Dear Alumni and Friends of Purdue,

It has been an exciting two years in the Purdue I-O program. We have much to share including the addition of two new faculty members (see p. 2). In this issue you will also find practice highlights (p. 2), information about our biannual McCormick Lecture Series (p. 3), an interview and letter from Alumnus, Bill Byham (pp. 4-5), an invitation to our SIOP reception (p. 6), and much more. Additional information about our program can be found here, including past Newsletters from PAGSIP days of old!

Thank you for your support and being part of the Purdue family!

Melissa Keith, Newsletter Editor
Research Highlights: New Faculty Spotlight

Dr. Kung’s research integrates the study of lay theories (i.e., individuals’ assumptions about the nature of the world) and conflict management with the goal of helping organizations and workers improve conflict resolution strategies and outcomes. His current projects tackle conflicts at three levels. At the intergroup level, he investigates ways to transform cultural collision into synergy in a multicultural space; at the interpersonal level, he identifies and trains wise strategies for difficult communications (e.g., negotiation and performance feedback); and at the intrapersonal level, he examines ways to improve people’s management of multiple goals and goal conflicts.

Franki Kung

Dr. Song’s research focuses on a variety of topics related to personnel selection (hiring practices), which include: (1) enhancing diversity in the workplace through hiring (i.e., reducing adverse impact), (2) individual differences and person-environment fit, and (3) research methods. These topics aim to answer questions such as what predicts workplace outcomes (e.g., personality, vocational interests), how to measure them (e.g., psychometrics), and how to make decisions (e.g., multi-objective optimization, diversity in hiring outcomes). She is also interested in studying the application of machine learning and Big Data methods in hiring practices.

Chelsea Song

Practice Highlights: Amazon Conservation

Beginning in the Fall of 2017, we had the opportunity to work with The Amazon Conservation Team in order to assess the company’s personnel practices. Given the Amazon Conservation Team’s success in working with communities in tropical forests to protect these environments and indigenous cultures (see www.amazonteam.org), the organization has many unique needs and challenges, which its personnel rise to meet. To aid the organization in identifying and addressing its strengths and areas for improvement, we aided the company in constructing and analyzing the results of an employee survey. To further investigate The Amazon Conservation Team’s organizational structure, in collaboration with MJ Kolze from George Mason University, we conducted a thorough job analysis on all headquarter positions. The results of this process allowed for the compilation of a technical report that highlighted the strengths of the current structure and short-term and long-term suggestions for future development. We enjoyed lending our services to an organization that contributes to environmental sustainability goals that we value and enjoyed learning about the jobs and personnel that comprise this unique organization.

Deborah Rupp & Nikki Schulz
Every other year, the Psychological Sciences department hosts a lecture and luncheon in honor of Ernest J. McCormick, a past Purdue faculty member who greatly contributed to the field of I-O Psychology. This year, we invited Dr. S. Morton McPhail as our esteemed speaker, who spoke about *Job Analysis and the Future of Work*.

Dr. McPhail holds a Ph.D. in Industrial and Organizational Psychology from Colorado State University. He served as the Senior Vice President and Managing Principal at Valtera Corporation. Prior to joining Valtera, Dr. McPhail served as Principal at Jeanneret and Associates, Inc. Dr. McPhail has served as expert counsel and provided expert testimony in numerous matters of litigation, including those involving equal employment opportunity, selection, promotion, allegations of sexual harassment, and termination issues. He has over 28 years of public and private sector consulting experience in job analysis, selection, validation, job evaluation, performance appraisal, individual assessment, and management development. He has also authored many publications and presented numerous papers and symposia at professional meetings. Recently, Dr. McPhail served as the President of the Society for Industrial and Organizational Psychology from 2016 to 2017.

In his talk, Dr. McPhail first provided a detailed historical account of various job analysis techniques that have been developed and utilized over the years (including the Position Analysis Questionnaire developed by Ernest McCormick and his students, of course). He then presented a thought-provoking discussion of how characteristics and contexts of work in the 21st century may call for significant changes in the way we analyze jobs/work. We greatly enjoyed his talk and appreciated the meaningful connection between the *past* and the *present* (as well as the *future*) of Purdue’s contributions to the science and practice of I-O psychology.

**Please see page 6 for an invitation to the SIOP reception honoring Dr. McPhail.**

Other past McCormick speakers include:

- Dr. Tammy Allen
- Dr. Michele Gelfand
- Dr. Richard Hackman
- Dr. Frank Schmidt
- Dr. Madeline Heilman
- Dr. Terry Mitchell
- Dr. Harry Triandis
- Dr. Linda Gottfredson
- Dr. Ruth Kanfer
- Dr. Larry James
- Dr. Robert Hogan
- Dr. Dan Ilgen
Interview with a PAGSIP Alumnus:
Bill Byham, PhD ‘63

For this issue of the PAGSIP Newsletter, we caught up with Dr. William C. Byham. Dr. Byham is the Co-Founder and Executive Chairman of DDI, an internationally renowned human resource consulting company. Dr. Byham’s influence in the field of I-O is extensive with contributions including 23 books and more than 300 monographs and articles. His adherence to the scientist-practitioner model is highlighted in his extensive work advancing the assessment center method, behavioral interviews, and training and development. The full interview can be found here.

Thank you for taking time to connect with us!

What was Purdue like when you were a graduate student?
I really liked it. I loved the classes, loved the professors… even though there were about 50 I-O psychology students there at the same time, we felt close to the professors. About once a month, a group of students would have dinner at a professor’s home with an important psychologist visiting the campus. The professors seemed to be thinking, “how can I help this person move ahead?” We all helped each other on research topics, which were extremely varied and many fascinating – like putting a man on the moon. You felt part of a big enterprise that was making a difference in the world…

What do you see the role of I-O psychologists being moving forward in today’s society?
Bridging the gap between technology and humans, helping people survive in a very complicated world.

Any other advice for students, faculty, or professionals?
Question everything! I read magazines aimed at HR professionals and executives and find that many articles are not based on any kind of scientific proof. Many solutions are not as effective as they claim to be. A role of I-O psychologists is to point out weak points in articles and proposals being put forth.

What would you say has been your ‘secret’ to a successful career?
Writing books and articles aimed at non-I-O psychologists about successes. After putting in the first assessment center in a retail organization, I wrote the first general article about assessment centers for the Harvard Business Review. It was a huge success with executives from around the world contacting me for more information. It allowed me, with Doug Bray, who had given me help along the way, to start DDI. I have written books about behavioral interviewing, supervisory training, leadership, executive development, meeting EEO requirements, and many other areas AFTER I had development and proven what worked and what didn’t work.

Looking back, is there anything that you would have done differently in your career?
I would have had more children. We have two great ones, but I would have loved more.

Interviewed by Louis Hickman
March 18, 2019

Dear Fellow Purdue I-O Psychology Alumni:

Eighty years ago, the first I-O Psychology graduate degree was conferred by Purdue University. Since that time, Purdue has awarded more than 350 degrees in I-O psychology. We can count ourselves among a distinguished group of Purdue alumni who have made significant contributions to the science and practice of I-O Psychology.

Two years ago, I was given the honor of chairing the Purdue I-O Psychology 80th Anniversary Honorary Committee. This committee was formed to help increase support of the Purdue I-O Program and to help connect Alumni to each other and to current faculty and students in the Purdue I-O Program. I want to thank the members of the Honorary Committee, Dick Jeanneret (PhD ’69), Richard Klimoski (MS ’68, PhD ’70), W. Herlie Hendrix (MS ’69, PhD ’74), Robert Gatewood (MS ’67, PhD ’71), Frank Schmidt (MS ’68, PhD ’70), Kara Schmitt (MS ’70, PhD ’72), Neal Schmitt (MS ’69, PhD ’72), and George Thornton (MS ’64, PhD ’66) for their suggestions and contributions. I also want to thank those of you who generously donated to the campaign.

We will be celebrating the 80th Anniversary of our program at a reception in honor of this year’s McCormick speaker, Morton McPhail, during the 2019 SIOP conference. The reception will take place Thursday evening, April 4th, 8:00 -11:00 pm at the Gaylord National Resort & Convention Center, room “Chesapeake G-H”, Washington DC, National Harbor. This is a great opportunity for alumni to meet up with each other and to meet our most recent PAGSIP members. Special announcements will be made at 9:00 pm. Please join us!

Hail Purdue!

William C. Byham, PhD ’63

Executive Chairman, Development Dimensions International, Inc. (DDI)
Chair, Purdue I-O Psychology 80th Anniversary Honorary Committee
Reception at SIOP 2019

Washington DC/National Harbor

You are cordially invited to the Purdue University Reception in Honor of the 2019 Ernest J. McCormick Distinguished Lecturer

Dr. S. Morton McPhail

April 4, 2019, 8:00-11:00pm

Chesapeake G-H
Gaylord National Resort & Convention Center

Special Announcements at 9:00pm

Please join us for hor d’oeuvres, drinks, and good cheer.
BIG Data Symposium

In May 2018, the Department of Psychological Sciences at Purdue University hosted the sixth installment in its symposium series called Purdue Symposium on Psychological Sciences (PSPS). This biennial event is intended to showcase current and emerging topics within the psychological sciences that form the basis for an edited volume following each symposium.

Organized by Sang Eun Woo (I-O faculty), Robert Proctor (Cognitive faculty), and Louis Tay (I-O faculty), the 6th PSPS aimed to critically assess the current state of the Big Data movement in terms of its scientific value to the psychology community; and to identify areas in which future research is most needed. The topic of Big Data is a young, rapidly growing and important area of study across many academic disciplines. We invited 18 leading scholars and practitioners not only in psychology but also in other disciplines (e.g., computer/data science, philosophy of science, management, healthcare, and education) to speak at this event. Amongst them was Fred Oswald, a former Purdue IO faculty and the past SIOP president (featured below), who gave the closing keynote speech. A compilation of these PSPS talks (plus more!) will result in an edited volume to be published by APA Books later this year.
Alumnus Captain Sullenberger Speaks at Purdue

Captain Chesley “Sully” Sullenberger (MS, Industrial Psychology, 1973) – the hero of the ‘Miracle on the Hudson’ – was warmly welcomed with a standing ovation at the Purdue 150 Years of Giant Leaps Speaker Series. “Yes,” he responded when a pilot once asked him whether his Industrial Psychology degree has taught him anything useful for his job. Industrial Psychology enthused him to appreciate the significance of air safety. Since then, he has served as a member of an aircraft accident investigation board and the chairperson of a safety committee to improve airline procedures and training for emergency evacuations. Reflecting on his whirlwind of professional and civic experiences, he landed on a final note, “in every encounter with another, there is an opportunity, for good, for ill, or for indifference. We just have to choose what it is going to be. At the end of our life, we will ask: Did I make a difference?”
Recent Publications


Recent Publications, cont.


Recent Publications, cont.


Recent Publications, cont.


We have a lot to celebrate!

**AWARDS:**
- **Dr. Deborah Rupp**
  - SIOP Distinguished Service Contribution Award
  - Butler Center Leadership in Action Award
- **Dr. Chelsea Song**
  - 2018 SIOP Graduate Student Scholarship
  - IPAC James C. Johnson Student Paper Award
- **Dr. Louis Tay**
  - Health and Human Sciences Early Career Research Award
- **Cassie Batz-Barbarich**
  - David Santogrossi Instructor Award
- **Louis Hickman**
  - Midwest Academy of Management Outstanding Reviewer Award
  - Eastern Academy of Management Best Human Resource Management Paper
- **Andrew Jebb**
  - Dr. William H Hendrix I-O Psychology Graduate Student Research Excellence Award
- **Melissa Keith**
  - Joseph Tiffin Award
  - C. Eugene Walker Outstanding Graduate Student Award
  - David Santogrossi TA Award
  - Teaching Academy Graduate Teaching Award
- **Hoda Viziri**
  - SIOP Goldstein Scholarship

**GRANTS & FELLOWSHIPS:**
- **Dr. Deborah Rupp**
  - 2016-2018: Social Sciences and Humanities Research Council of Canada
  - 2015-2017: National Science Foundation
- **Dr. Chelsea Song**
  - 2017: Meredith P. Crawford Fellowship in I-O Psychology
- **Louis Hickman**
  - 2017, 2018: Purdue University’s Center for Intercultural Learning*Mentorship*Assessment*Research
- **Melissa Keith**
  - 2017, 2018: Graduate School Summer Research Grant
- **Vincent Ng**
  - 2018: Graduate School Summer Research Grant
- **Rachel Saeff**
  - 2018: Purdue Research Foundation Grant

**JOB PLACEMENTS:**
- **Cassie Batz-Barbarich**
  - Assistant Professor, Lake Forest College
- **Melissa Keith**
  - Assistant Professor, Bowling Green State University
- **Vincent Ng**
  - Assistant Professor, University of Houston
- **Rachel Saeff**
  - Assistant Professor, Northern Illinois University
- **Hoda Viziri**
  - Assistant Professor, North Texas University

**TENURE & PROMOTION:**
- **Dr. Louis Tay**
  - Associate Professor
Purdue Association of Graduate Students in Industrial Psychology

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