

# PAGSIP

## newsletter

VOLUME 1, Number 1

MAY, 1952

SOLIDARITY FOREVER!

### FROM THE EDITORS

The PAGSIP NEWSLETTER, of which this is the first edition, is an attempt on our part to unite more firmly all Purdue students and graduates in industrial psychology into an informal group which can further not only its own interests, but those of the profession as well. We believe--and hope that you do too--that liaison between the group here at Purdue and those who have graduated, can be both interesting and profitable. The reasons are many and, we think, obvious. That's the principal WHY of the Newsletter. Through its columns the PAGSIP group will try to keep you in touch with Purdue. We hope that you will also try to maintain some contact with one another.

Attached to this copy of the Newsletter is a dittoed list of the names and addresses of Purdue University graduates in industrial psychology. It may not be correct--your address or the address of someone you know may be out of date. If you discover errors, please let us hear about it. In any event, we hope you'll use the list to contact some of your old friends and that you'll express your interest in maintaining contact with PAGSIP by subscribing to the Newsletter. Present plans call for an issue three times yearly. Please let us know whether you'd like to continue receiving it.

### UNCLE JOE'S A PAGSIP BOOSTER

I hope you are all working hard and not just loafing (as you probably did while you were at Purdue). The staff and students in the industrial area at Purdue are managing to keep reasonably busy. Lawshe has several General Motors fellowships, McCormick has an extensive Navy job analysis contract, Kephart has just about completed arrangements for a Navy training project and I have just received word that a contract has just been awarded for the establishment of visual standards for Navy jobs. All of these research contracts involve graduate research fellowships, so the graduate students in the industrial field at Purdue will have a little pocket money for their Saturday night parties.

Let us hear from you when the spirit moves you, as we always like to know what you are doing and how you are getting along. --Joe Tiffin

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Put a dollar in an envelope and mail it now!

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One of Purdue's outstanding statisticians was able to identify several heavily loaded factors at the MPA convention.

WHAT'S NEW AT PURDUE  
Comment on Research by  
Jerry Rabideau

In each issue of the Newsletter this column will serve a double purpose of familiarizing PAGSIPERS with research currently underway here on the campus and of research activities and needs of those of us who are now in industry. Please contact us with any questions, information or comments you would like to pass along.

This issue will preview a few of the research projects now underway here at Purdue, mentioning those which are under the tutelage of Dr. "Chuck" Lawshe.

Test and Evaluation Problems:

Development of a safe practices inventory for the paper industry by Bill Saunders, nearing completion. The Champion Paper and Fiber Co., Hamilton, Ohio, is providing data.

Creation of a projective device which will utilize plant pictures for measuring employee attitudes toward management is being attempted by Jim Boyce. Dr. Chet Evans, General Motors Corp., is cooperating with Jim.

Dick Draper is undertaking validation studies on the Long-Lawshe Purdue Job Preference Survey. He hopes to set up job interest profiles.

A non-verbal mental abilities test will be subjected to further development work by Bob Eidel. The test originally was developed by Lawshe and Asher.

Carl Elliott's doctoral research involves a new approach to judging the effectiveness of first-line foremen in industry, an extension of James Gleason's work.

Marty Steinberg is extending work on supervisors' attitudes toward supervisory practices, a problem which has been tackled at the University of Chicago. This research is being done with the cooperation of International Harvester's central school for supervisors.

Analyses of Psychological Factors in Industrial Problems.

Bob Guion expects to complete his PhD topic, "An Analysis of the Employee Load of First-Line Supervisors." Bob is a Purdue Research Foundation fellow.

Frank Harding, another PRF fellow, is planning an analysis of criterion variables. He expects that the project will involve cooperation with the Human Resources Research Center at Chanhute Field, Illinois.

Absenteeism is being subjected to an analysis by Ted Krein, who is obtaining data from the International Harvester Plant at Louisville, Kentucky.

Bryant Nagle and Rusty Rathfelder are making studies of supervisory morale and its relationships to industrial organization. They hold International Harvester fellowships for their PhD research.

John Maloney is planning a study of the importance and effect of the ego-involvement concept in connection with morale studies.

## MPA CONVENTION NOTES

This year, as usual, PAGSIP members turned out in full force to attend the convention of the Midwestern Psychological Association, which was held in Cleveland. Following a custom which got off to a good start last year, PAGSIPers rented a suite at the Hotel Cleveland, stocked it well with refreshments, and played host to PAGSIP alums attending the convention, and to various wheels who wandered in on occasion to partake of generous PAGSIP hospitality.

The suite served not only as a gathering place for convivial conventioners, but as a spot where various PAGSIPers could corner potential employers to regale with stories of Purdue glories. In addition, the suite was suitably insulated to allow for quiet convention-type singing. It was discovered in the course of the evening that Filmore Sanford, secretary of the APA, is an excellent barbershop bass, and that Orlo Crissey of General Motors qualifies as a monotone. Favored songs were old harmony (?) numbers, and of course (!) the PAGSIP Anthem.

Among PAGSIP alums crowded in the suite were Jerry Ely and Leon Thomas of Jack Dunlap and Associates, Andy McGinley and Jim Oliver of General Motors, Jerry Niven of International Harvester, Stan Acker of American Locomotive, Archie Colby of Iowa State College, Gordon Pred of Oklahoma A & M, Virginia Zackert of the Air Force, Mac Baas of Bell Aircraft, and Chuck Lawshe and Ernie McCormick of Purdue.

Current plans call for PAGSIP to again provide a similar meeting place at the MPA convention next year, in the hope that even more alums will manage to get there for the fun.

## CAMPUS NOTES

For the first time since 1941, Room 103 in the Biology Annex (that's the Psychology Office, remember?) has undergone something of a face-lifting. Its walls are now a gloriously passionate blue which causes all its beholders to pant and writhe in utter ecstasy. Next door, the IBM laboratory has been finished with a two-tone effect, both tones of which defy objective description.

A bit of information that may be news to some is that the old Chemistry Annex (across the street from Coulter Hall) has been torn down and in its place is being erected a magnificent edifice to house more chemists and equipment.

On the Ag. side of State Street, the new Life-Sciences Building continues to grow. This will be the largest building on the campus and will provide offices and labs for Biology, Zoology, etc.

## PAGSIP OUTING ON SATURDAY

The third annual Pagsip Picnic was scheduled to be held Saturday, May 24th beginning at 1:00 P.M.

As in years past, it was held at Hacker's Cabin, about one mile southeast of Mulberry, Indiana, and featured dancing, softball, horse-shoe pitching, card games and plain loafing.

All members and alumni of Pagsip and their guests were welcome. Lunch was served and an abundant supply of liquid refreshment available, all at cost.

## THE PAGSIP ANTHEM

This tune is sung with fervor wherever and whenever PAGSIPers or PAGSIP Alums meet, and is featured at the regression sessions of PAGSIP's monthly meetings. Keep this copy--it may come in handy the next time you discuss industrial psychology with anyone.

FOR PAGSIP MAKES US STRONG  
(Tune: 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 PAGSIP makes us strong.

## REFRAIN

Solidarity forever,  
Solidarity forever,  
Solidarity forever,  
For PAGSIP 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

## HOW PAGSIP WAS BORN

BY Norman Friedman

Ever since more than one graduate student in industrial psychology has been at Purdue, and perhaps as long as there have been students anywhere, informal discussion groups have existed. Often at Purdue, after a "ten o'clock", groups of aspiring industrial psychologists would make their way to the Union Coffee Shop or the Black and Gold for a cup of coffee and an exchange of ideas. Many of these students felt that the companionship and enlightenment afforded in these informal situations was extremely worthwhile. Some of them felt that a larger meeting attended by all graduate students in industrial psychology would be still better. In the fall of 1949, Jerry Ely took the initiative and called an evening meeting for all students in industrial psychology. The exact date of this first meeting is obscured by time. Nevertheless, it was well attended and the students who met that evening discussed the activities in which such a group might engage. It was decided that the discussion of research problems and communication with alumni were two worthy purposes. In keeping with the informal coffee theme, a social intermission was called halfway through the meeting. At this time orders for coffee were taken, and several obliging attendees brought refreshments from the Sweet Shop to the meeting room.

The first meeting was evidently a success, because it was decided that another such meeting would be held the following month. A snag soon developed. When the Union was solicited for a room in which to hold the second meeting, the contact person was informed that only duly recognized organizations were allowed to use Union facilities. A duly recognized organization, it was learned, was one which had a constitution, a faculty adviser and was recognized by the Office of Student Affairs. This crisis was promptly met. A committee (the first of a long list to follow) under the direction of Archie Colby drew up a brief and concise constitution. Brief and concise because there was an antipathy toward formalization--the air of informality was not to be lost... Dr. "Joe" Tiffin consented to be faculty adviser.

After assuring the room assignment clerk at the Union Building that the group was in the process of becoming legalized, the graduate students obtained a room for the second meeting. The proposed constitution was discussed, and after considerable discussion and criticism ( a la Psychology 241-A Critical Review of Published Research in Applied Psychology) the constitution was accepted. One problem remained: a name was needed to affix to the constitution. Several were proposed and their relative merits and demerits discussed. Each proposed name was put to a vote. The Purdue Association of Graduate Students in Industrial Psychology received the nod after its proponent pointed out that it could be called by the first letter of each major word---PAGSIP. That's how PAGSIP was born.

Further notes on the history of PAGSIP will appear in succeeding issues of the Newsletter.

## DO YOU WANT TO RECEIVE THE NEWSLETTER?

As most of you know, PAGSIP does not collect any dues from its members, and cannot assess them for any reason. In order to continue this Newsletter a voluntary subscription is needed.

Below is a general information blank. We would appreciate your filling it out and mailing it to PAGSIP, in care of the Occupational Research Center, Purdue University, West Lafayette, Indiana.

If you like the Newsletter and want to continue receiving it, please enclose one dollar with your information blank. This dollar will be used for Newsletter costs alone, and will probably cover your share of the costs for a couple of years.

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