



PAGSIP NEWSLETTER

Purdue Association of Graduate Students in Industrial-Organizational Psychology

Current PAGSIP Members

Faculty

Carolyn Jagacinski
Deborah Rupp
Rong Su
Louis Tay
Sang Eun Woo

Post-Doctorate Researcher

Chris Wiese

Graduate Students

Cassie Batz
Andrew Jebb
Melissa Keith
Drew Mallory
Vincent Ng
Scott Parrigon
Rachel Saef
Nikki Schulz
Qi Zhang



Front row (left to right): Qi Zhang, Nikki Schulz, Cassie Batz, Melissa Keith, Rachel Saef, Vincent Ng; Back row (left to right): Louis Tay, Sang Woo, Rong Su, Carolyn Jagacinski, Deborah Rupp, Drew Mallory, Chris Wiese



Front row (left to right): Yan Song, Rachel Saef, Qi Zhang, Cassie Batz, Nikki Schulz, Melissa Keith, Vincent Ng; Back row (left to right): Louis Tay, Sang Woo, Hannah Tay, Rong Su, Carolyn Jagacinski, Richard Schweickert

From the Editor



Dear Alumni and Friends of Purdue,

To keep the rich history of I-O Psychology at Purdue alive, we are actively reinvigorating both PAGSIP and the PAGSIP Newsletter. You can now expect to hear from our program on (at least) a yearly basis. In this issue of the newsletter you will find research and practice highlights (p. 2), an interview with a former PAGSIPer (p. 3), information about our biannual McCormick Lecture Series (p. 4), information about our 80th anniversary (p. 5-6), an update on the UN Global Compact (p. 5), and an invitation to our SIOP reception (p. 7). More information about the program can be found [here*](#), including past Newsletters from PAGSIP days of old!

On behalf of our faculty and graduate students, we hope you enjoy the Newsletter. Thank you for your support and being part of the Purdue family.

Melissa Keith, Newsletter Editor

*For an e-copy of this newsletter with live hyperlinks, please go to: <https://tinyurl.com/gt8unqn>

RESEARCH HIGHLIGHTS: Expimetrics

Expimetrics (www.expimetrics.com) is a web and mobile app platform for rich, real-time data collection. Developed in collaboration with the business incubator Purdue Foundry, Expimetrics is the brainchild of Dr. Louis Tay, an Assistant Professor of I-O Psychology here at Purdue.

Researchers can use the Expimetrics web platform to create, schedule, and manage surveys. Features include fixed and random survey formats, the ability to collect multimedia data, and even tag respondents' location at the time the survey is completed. All survey respondents need to do is download the app, create an account, and login.

Expimetrics is poised to be a game changer for capturing data on experiences as they happen, and is already being used by researchers at Harvard University, Yale University, and The University of Pennsylvania.



*Experience sampling. Redefined.
A smarter, simpler way to collect data.*

PRACTICE HIGHLIGHTS: Diversity Project



*Nobody has to be invisible.
So be seen.*

Individuals who feel they must hide aspects of their identity often do worse at work, school, and life compared to those who feel comfortable expressing their true selves, which highlights the importance of inclusive environments within organizational and educational settings. The [Purdue Identities Project \(PIP\)](#), co-led by Prof. Deborah Rupp and 4th-year graduate student Drew Mallory, focuses on creating such an environment on the Purdue campus through awareness-building, training, and resource referrals for those with underrepresented identities.

PIP was created via the Purdue Provost's one million dollar Diversity Transformation Award program. It is a widespread initiative that involves the creation of training and educational materials as well as the collection of [diverse video interviews](#) from campus members who have in the past felt the need to conceal something about themselves. The training component, [i²](#), is currently being piloted across several Purdue fraternities, sororities, cooperatives, and residence halls, while newly-developed educational curricula is being tested with over 2,000 undergraduate students. For more information, visit www.purdue.edu/PIP.

INTERVIEW WITH A PAGSIP ALUMNUS: Neal Schmitt, PhD 1972



With Purdue's rich history, we have a number of outstanding alumni. For this issue of the PAGSIP Newsletter, we caught up with Dr. Neal Schmitt. Dr. Schmitt has had an outstanding career having published approximately 250 peer-reviewed articles and book chapters, served on a dozen editorial boards, and won multiple awards, including the Society for Industrial-Organizational Psychology's Distinguished Scientific Contributions Award and its Distinguished Service Contributions Award. Dr. Schmitt is currently Emeritus Professor of Psychology and Management at Michigan State University and the vice-president of Polaris Assessment Centers. His current research centers around the effectiveness of organizations' selection procedures and the outcomes of these procedures, particularly as they relate to subgroup employment and applicant reactions and behavior. We provide a sample of our interview with Dr. Schmitt below. The full interview can be found [here](#).

Dr. Schmitt, thank you for taking time to connect with us!

What was Purdue like when you were a graduate student?

Perhaps the biggest difference between then and now was the number of graduate students. There were 22 in my class and 25 in the class ahead of me, I think. There were only two women in my class—one became my wife, Kara. We were a cohesive group—often meeting to put together mimeograph copies of class notes and readings and working together to study for comprehensive exams. Purdue and West Lafayette were small communities, few restaurants and little to entertain one that was not connected to the university. My first introduction to college football – a game with Notre Dame – was exciting. I believe Purdue won and it launched quite a celebration in the dorms and bars of West Lafayette.

What would you say has been your 'secret' to a successful career?

Perhaps the most significant part of my "success" is the collaborations with graduate students I have been lucky enough to develop over the past 40 plus years. Almost all my published work has been co-authored with graduate students. I also always tried to identify multiple outcomes that might result from applied projects or even teaching assignments I had. Some of the applied projects we worked on generated a dozen or more papers on different aspects of the work or problems that we encountered doing the work.

What do you see the role of I-O psychologists being moving forward in today's society?

I think we have a role to play in defining societal problems and in providing logical ways to address those problems and provide research-based solutions. This is what I think defines a doctoral education and the disciplined thinking that is part of research is central to addressing problems in any area. I also think as psychologists we should find ways to better the lives of the people we study. Sometimes this goal is forgotten in pursuing the goals of organizations with whom we work. I do not think organization and people goals need to contradict each other if we keep both parties in mind when we design our research and develop interventions.

McCormick Lecture Series

Mark your Calendar for March 31, 2017!

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. The Spring 2015 luncheon and lecture featured [Dr. Michele Gelfand](#), Professor of Psychology at University of Maryland. Dr. Gelfand's presentation, *Culture and the Strength of Social Norms: Field, Experimental, Computational and Neuroscience Perspectives*, was attended by numerous members of various departments at Purdue, as well as several out-of-town guests.

On March 31, 2017 we will host this year's speaker, [Dr. Tammy Allen](#), who is a Professor of Psychology at University of South Florida.

Dr. Allen's talk, entitled, *Work-Family Research: From Chronic to Episodic Approaches*, will include discussion of research designed to better understand the experience of work-family conflict through the assessment of discrete episodes and physiological reaction data.

We are very excited about Dr. Allen's visit, and hope many of you can join us for her talk! If you are interested in attending this event and would like more information, please contact Dr. Louis Tay (stay@purdue.edu) or LeAnne Williams (lewillia@purdue.edu). RSVP is required; Formal invitations are scheduled to go out in early February 2017. **Also see page 7 for an invitation to the SIOP reception honoring Dr. Allen.**

Other past McCormick speakers include:

- Dr. Dan Ilgen
- 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. Michele Gelfand at our 2015 SIOP Reception



*Dr. Tammy Allen
2017 McCormick Speaker:*

80th Anniversary of the Purdue University Industrial-Organizational Psychology Program

2017 marks the 80th anniversary of our graduate program. In 1937, the program admitted its first I-O graduate students, and in 1939 the first Purdue University graduate degrees in Industrial-Organizational Psychology were awarded. In order to celebrate this milestone, I-O faculty and students are working with a distinguished honorary committee of PAGSIP members to plan two years of anniversary activities. The committee includes Drs.:

Bill Byham (Chair)	
Robert Gatewood	Dick Jeanneret
Richard Klimoski	Herlie Hendrix
Frank Schmidt	Kara Schmitt
Neal Schmitt	George Thornton

Please see page 6 for a letter from the committee chair introducing our 80th Anniversary Campaign, as well as throughout this newsletter for info on our Campaign kickoff events—our McCormick lecture (p. 4) and SIOP reception (p. 7).

United Nations Global Compact Update

We are proud to announce that we are the first I-O Psychology program to become a United Nations Global Compact participant! As a program, we have pledged to give emphasis in our courses and other program activities to topics and issues relevant to the [Ten Principles of the UN Global Compact](#), which center around organizations' responsibilities relevant to human rights, labor, environment, and anti-corruption. While we have only just joined this initiative, we have already begun making a positive impact, both within our program and in the field at large. Some highlights of these efforts include:

- Creation of [SIOP's Global Compact Application Toolkit](#), which acts as a road map of easily implementable steps that other programs can take to join the Global Compact.
- Obtaining an NSF grant to fund a [Corporate Social Responsibility Summit](#) (a recent TIP article about the summit can be found [here](#)).
- Participation in an OrgVitality sponsored webinar on the United Nation's Sustainable Development Goals focused on what organizations are doing and can do to improve the lives of people around the world over the next two decades.
- Colloquia covering topics such as work-life policies and interventions; diversity and inclusion; and individual differences in character virtues.



Overall, we are very proud of the steps our program has taken thus far to focus our efforts on building a more sustainable, positive world and we are looking forward to our continued progress!



From the desk of Bill Byham...

January 25, 2017

Dear Fellow Purdue I-O Psychology Alumni:

Since 1939, more than 350 Industrial-Organizational Psychology degrees have been conferred by Purdue University. Recipients of these degrees—you included—have made significant contributions to the field and the modern workplace.

As a graduate of the program, I am honored to serve as chair of the Purdue I-O Psychology 80th Anniversary Honorary Committee. The committee includes some of the many Purdue alumni who have been recognized among I-O Psychology's most respected and successful leaders. It is my privilege to serve with them to promote the program's 80th anniversary events, to increase support of Purdue's I-O psychology program, and to connect Purdue I-O alumni to the University and each other.

Honorary committee members are: 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).

I believe those who hold a Purdue I-O Psychology degree are deeply proud of the excellent reputation and broad education it offers—its value certainly has been evident throughout my career. I am grateful that my Purdue degree has allowed me to work in a variety of I-O Psychology areas including selection, training, performance management, personal development, and more.

Perhaps the most significant "take-away" from my Purdue experience was the reinforcement of my entrepreneurial spirit, which ultimately led to starting my own company, Development Dimensions International, Inc. As the owner of an international company with more than 100 I-O PhD's on staff, I see the output of many I-O programs, and I truly believe Purdue's I-O Psychology graduates are among the very best in the world! Consequently, it gives me great pleasure to support Purdue's tradition of excellence by contributing to the I-O Psychology 80th Anniversary Campaign.

Our 80th anniversary celebration kicks off next month with a fundraising mailing. Our "live" kick-off will take place during the SIOP conference in Orlando, Florida, at the Purdue reception on April 27, 2017, 8:00-11:00 p.m. in room "Osprey 2" of the Walt Disney Swan Hotel (see p. 7). There, we will be honoring our 2017 McCormick speaker, Dr. Tammy Allen, and making some special announcements at 9:00 p.m. Please mark your calendar to join us!

I want to make sure you receive future information about our anniversary celebrations. Please take a minute to update your alumni profile at www.purdue.edu/hhs/alumni/update_record.html or you can just send your e-mail address to hhsalums@purdue.edu.

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 2017 in Orlando

You are cordially invited to the Purdue University Reception in Honor of the 2017 Ernest J. McCormick Distinguished Lecturer

Dr. Tammy D. Allen

Department of Psychology, University of South Florida

April 27, 2017, 8:00-11:00pm

Osprey 2 Room of the Walt Disney Swan Hotel

Special Announcements & 80th Anniversary Launch at 9:00pm

Please join us for hor d'oeuvres, drinks, and good cheer.



Congratulations!



JOB PLACEMENT:
Dr. Caitlin Porter (left)
Assistant Professor, University of Houston



AWARDS:
Dr. Deborah Rupp (right)
Dr. William H. Hendrix Industrial
Psychology Excellence Award



Dr. Louis Tay (right)
Association for Psych. Science Rising Star



TENURE & PROMOTION:
Dr. Sang Eun Woo (left)
Associate Professor

Purdue Association of Graduate
Students in Industrial Psychology

Purdue University
Psychological Sciences
703 N 3rd Street
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