

# PAGSIP

## newsletter

Volume 1, Number 2

Summer (?) Issue

September, 1952

COMPLETE NINE PhD THESES IN 1952

PAGSIP ALUMNI SPEAK --BACK  
NEWSLETTER LAUNCHING

by Jim Boyce

Nine Industrial theses were filed here toward completion of PhD requirements this year. ORC announces PhD degrees were conferred on five Pagsippers in August. Those men are:

Bill (Hopalong Cassidy) Boyd; topic: Characteristics of vocational school shops in relation to achievement on a standard machine shop test.

Carl Elliott; topic: A checklist for evaluating supervisors. His employment: associate professor, Calumet Extension Center, P.U., Hammond, Indiana.

Norm Friedman; topic: A study of personal data as predictors of the job behavior of telephone operators. His employment: research director (Navy Contract) and assistant professor, Purdue.

Bob Guion; topic: An analysis of employee loads of first line supervisors. Employment: Dept. of Psychology, Bowling Green State Univ., Bowling Green, Ohio

Other theses which are completed are:

Stan Acker: an experimental investigation of the limitations placed upon individual performance by lateral heterophoria in the judgment of inter-point distance.

Alumni notes and letters cover our editor's desk. Congratulatory words, compliments and suggestions predominate.

Leon Thomas expresses a consensus of opinion, writing, "It is all too easy to speak facetiously of the purposes of an organization such as PAGSIP ... It was conceived in a genuine spirit of fellowship and ... its primary aims should be informality, flexibility, and cohesiveness. I also think that its initial success was due to the facts that we liked each other and that we were interested in learning from the other guy. As long as these facts continue to be, it is my opinion that PAGSIP will continue to be a successful organization.

"That is why it was particularly gratifying to receive the Newsletter. It was reassuring to know that ..... PAGSIP members ..... are attempting to bridge the gap between the graduate and his university."

Stan Deutsch makes suggestions for improving alumni contacts: "(1) A page should be set aside for letters to the editor, for letters from ORC staffers, PAGSIP students and alumni. It is hoped that this will invite interesting letters from these sources." This column is a start at putting this excellent suggestion into action.

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Continued on page 4

## EDITOR'S CORNER

This is the so-called "Summer Issue" of the Newsletter which your summer editor has been promising himself to put to press since June 15.

Many things have been happening to Pagsippers, as these pages will reveal. There will be several occasions for reunion or old buddies, and of Lawshe, Tiffin, and McCormick, Kephart, Asher and the rest. FAGSIP had get-togethers at both the MPA and APA meetings, as well as a Spring Picnic near Lafayette this year.

Returns from Alumni members have been coming in greatly all summer. At last count we had received over 40 General Information blanks. If you know of a FAGSIPPER who has not contacted the Newsletter, or whom we have not contacted drop us a card.

On the home front, one of FAGSIP's special endowments was revealed this summer. Purdue's young and prospective Industrial Psychologists apparently have the capacity to get double their money's worth. The Carl Elliotts announce the birth of twin girls, and the Bob Mengelkochs have just had twin boys --- future Pagsippers, perhaps.

DO YOU WANT ANOTHER COPY OF THE FIRST ISSUE OF THE NEWSLETTER FOR YOUR FILES? We have several copies available. Just drop us a note, enclosing a two or three cent stamp.

Numbers of letters and notes have come in from our Alums, wishing the Newsletter well and providing many helpful suggestions. Some of their comments appear in another column. A hint by Art Eckerman, now manager of personnel service for Pioneer Service and Engineering Company of Chicago, has started us on an attempt at this new method of column justification. Don't expect too much of our volunteer typists at first. However this method of aligning margins is simple to effect; if you want to know how, just drop the editor a card.

A new faculty appointment was made this summer. His name, well known to Pagsippers, appears elsewhere in this paper.

We heartily endorse Wendell Wood's cam-

aign to increase FAGSIP's representation in APA's Division 14; the Division of Industrial. Purdue is now turning out the mostest and bestest research people in industrial psychology today.

It is only proper that FAGSIP students and alumni should be adequately represented in the offices of Division 14.

Finally, excuse our grammar and our spelling.

THE EDITOR

## YOUR FAGSIP NEWSLETTER STAFF

Editor-in-absentia	Larry Frachik
Editor-Summer Issue	Jerry Babideau
Business Manager-- Summer Issue	Jill Boyce

Contributing Editors as listed on column by-lines.

## OPPORTUNITIES FOR REUNIONS

Wendell Wood writes, in a letter to Frank Harding, "Since next year's APA meeting is to be held at Michigan State, we think it might also be desirable to encourage Purdue alumni to make their reservations early at the Kellogg Center. It is the new on-campus hotel which might best serve the purpose as a Purdue headquarters at next year's APA".

In addition to the APA, our local Pagsippers also plan to reserve a suite for their MPA reunion in Chicago next spring.

The most immediate student - alumni get-together is a tentative dance or fall picnic, probably to be held in late October or November. Are you alum interested? Drop the Newsletter a card.

What's New at Purdue ----- Comments on  
Research by Jerry Rabideau

UNCLE JOE'S BOYS BUSY; RESULTS PILE UP;  
BO DO THESE

This is the second attempt of this editor to familiarize PAGSIPPER's with research currently underway or recently concluded. These topics may serve to promote information and idea exchanges between interested parties.

Doc Tiffin's grad students are working in several areas. Some of them are:

#### Test and Evaluation Problems

A number of tests have been or are being developed here. Warren Griffin completed a trade test in welding; he also did work on a trade test in sheet metal. Bob Mengelkoch has developed a trade test in carpentry.

Don Long constructed an industrial relations vocabulary test. Bob Phelan derived a key for the Duder Preference Record for prediction of turnover of shop employees, cross validating that key.

Arch Colby's PhD work consists of the construction of a reading test for industrial supervisors.

Walt Huppenbauer investigated the prediction of Mental ability from the subscores of the Purdue Clerical Ability Test last spring.

Construction of unidimensional scales for measurement of different aspects of industrial morale is the subject of a PhD investigation by Milt Davis, a PRF fellow.

Larry Futchik, under Delco Remy sponsorship, is making an analysis of the Critical Incident rating technique, as used at that GM division, as his PhD project.

#### Analysis of Psychological Factors In Industrial Problems

Bill Boyd is investigating factors associated with achievement in machine shop instruction for a PhD thesis.

Terry Allen has developed diagrams for estimating the effectiveness of tests when the percent method of test validation is used.

#### Vision Research

Jerry Rabideau, a PRF fellow, is making a psychophysical comparison of visual acuity thresholds of commonly-used targets, by the method of constant stimuli.

Darv Winnick is experimenting with the Purdue Eye Camera, in an attempt to find a simple method of measuring drawing and holding power of an advertisement.

Bill Chew (supervisor), Bob Mengelkoch and Gil Miller are engaged in a Navy contract project aimed at determining visual performance standards for Naval personnel at combat stations. This work should provide some interesting PhD dissertations.

#### ORC NAMES NEW ASSISTANT PROFESSOR

Purdue's ORC has a Purdue PhD of this year on its staff. Norm Friedman was added to the staff effective this fall. Norm has been active in Pagsip, and was designated historian for our Newsletter. When asked whether he expected that Pagsip would add his name and perhaps another verse to "Solidarity Forever", Norm reminded the reporter that he had helped write the Pagsip Anthem, and he hoped it would not be changed.

Congratulations, Norm. You have our best wishes for your success, and we know you'll continue to be a booster.

A factor analysis of Purdue's PAGSIP Picnic Adaptability Test (Spring Picnic, 1952) reveals three factor loadings which appear to underly picnic adaptability. They have been named: (1) Strong Beverages, (2) Female Human Beings, and (3) Vocal and instrumental music.

A residual factor found has been tagged "Outdoor Activities."

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There are 14, not 13 steps as is commonly believed, at the front entrance to the Bio. Annex.

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1952 PhD THESES --

(cont'd from page 1)

Mal Baas: an investigation of the measured personality characteristics of first-line industrial production supervisors.

Bob Dawson: a new approach to test validation for clerical jobs.

Milt Davis: a multidimensional approach for the analysis of an attitude questionnaire. Milt starts as an assistant prof at University of Portland (Oregon) Dept. of Psychology. He will receive his doctorate in 1953.

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ALUMNI SPEAK \*\*

(cont'd from page 1)

"(2)" A listing of 'Place of Business' for all alumni," and "(3) Information on all Pagsippers leaving Purdue; and where they are headed for..." Tentative plans presently propose to publish annually a new and corrected Alumni list or directory. How does that sound to you?

Bill Askren feels that it might be a good idea to run a series of short articles on alumni, describing their work; probably a paragraph or so on 5 or 10 different men each issue. Ye Ed is following up on this by listing (alphabetically) the first 10 names. If you Pagsippers will drop the Newsletter a short paragraph about yourselves, we'll start that column next issue.

(cont'd next column)

First persons asked to write paragraphs about themselves:

Stan Acker  
Bill Askren  
Mal Baas  
Guy Besnard  
Stan Deutsch

Art Drucker  
Jerry Ely  
Patrick Farbrow  
Dick Feinberg  
Bob Guion

And please, you married people, don't forget to mention your families.

Bill Parry would like more information in the Newsletter about research being carried out here in ORC. Your research editor will continue to interview staff members and to list students and their research problems. We should like to encourage letters between alums and any other Pagsippers on campus who are engaged in similar research.

Lucinda Kedevini writes, "I think it would be interesting if some of the research activities were written up in addition to listing published articles of members of the division." That's a big order; we shall try to fill some of it, however.

"Get contributions from alumni," writes Ben Shimberg, "On what they see as some of the problems which require investigation. Also what training and experience they think Purdue should provide to better equip grads for careers in the field."

Both the ORC staff and the Newsletter editors look forward to hearing what you have to say on the topics Ben suggests.

Bob Hitchcock proposes, "Unless the job is prohibitive, how about introducing new Pagsippers as they arrive?" Starting with the first fall meeting of PAGSIP on campus we'll pass out information blanks to new students for purposes of allowing other Pagsippers to meet them through the Newsletter.

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Some Pagsippers, including Doc Lawshe, had a marathon luncheon engagement one afternoon -- all afternoon -- in a restaurant bar during the Washington APA meetings, this month.

**MOVING FOLLOWS HOUSECLEANING IN B. A.**

Changes in desks and offices in ORC and the Biology Annex will require the development of a new directory for that building. After the spring repainting, Bausch & Lomb's Industrial Vision materials had been shipped off to Rochester, N.Y., and then office and desk space was reapportioned.

Moves were made to bring staff assistants and fellows into better contact. Kep and his students will share office space downstairs. Uncle Joe has placed his people in the IBM room and offices. Mac will have his assistants adjacent to his main-floor office.

For the present the IBM installation is being retained in B. A. for psychology use. The Navy contract research, headed by Bill Chew will occupy offices at the end of the IBM room.

Some offices and classrooms have been renumbered to eliminate former letter designations. To add to the confusion, some former classroom numbers, like 105, now hang over offices. The fall semester's time table does not reflect these changes. What fun!

- (1) IS YOUR ADDRESS CORRECT? HAVE YOU HAD A CHANGE OF POSITION LATELY?
- (2) DO YOU WANT A FRIEND TO RECEIVE THE NEWSLETTER?

Fill out your changes and mail this blank to the editor, or give this blank to your friend.

Friend of PAGESIP: As you may know PAGESIP does not and cannot assess dues for any reason. In order to put out the Newsletter, a voluntary subscription is needed. If you want to receive it, please send in a dollar with your information blank. This dollar will be used for Newsletter costs, and will probably cover your share of the costs for a couple of years.

Check One:  Information change  General Information Blank

Name \_\_\_\_\_ (please print) \_\_\_\_\_  
 Home Address \_\_\_\_\_  
 Married? Yes \_\_\_\_\_ No \_\_\_\_\_  
 Purdue Grad? Yes \_\_\_\_\_ No \_\_\_\_\_  
 Are you a PAGESIP Alumnus? Yes \_\_\_\_\_ No \_\_\_\_\_  
 Business Address \_\_\_\_\_  
 Other School \_\_\_\_\_  
 Academic major \_\_\_\_\_

Use a separate sheet for comments, notes, or suggestions.

**Credit Where Credit is Due --**

**SPRING NEWSLETTER STAFF RECOGNIZED**

In the Newsletter's first issue the staff of volunteer editors was omitted by an oversight. We herein present their names and positions. They deserve all Pagsipper's thanks for doing a bang-up job.

**SPRING ISSUE STAFF**

Editor-in-chief	Larry Futchik
Business Manager	Stan Revesman
Pagsip Functions Editor	Guy Frazier
Research Editor	Gerald Rabideau
Circulation Editor	Jim Briggs
Art Editor	Guy Frazier

Note that we spell "Pagsipper" with two "P" 's. There is a reason for this, and it is to be found in the PAGESIP "Regression Session".

"Flip-Sheet" Says --

DOCTOR LAWSHIE-GUEST COLUMNIST FOR SUMMER NEWSLETTER

As the "guest writer" for this current issue I am somewhat in a spot for knowing just what kind of things might be interesting to you people who are to receive the newsletter. However, in as much as I attended the APA meeting in Washington during Sept. I picked up a few bits of news that might be of interest to some of you. No doubt I will leave out some things I heard about other people that are just as important as the things I tell you, but here goes.

Ron Wilson, who is an Associate Prof. of Psychology at the University of Houston is carrying the Purdue spirit forward and organizing a series of institutes for industrial people at his institution. The first one deals with employment interviewing and is scheduled for October 7-11.

Gordon Fred, who is Associate Professor of Psychology at Oklahoma A&M, is likewise forging ahead. He has already run a three day institute on Clerical Personnel Procedures and another two week training course for Management Personnel of the Blue Cross Blue Shield in Oklahoma.

Minnie C. Miles, an Assistant Professor of Management at the University of Alabama has received a research grant from her institution and is making a comprehensive survey of personnel and psychological practices in Southern Industry.

Cal Lifson is back in the Navy (a stripe and a half, I think). Jim Oliver is driving his first Cadillac. He is now director of Personnel Research at GM's Cadillac division. His brother was back from Venezuela for the meetings. He is with the Creole Petroleum Corp., and we understand he has stashed away a little money. Anyone desiring a loan should write directly to him and not to me.

Frank Harrie and Archie Colby who are attached to ORD at Johns Hopkins are on their way to a new assignment. hush-hush mission

Pat Farbro is still holding down the fort in personnel research activities with RCA in Camden, N.J. Mac Baus has changed jobs. He is now with a division of Union Carbide and Carbide in Niagara Falls. Bill Warren is still in charge of placement at the University of Richmond, Richmond, Va.

Rusty Rathfelder has gone to work for the C&O railroad and will be at Richmond. Dick Harris has a personnel research job with A&C spark plug at Flint, Michigan.

The unit operated by Dr. Orlo Crissey at the GM institute at Flint now has three Purdue men. Andy McGinley is his direct assistant and during the past year they hired Don Long and Walt Huppenbauer.

Here on campus, Dr. s Tiffin and Kephart have secured substantial Navy contracts. The former has to do with the setting up of Visual standards for certain Navy billets and the latter with the evaluation of certain Navy service schools. Bill Chew is project director of Tiffin's project, and Norm Friedman is project director of Kephart's project. Each project involves a number of fellowships.

We still have much of the IBM equipment even though Bausch & Lomb have moved their services to Rochester. This leaves equipment for a greater proportion of time to be used on student projects and other types of research.