are located on the last page of this newsletter. No peeking!

1. In what year was PAGSIP founded?
2. What is the PAGSIP motto?
3. Who was the first faculty advisor for PAGSIP?
4. How many Ph.D.'s has Purdue awarded in I/O Psychology?
5. Which PAGSIPer joined the psychology faculty at Purdue right after receiving his degree?
6. Which PAGSIPer became the Head of the Psychology Department at Purdue?
7. Which PAGSIPer became one of Purdue's vice presidents?
8. When did Purdue grant it's first Ph.D. in Industrial Psychology?
9. Who was the first woman to receive a degree (M.S.) in Industrial Psychology at Purdue? What was the year?
10. What are the words to the PAGSIP anthem?

Introducing our current faculty . . .

Howard Weiss, Associate Professor, has been at Purdue since 1975. Howard received his Ph.D. from NYU under the guidance of Ray Katzell. Currently, Howard's main research area is in the development of Affective Events Theory. This is a new approach to job satisfaction that captures the affective or emotional influences on people's work performance and attitudes toward their jobs. Howard's other research interests have included the relevance of personality concepts for predicting and explaining work behavior, and the influence of social learning on work behavior. Howard is an avid golfer as well as a tennis player. He also dabbles in photography. Howard has a special interest in the history of psychology and enjoys reading historical biographies. Howard has two children, and his wife Jeanne is expecting their third.

Mary Kay Stevenson, Associate Professor, is originally from Lansing, Michigan. Mary Kay earned her Ph.D. from the University of South Carolina in 1979, and then did a 2 year postdoc at the University of Illinois. Mary Kay's current research interests are in the areas of decision making, judgment, and measurement. Her ongoing program of research is focused on temporal discounting. Other areas of interest for Mary Kay include the process of negotiation, policy modeling, resource allocation, equity theory, and motivational processes. Mary Kay has been part of the I/O faculty at Purdue since 1985, and was awarded tenure this year. Her favorite hobbies include drawing and painting, and she has recently taken up skiing and karate. (Watch out grad students!)

Carolyn Jagacinski received her Ph.D. in Psychology and Education from the University of Michigan. While at Michigan, Carolyn took a course on motivation taught by John Atkinson and Frank Yates. This exposure to Atkinson may partially explain her interest in achievement motivation, and her subsequent studies examining task and ego involvement. For Carolyn, a main area of current research is the impact of missing information on individuals' judgments (usually in the context of personnel decisions). She is also interested in issues regarding women in the workplace. A little known fact about Carolyn is that, while in high school, she was a baton twirler in two Macy's Thanksgiving Day Parades. Carolyn is going up for tenure next year, and we wish her the best of luck.

Rebecca Henry is currently finishing her fourth year as an assistant professor at Purdue. Her present research interests include motivation, group decision making, and factors influencing performance self-predictions. She received her Ph.D. in I/O Psychology from the University of Illinois in 1989. Her qualifications as an organizational researcher have undoubtedly been enhanced by her teenage work experiences at the Crawfordsville (Indiana) Dari-licious. Aside from many long hours at the hallowed halls of Purdue, Rebecca enjoys racquet sports (especially tennis and ping-pong), playing the piano, and singing choral music. Although she resides in Lafayette, her home away from home is still Champaign-Urbana.

David Hofmann is our newest faculty member, joining us with a Ph.D. from Penn State. His research activities include the modeling of longitudinal performance trends, understanding goal orientation and its influence on performance, as well as addressing specific criterion issues. In his spare time, David enjoys cycling and hiking. He has submitted an open challenge to all PAGESIP members to participate in the second annual SIOP run. (Perhaps in the future we could put together a couple of teams!)

Welcome to Purdue, David!

Lecture Endowment Set

The McCormick Fund has been established to endow an university-wide lectureship to honor the late Dr. Ernest J. McCormick (1911-1990). Each year, under the direction of Dr. Howard Weiss, the university plans to invite a nationally renowned individual from the fields of Industrial, Organizational, or Human Factors Psychology to speak about current research and theoretical developments. Arrangements are presently underway to have the annual lecture published in a familiar and highly respected scientific journal. Any post-lecture surplus money will be designated to subsidize I/O and Human Factors research at the university. At this time, the fund is about half-way to the \$100,000 goal. If you would like more information about the fund or desire to make a pledge, please write to Barbara Powell, Director of Development, Dean's Office, 1350 Liberal Arts and Education Building, West Lafayette, IN 47907-1350, or call (317) 494-6293.

From the PAGESIP files:

PAGESIP Punch

Mix together:

- 1 quart vodka
- 2 2-liter bottles of 7Up
- 1 large can of frozen orange juice
- 1 small/medium can of frozen lime or cranberry juice

And our graduate students . . .

Fifth Year

Matt Champagne, a Michigan native, is currently conducting his dissertation examining fairness and the rate of impasse in the negotiation process. Matt's hobbies include jazz piano, tennis and skiing. He recently accepted a position at Rensselaer Polytechnic Institute. Rumor has it, that the prospect of having a good skiing location nearby weighed heavily in his decision to accept this position. Congratulations, Professor Champagne!

Michael Newlin, from Danville, CA, is currently conducting a lab study for his dissertation. This study is investigating the role of persuasion on self-efficacy. Michael received his undergraduate education at UC-Berkeley where he studied Organizational Behavior & Industrial Relations and Real Estate. Michael is looking for either an industry or academic position.

Jeff Nicholas, originally from Boston, Mass., is conducting his dissertation as well as interviewing for faculty positions. Jeff is helping Dr. Weiss to collect evidence for his Affective Events Theory through a laboratory study.

Fourth Year

Catherine Daus is currently a fourth year graduate student. In December, she defended her master's thesis examining the interaction of positive affect and automaticity on the performance of tasks. She is currently teaching introductory psychology, working on research with Dr. Weiss (her major professor), and Dr. Hofmann. Catherine's research interests include the effects of affect, mood, and/or emotion on job performance. Catherine's hobbies include just about any kind of sports, especially tennis, volleyball, and skiing. She likes to relax by listening to music or reading.

Third Year

Elise Amel hails from La Crosse, WI. This semester, she is wrapping up the research for her master's degree. Through this project she is looking both at the age differences in performance for highly technical job positions (ie. 911 emergency dispatching) and the differences between actual performance and supervisor perceptions of performance. Last summer Elise had the opportunity to teach at Viterbo College in La Crosse. Elise enjoys music and travel, and has a new-found interest in orienteering. In November, she will be joining fellow alumni from St. Norbert College at Carnegie Hall, where they will join their voices with the Manhattan Symphony in a performance of Mozart's Requiem.

Kelley Barrett is a third year graduate student and the current PAGSIP president. Her master's thesis looked at the moderating effect of personality traits on social information processing. Currently, she and Dr. Weiss are conducting a field study examining the predictability

of cycles of work performance from affectively relevant personality variables. In her increasingly infrequent spare time, Kelley enjoys horseback riding and "antiquing". She and her husband, Aaron, hail from Washington State. Kelley received her bachelor's degree from the University of Washington, where she had the privilege of working within Fred Fiedler's Organizational Research Group.

Second Year

Jillian Avery is a second year student from Wellesley, Massachusetts. She graduated in 1991 from Connecticut College, where she was involved with research in job access discrimination and gender issues. She spent last summer as an intern for the Mayor's Voluntary Action Center in New York City, doing needs assessments for nonprofit agencies. Jill is currently doing research in the area of negotiation, under Dr. Stevenson, and is collecting data for her master's thesis on the effects of temporal discounting, initial concession size, and opponent utility on the negotiation process. Jill's hobbies include volleyball and figure skating.

Oriel Strickland is a second year I/O student working with Dr. Henry. Currently, she is investigating the differences between groups and individuals in goal setting and performance. In addition, preliminary work is being done to model the psychological processes involved with performance contingent incentives. Like her major professor, Oriel enjoys music and sports (especially tennis and golf). Although she is technically a British citizen, Oriel has resided in North Carolina most of her life, and received her B.S. from UNC-Chapel Hill in 1991. Ultimately, Oriel would like to hold both academic and consulting positions.

First Year

Adam Stetzer has spent the greater portion of his first year studying teams with Dr. Weiss. Currently, he is running a lab study aimed at uncovering the effects of cognitive abilities and affect on team performance. He is also involved in a field study that should complement the lab findings on affect. Adam is from upstate New York and finds winter without downhill skiing pointless.

Stefani Yorges is a first year graduate student from Nebraska studying under Dr. Henry. Stefani's research interests revolve around group performance. Stefani's master's proposal is in the works, and will focus on the issue of how groups are able to accurately identify their best member. Stefani's life has been full of changes this past year. Not only did she and her newlywed husband move to Indiana, but they recently purchased a house in Lafayette. Her hobbies include playing piano and step aerobics.

A PAGESIP Renaissance at the SIOP Conference?

The following presentations are being given by our graduate students and faculty this year in San Francisco:

Poster sessions:

"Performance self-predictions: The impact of expectancy strength and incentives."

Rebecca A. Henry & Oriol J. Strickland

"The indirect influence of social information on task satisfaction."

Jeffrey P. Nicholas & Howard M. Weiss

"Personal goal setting and performance with experience/assigned goal conflict."

Oriol J. Strickland & Rebecca A. Henry

"Affective and cognitive influences on job satisfaction."

Howard M. Weiss, Jeffrey P. Nicholas, & Catherine S. Daus

Symposium: Practical applications of policy modeling: Evaluations, utility, negotiation, and fairness.

Chair: Mary Kay Stevenson

Purdue presenters:

Mary Kay Stevenson Policy modeling.

Elise L. Amel Policy modeling and the utility of 911 emergency dispatchers.

Carolyn M. Jagacinski The negative impact of missing information on job candidate evaluation.

Matthew V. Champagne Measuring the fairness of an arbitration decision.

Discussant: Larry J. Williams (Krannert School of Management)

In addition, David Hofmann and Elise Amel will be presenting their paper Dynamic criteria and latent growth curve models at a symposium on construct-based validation research chaired by Robert J. Vance (Pennsylvania State University).

Jobs?

If your organization has internship opportunities or position openings, please send us an announcement. This job information may be sent to any one of our faculty members at the address given below. We look forward to hearing from you!

Purdue University
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West Lafayette, IN 47907-1364

PAGESIP Trivia Answers

1. 1949
2. Solidarity Forever!
3. Dr. Tiffin
4. Over 300
5. Dr. McCormick
6. Dr. Naylor
7. Dr. Lawshe
8. 1939
9. Sue Enders; 1946
10. See below.

FOR PAGESIP MAKES US STRONG

(Sung to the tune of the Battle Hymn of the Republic.)

Lawshe, Tiffin, and McCormick

Kephart, Asher and the rest

Of our youthful years so dear

They have robbed us of the best.

They have taken all our theses

Just to feather their own nests,

But PAGESIP makes us strong.

REFRAIN:

Solidarity forever,

Solidarity forever,

Solidarity forever,

For PAGESIP makes us strong!!

We have lost our id and ego,

And dropped fifty in IQ;

Our libidos, they have rusted,

Our Gestalts are turning blue;

They have taken all our theses

Writ in blood that has not dried,

And published them in the Journal of Applied.

REFRAIN

In the classrooms and the seminars

We are a bunch of fools,

We do not know the answers

And we do not know the rules.

They've got us working and a-slaving

Just to get a Ph.D.,

But they got theirs for free!!!

REFRAIN

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