

PAGSIP

newsletter

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Solidarity Forever!

FIRST MEETING OF PAGSIP

by Warren Seibert

PAGSIP assembled for its first meeting of the academic year on September 30th. The group was granted asylum in the Union Building for the first part of the meeting (we, undoubtedly, to the University's recognition of our motives). As usual, thirst won out over the more mundane activities, and the group retired to the Tic Toc for the traditional "regression session". The ensuing song fest made light of everything we hold dear (who said that?), and the cement binding the group was found to be the same good stuff that has always prevailed in PAGSIP.

During the course of the evening, we were treated to (1) a reading of that champion group of euphemisms which allegedly comprise the purposes of PAGSIP, (2) a cheer for "dear old Hanvahd", (3) random noise (purported to be singing) by the new PAGSIPPERS, and (4) singing of tender ballads by Terry Allen (who is undoubtedly a misfit psychologist--the boy can sing!).

Solemnity was still prevalent when your reporter was forced to retire for the evening.

NEW PAGSIP MEMBERS

by Jack Sawyer

Fourteen new students started work in Industrial Psychology at Purdue this fall. Seven are working on the master's degree while the other seven are looking forward to the PhD.

Norm Alberts, a native of West Lafayette, obtained both his bachelor's and master's degrees at Purdue. After having worked as a safety engineer, he came back to Purdue and is now working under Dr. Kephart. As a part of his Fellowship in conjunction with the Agricultural Economics Department, Norm is proposing to find out why people buy milk.

Bob Chandler received both his bachelor's and master's degrees from Southern Illinois University. Bob, a married man, originally comes from Vandalia, Illinois.

Jimmie Lee Eller is a native Hoosier, calling Pendleton, Indiana, his hometown. He is also another Purdue man through and through, having obtained his B.S. this year.

Clarence "call me Don" Gardei, another married man, will be working on his master's degree here. He did his undergraduate work at Bucknell.

Rosemary Hayes is from Oklahoma City and received her bachelor's degree at Oklahoma A & M. She has a fellowship while working on her master's degree.

Duane Johnson, whose home is in Duluth, obtained his bachelor's degree from Minnesota and his master's degree from Purdue. Back from a stretch in the Air Force, he is working toward the PhD and currently serving as a quarter-time Teaching Assistant in Psychology 120.

Bob Pratt, a New Englander, comes from New Haven, Connecticut. He did his undergraduate work at the University of Connecticut.

Howard Procter is from Greenville, North Carolina and attended Davidson College. Here at Purdue he is carrying a quarter-time assistantship as well as being counselor in the Men's Residence Halls.

Richard Rosensteel, who now lists his hometown as Westerville, Ohio, received his bachelor's degree from Otterbein College and his master's degree from Bowling Green State University. At Purdue he is teaching Psychology 120 while his wife Naomi serves as Position Analyst for the clerical jobs in the University.

Jack Sawyer, a native of Des Moines, Iowa, obtained his bachelor's degree from Iowa State College and his master's degree from Ohio State University. He is serving as a quarter-time teaching assistant in Psychology 120.

Ray Stokes is another representative of Oklahoma A & M. Ray represents it especially well, since he obtained a bachelor's degree, a master's degree in industrial engineering, and a master's degree in psychology there. At present he

is teaching half-time in the General Engineering Department.

Bill Ward is a native of Big Rapids, Michigan, although he graduated from Williams College, Massachusetts. Bill is a quarter-time teaching assistant in Psychology 120.

NEWS FROM ALUMNI

Ye olde editor has not been exactly swamped with mail since the last issue of the Newsletter, but will pass along the bits of information he has received concerning alumni.

Looking for a vacation in the mountains? Guy Besnard writes from mile-high 2934 South Grapeway, Denver, Colorado. States he is working at the "Armament Systems Training Research Laboratory" at Lowry Air Force Base, as a Research Psychologist. As a Civil Servant he makes a plea for all Pagsippers to pay their taxes so "Uncle" can pay him. He further states he can accommodate any Pagsipper, wife and limited number of children overnight---in exchange for lawn-mowing or other back-breaking chores. Oh yes, most important, he enclosed a buck for the Newsletter.

Jim Oliver, now driving his second Cadillac, forwarded a buck for himself and another for brother Ken. Expressed his appreciation of the Newsletter filled with esprit Purdue, and appreciated receiving it by a measure approximating \$1.

Your writer recently encountered one of the new grads in Washington, D.C.-----Stan Revesman. He is happily employed by the Army Ordinance at the Aberdeen Proving Grounds. By the time we go to press Stan expects to be a brand new daddy.

Jerry Rabideau recently spent a weekend as a guest of your writer. He is at Wright Field working for the American Institute for Research. He is rapidly becoming an expert in Human Engineering.

We sincerely encourage you other alums to let us know what you are doing. Our motives are not entirely altruistic as we future (??) "job-hunters" appreciate news from men in the field. Oh yes, a buck enclosed with your news will be greatly appreciated.

THE WORK OF THE DIVISION OF EDUCATIONAL REFERENCE

by H.H. Remmers, Director

A few days ago the mercurial Marty Steinberg delivered an official (?) invitation (ukase?) to me to tell, via the PAGSIP Newsletter, something of what the Division of Educational Reference does. So here goes.

The Division is both a service and a research organization. Among its services are carrying out a variety of group testing programs, such as the Orientation Testing Program, the Military Exemption Examinations, the State High School Testing Service for Indiana (a co-operative enterprise of the four State institutions of higher learning), the Graduate Student Testing Program, and testing related to the University Guidance Center, which is also a part of this Division.

Scoring of periodical tests and finals for individual University teachers and departments is another service. For this, five scoring machines have to work overtime at peak

loads. Consulting service on suitable type and arrangement of test items is obviously related to this. Occasionally an experimentally minded teacher requires our assistance in designing an experiment on instructional methods.

Our Guidance Center, already mentioned, grew out of the VA occupational guidance program, following World War II. Its current staff consists of a chief counselor, two half-time counselors, and two half-time psychometrists. The service is free to students and University staff, but on a fee basis for others.

Another service--and this goes far beyond the Campus--is our Personnel Evaluation Research and Service (PEERS). Service-wise we provide measuring devices such as tests, rating scales, attitude scales, etc. to education, industry and business. Often we also score and interpret the results of rating and testing programs. The development of measuring devices, of course, involves extended research. Currently a forced-choice scale for evaluating industrial training personnel has been developed and has undergone some research on its validity. Dick Lanman worked on this as his doctoral dissertation and Marty Steinberg will carry out, by means of it, another in a series of studies in industrial empathy.

The Division co-operates with various units of the University in carrying out research. Currently we are thus working with Radio Station WBAA, the Departments of Modern Language and English, the Schools of Engineering and the Developmental Reading Laboratory.

One of the major continuing projects of the Division is

the Purdue Opinion Panel (POP). It periodically surveys opinions of a national sample of students in grades nine through twelve and occasionally also more limited adult samples. The high school polls are unique in at least one respect--they are doubtless the only polls in which the pollees pay to be polled. The participating schools subscribe to this service on an annual basis.

Sometimes POP carries out surveys related to industrial problems. Last year a crew of about sixty graduate students--no doubt some of the readers among them--carried out a housing interview survey of the greater Calumet industrial area on a sample of about 3,000 residents, all this under the able field direction of General John Paisios, late of the Marines. Another project last year was a mail survey of attitudes (more than 25,000 returns) toward phonevision for the Zenith Radio Corporation. A survey on this issue was also made for them via the POP. Another project was the psychological analysis of 67 hour-long tape recordings of small group gripe sessions among overseas employees of a large oil company and developing also a structured paper-and-pencil instrument from the obtained psychological categories.

Not a few of these survey and research projects, as you surmise, lend themselves admirably to thesis research. Last year's POP polls, for example, will yield some half-dozen PhD dissertations.

Currently we, for example, are working via the POP on a survey of attitudes of Indiana college students and faculties. At least two doctoral candidates will get their thesis data from this survey.

Other projects might be listed. I have not told all, but have given a sufficiently representative sampling from our workshop to afford something of a picture of our activities.

PROPOSED PAGSIP PARTY

For any alums who happen to be in the vicinity of Lafayette on Saturday, November 21, you will find most of us in a large cabin a few miles outside of the city. Malt beverages and various types of more solid food will be in evidence. The price? A laughably small matter which has not been calculated as yet. It will be somewhere between \$3. and \$4. per couple, or \$2. to \$2.50 if you happen to be alone.

We'd love to have you. The name of the castle in which we'll hold the shindig is the "Conservation Club". Hope to see you there.

COMPLETED RESEARCH

by Harold Coe

Nine PhD's and seven M.S.'s were given in industrial psychology the past Spring and Summer. The name of each person receiving a degree, the topic, and the major professor follow.

PhD's - Spring

Davis, M.K. - A Multidimensional Approach for the Analysis of an Industrial Morale Questionnaire.
Tiffin.

PhD's - Spring cont.

Harding, F.D. Jr. - Development and Analysis of a Foreman Check List. Lawshe.

Kelly, Martha Littleton - A Study of Industrial Inspection by the Method of Paired Comparisons. Tiffin.

Nagle, B.F. - Productivity, Employee Attitude and Supervisor Sensitivity. Lawshe.

Paulsen, J.R. - Development of a Clerical Merit Rating Scale. Lawshe.

Rabideau, G.F. - Difference in Visual Acuity Measurements Obtained with Different Types of Targets. Tiffin.

Revesman, S.L. - The Effects of Environment Upon Restless Movement. Kephart.

Singh, Sitaram - An Experimental Study of Reciprocal Empathy of Executives and Their Subordinates. Remmers.

PhD's - Summer

Corder, R.F. - A Factorial Approach to Anti-Democratic Attitudes. Remmers.

M.S.'s - Spring

Drennen, W.W. - An Analysis of Attitude Scores in an Industrial Organization. McCormick.

Eidel, R.E. - The Standardization of a Non-Language Test for Industry. Lawshe.

Krein, T.J. - An Investigation of Industrial Absenteeism. Lawshe.

M.S.'s - Spring cont.

Pearson, R.G. - The Validation of a Check List Rating Scale for Clerical Personnel. McCormick.

Winick, Darwin - A Comparison of Two Methods of Measuring the Attention-Drawing Power of Magazine Advertisements. Tiffin.

M.S.'s - Summer

Coe, Harold - An Investigation of Near and Far Stereopsis Tests. Tiffin.

Mattair, David - The Relationship of Employee Accident Frequency and Severity to Employee Attitude Toward Retirement. Remmers.

PSYCHOLOGY 672
THE NEW ADVANCED SEMINAR

by John Paisios

Psychology 672, an advanced seminar in industrial psychology, is being offered for the first time this semester. Instrumental in the development and final adoption of this new course were Terry Allen and Jim Boyce.

The course content grew from a questionnaire submitted to the industrial grad students and from suggestions mailed in by PAGSIP alumni. The purposes of the course are (1) to provide comprehensive bibliographies in each of the areas in which students might need to study further after leaving Purdue, and (2) to study the most important topics in each area in seminars for which students assume major responsibility.

The burden of carrying the course is placed completely on the students. Staff members of various disciplines are invited week by week to take the role of the "visiting expert".

The topic outline of the course is as follows: (1) the philosophy of industrial psychology, (2) the position and function of the industrial psychologist, (3) related areas of study (experimental psychology, industrial engineering, information theory and cybernetics, sociology, group dynamics, sociometrics), (4) communications, (5) research design and analysis of variance, (6) statistics, (7) clinical aspects of industrial psychology, (8) personnel management and collective bargaining and (9) recent developments and frontiers of industrial psychology.

GREAT THINGS IN THE MAKING

by Jim Briggs

As usual, this issue finds your dynamic department overflowing with super-eager, brilliant young Apprentice Greats, guided by the Greats engaged in the making of Great Things. Activity is rampant; it's all over the place.

There are several people working with Dr. Tiffin. A Navy project which was headed by Bill Chew is now nearing completion under the guidance of Gil Miller. Both worked on their doctoral dissertations. Bill's research was an investigation of performance on dial reading when visual acuity, illumination and distance were varied. Gil's was an investigation of a methodology for

establishing visual requirements for naval personnel.

Fred Grohameyer dropped by to finish the scheduling of his oral on his research which is a validation of two personnel tests for employees of a paper mill.

Terry Allen is in charge of another Navy project to find relationships between fleet training needs and Navy service school training. Terry's dissertation under Uncle Joe is quite unrelated to this. It is on the analysis and use of "write-ins" in a Morale Survey.

Larry Futchik is nearly finished with a factor analysis of a critical incident merit rating plan in an industrial plant.

From McCormick's corner comes a major project headed by Charlie Sheips for the U.S.E.S. on job analysis. Charlie is developing a check list for job analysis cognitive demands. Bob Finn is developing a check list for job analysis according to motor and perceptual demands. Roy Dunlap is doing a factor analysis of check lists of worker operations and knowledge components for metal working jobs.

For his master's research, Dick Middaugh is item analyzing the responses of supervisors to How Supervize? against ratings of supervisory performance. The tests were given five years ago and the ratings are contemporary.

George McNelly has nearly completed a study in which he developed a scale of subjective feelings of fatigue and is now validating on a "before and after" laboratory task basis.

Kephart's cohorts are busy too. Bob Phelan is investigating nervous tension among

school children using Revesman's adaptation of the motion method of observation with movie cameras.

Also carrying on a project started with Revesman, Jim Briggs is investigating the effect of age on the ability to see the Müller-Lyer Illusion.

On a fellowship sponsored by the A.F.E.B., Jack Dunlap is "human engineering" vehicle cab areas.

There are others who are industriously engaged in devouring Lawshe's metaphorical elephant, i.e., one bite at a time.

John Maloney and Mickey Balma, on a grant from the Foremanship Foundation, are constructing a device to measure the extent which foreman identify with higher management. With this complete, they intend to explore the relationships between this identification and the productivity of the foremen's groups as well as the workers' attitudes toward the foreman.

This is the fourth year that the International Harvester Company has sponsored research at Purdue. This year finds Dick Draper engaged in some basic research in the problem of employee attitude measurement.

Rod Giroux on an X-R fellowship is investigating incentives for foremen in industry.

Bill Saunders is empirically deriving weights for Lawshe's Four Item Abbreviated Job Evaluation Plan. He is working with data from 22 different companies.

Stan Deutsch, who is now back in San Diego, is reported to be developing a Spanish Intelligence Test.

An active group of PAGSIPPERS may be found in the Engineering Administration Building, working with Dr. Remmers.

Marty Steinberg is studying the reciprocal empathy which may be found between trainers and trainees and also between trainers and training directors.

Warren Seibert is constructing an evaluating instrument for mental measurement devices.

Paul Baker has, as his reputation states, many projects in varying stages of completion. His doctoral dissertation is on the validation of Orientation tests for freshman. He establishes regression equations to predict a freshman's success in a certain school in terms of scores on Orientation tests. Paul and Bob Mainer are working on an empirical study of the sampling distribution of the weights obtained from the reciprocal average procedure.

John Paisios has been busy with the results of a large (3,000 interviews, 50 interviewers) survey. His work is a socio-psychological analysis of the housing needs of an industrial population.

In addition to his work with P.C. Baker, Bob Mainer's dissertation is on the stability of social attitudes of a high school population. Over 8,000 subjects from a nationwide selection of schools are involved.

It is hoped that this resumé will be informative to the alums as well as to the present PAGSIPPERS. As may be observed, activity is indeed rampant.

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