



# Minnesota Professionals for Psychology Applied to Work

## Upcoming Speaker

By Bob Lewis, VP Programs

### Thursday, September 15: TESTING IN THE WORKPLACE

#### **HIGH STAKES TESTING IN HIGHER EDUCATION AND EMPLOYMENT: APPRAISING THE EVIDENCE FOR VALIDITY AND FAIRNESS**

**Paul Sackett, Ph.D.**, Professor, University of Minnesota

In this presentation, I will consider research findings from the domains of personnel selection and educational admissions on key criticisms often leveled against tests in the cognitive domain, including 1) tests are poor predictors of job and academic performance, leaving the bulk of variance unexplained; 2) if tests predict, they predict performance only in the short term; 3) above a threshold, higher scores don't matter; 4) tests are merely a surrogate for wealth and privilege; 5) tests are readily coached; 6) tests have large adverse impact against minority groups, and thus are biased; 7) while minority group members perform worse on tests (on average), they perform just as well as majority group members once admitted/hired; 8) motivational mechanisms, such as stereotype threat explain majority-minority differences, 9) tests don't measure all important attributes, and thus are inappropriate for high stakes decisions. The goal is to separate reality from rhetoric and to obtain a clear picture of what the research evidence says in response to each of these criticisms.



Paul R. Sackett is a professor of psychology at the University of Minnesota. He received his Ph.D. in Industrial and Organizational Psychology at the Ohio State University in 1979. He served as the editor of *Personnel Psychology* from 1984 to 1990, as president of the Society for Industrial and Organizational Psychology, as co-chair of the Joint Committee on the Standards for Educational and Psychological Testing, as a member of the National Research Council's Board on Testing and Assessment, as chair of APA's Committee on Psychological Tests and Assessments, and as chair of APA's Board of Scientific Affairs. His research interests revolve around various aspects of psychological testing and assessment in workplace settings. Currently he chairs the National Research Council's Committee on the Youth Population and Military Recruitment.

## MPPAW Update

by Kraig King, President

It's hard to believe, but autumn is just around the corner. That means another season of MPPAW is starting. Welcome to returning and new members!

Thanks to the efforts of Bob Lewis, this year we have a distinguished line up of leading researchers and practitioners who will speak on a wide range of topics. Paul Sackett will kick off the series on September 15, with a discussion of testing in the workplace based on his APA Master Lecture Program presentation. On October 15, David Peterson and Marc Sokol will reprise their SIOP Master Tutorial on coaching leaders around critical choices. Next, Jeff Johnson will show us how to apply relative weights in regression analysis.

In January, John Budd will help us stretch beyond our traditional disciplinary boundaries, giving us an economist's view of engaging employees in the workplace, based on his recent book, *Employment With A Human Face*. Also in 2006, we will be treated to a presentation by Kevin Murphy, SIOP Past President. We will end the year with insights from a panel of clients, including Jeff Klausner, Laura Molgaard, and Tom Traub.

If you have not yet renewed your membership, please do so soon. Membership and individual session fees will remain the same as last year. You can renew online at our website or print out and mail in the application form. Please invite your colleagues to join MPPAW by passing on the registration form.

I encourage you to take a look at the attractively redesigned MPPAW website at <http://www.mppaw.org>. It looks great and is easy to navigate to get the MPPAW information you need. A big thanks goes out to Scott Lassiter, who volunteered to do the design work. You can contact at him at <http://www.artbyscott.com> for your own website design needs.

Our first program will be Thursday, September 15 at the Continuing Education Conference Center of the University of Minnesota's St. Paul campus—same location as last year. Social hour starts at 5:30 and the presentation runs from 6:20-7:45. **Please note: there will be a change in venue for the rest of the program year.** In October, we are going to move the show to the new McNamara Alumni Center on the east bank of the University of Minnesota's Minneapolis campus. See <http://www.alumnicerter.umn.edu>. We'll also be sure to send out reminders of the venue before meetings.

We're looking forward to having a great year. One goal this year is to get your input on what you like about MPPAW and what you'd like to see added, dropped, or changed. Down the road, we'll be sending out an online survey for formal input. But please informally share your thoughts with us as well.



**We're  
Moving  
Again!  
(but not  
'til October)**

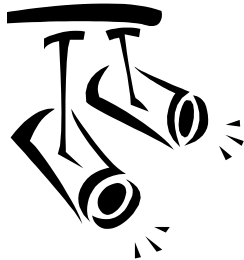
Once again, MPPAW is on the move! While the September meeting is still at the Continuing Education and Conference Center on the St. Paul campus of the University of Minnesota, the October meeting will be at a new location – the McNamara Alumni Center on the East Bank of the University of Minnesota. Full directions will appear in the October issue of the newsletter and on the web site.

## Member Profiles

by Megan Pavot, past Co-Secretary

*The Spotlight is on...*

Dr. Leaetta M. Hough, President,  
The Dunnette Group, Ltd.



When she left the small town of Bagley, MN to attend school at the University of Minnesota, Dr. Leaetta Hough was craving the anonymity that life at a large university would provide. Ironically, her passion for the field of I/O psychology afforded her numerous professional accomplishments that have made her one of the most well-known I/O psychologists in the field.

Hough's I/O career began at the U where she received her B.A in Sociology and Economics. She later went on to receive her Master's degree in Psychology and, finally, her Ph.D. in I/O Psychology with concentrations in Differential Psychology, Measurement, and Personality. She joined PDI as Research Assistant and then became a founding member and Executive VP of PDRI. Finally, she founded The Dunnette Group Ltd., where she currently focuses her energies. Hough has extensive expertise in staffing and performance management as well as other areas of HR systems. She has been involved as a board member, officer, or director for a number of professional organizations including holding positions in a variety of APA divisions. Most recently she has taken on the role of SIOP president for the 2005-2006 season.

One of Hough's favorite things about the field of I/O psychology is that there are always new challenges and new situations. She enjoys working behind the scenes to improve the lives of others through her work, "making a positive difference for people who don't know you have done something." Her desire to make a difference is evident not only in the work she takes on professionally, but also in the activities in which she participates outside of her work. Hough is involved with the U.S. Delegate for Friendship

### Member Profile (continued)

Among Women, which gives her the opportunity to travel to under-developed countries to meet with women and encourage them to be ambassadors for the women in their respective countries. She encourages the women to accomplish what is important to them and helps them make connections to further their efforts. She was also Director and Vice President of the American Composers Forum, whose mission it is to connect composers with audiences.

When she is not busy working or volunteering her time, Hough is an avid photojournalist (crazed photographer). She goes on bow hunting trips with her family and, while they hunt, she documents their adventures with numerous photographs. She loves camping and doing outdoor activities. Additionally, she enjoys traveling and is not picky about the destination, provided it is new and different from places she has already visited. One of her favorite trips was a National Geographic tour of the inside passage of Alaska. She estimates that she took almost 1,000 pictures during that trip!

Hough's family has been a great source of joy and support in her life. They have always trusted her decision making and had confidence in her abilities. She credits them for teaching her to respect, and truly care about, people. She enjoys being able to spend time with them and also loves sharing with them her love of adventure and travel.

Dr. Leaetta Hough has extensive experience in the HR realm of I/O psychology and dozens of noteworthy affiliations. She has authored or co-authored over 200 technical reports, questionnaires, tests, inventories, and manuals. She is an active contributor to the field of I/O and is one of the reasons that professionals in the greater Twin Cities area have a plethora of I/O resources at their fingertips.

## Past Presentations: February 2005

### Thursday, May 19, 2005: PANEL DISCUSSION OF VALUES AND VALUE-CENTERED LEADERSHIP

**Scott Gregory, Ph.D.**, Director of Talent Management & Organizational Development, Pentair

**Jody J. Illies, Ph.D.**, Assistant Professor and Coordinator, Master's program in Industrial and Organizational Psychology, St. Cloud State University

**Robert Shoemake**, Director of Programs & Membership, Center for Ethical Business Cultures® (CEBC)

## Announcements



### Continuing Education Credits.

For Licensed Psychologists needing to meet the CEU requirements of the Minnesota Board of Psychology, attendance at each MPPAW event counts as 1.5 hours of CEU credit. And only \$10 added to your membership dues covers all the expenses for

the MPPAW year, up to 10.5 CEU credits!

### SIOP leadership conference

Three business leaders experienced in managing executive talent will be the principal speakers at a conference being presented by the Society for Industrial and Organizational Psychology Oct. 28-29 in St. Louis.

The conference, entitled "Leadership at the Top: The Selection, Globalization and Ethics of Executive Talent," will bring together leading-edge scientists and practitioners to focus on the assessment, selection and development of global executive talent. It will highlight winning business strategies and practices in organizations throughout the country and around the world as well as the latest scientific studies of talent management.

Speakers include Jeffrey A. Sonnefeld, founder and president of The Chief Executive Leadership Institute, which focuses on CEO leadership and corporate governance; Bill Mobley, president and managing director of Hong Kong and Shanghai-based Mobley Group Pacific, and Mirian Weir-Graddick, executive vice president for human resources at AT&T.

Sonnefeld, who is also associate dean of executive programs and the Lester Crown Professor-in-the-Practice of Management for the Yale School of Management, is a highly regarded authority on leadership practices. His research has been published in more than 80 scholarly articles, which have appeared in leading management journals. He has also written five books, including "The Hero's Farewell," an award-winning study of CEO succession.

Mobley, a former dean of the College of Business Administration and president of Texas A&M University, works primarily with executives and leadership teams based in the Asia Pacific region. His clients include numerous major corporations with business interests in Asia. His consulting firm is comprised of business psychologists whose work is scientifically based.

At AT&T, Weir-Graddick is responsible for the design, planning and administration of all human resource functions, including recruiting and training. She has been with AT&T in a variety of human resource assignments since 1981. She was the Society for Psychologists in Management's Distinguished Psychologist in Management award recipient in 2003 and was named HR Executive of the Year by "HR Executive Magazine" in 2000.

One result of the conference will be the creation of an ongoing working coalition of practitioners and researchers to explore in depth key areas of global executive talent management.

David P. Campbell, senior fellow at the Center for Creative Leadership in Colorado Springs, CO, is the science chair of the conference and Rob Silzer, managing director of Human Resource Assessment & Development, Inc., is serving as practice chair.

For more information about the conference and to register, visit the SIOP website at <http://www.siop.org/lec/> or call the SIOP Administrative Office at 419-353-0032.

## Format of Meetings

Meetings begin at 5:30 p.m. with a social hour, followed by the presentation at 6:20 p.m. The meeting will conclude at 7:45 p.m.

A fee of \$10.00 per MPPAW member and \$20.00 per non-member (\$5.00 and \$15.00 for students) covers food at the social hour, as well as the costs associated with the presentation that evening.

Our current location is the Continuing Education and Conference Center on the St. Paul campus of the University of Minnesota. Check the TV screen at the entrance for room information.

See map and driving directions on the next page.



## How to Get There...

**From I-694** take 35W south to the Cleveland Avenue exit (Note: exit to the left). Follow Cleveland Avenue to Larpenteur Avenue. Go east (left) on Larpenteur to Gortner, turn south (right) on Gortner and go to Buford Avenue. Turn east (left) on Buford Avenue to the parking area.

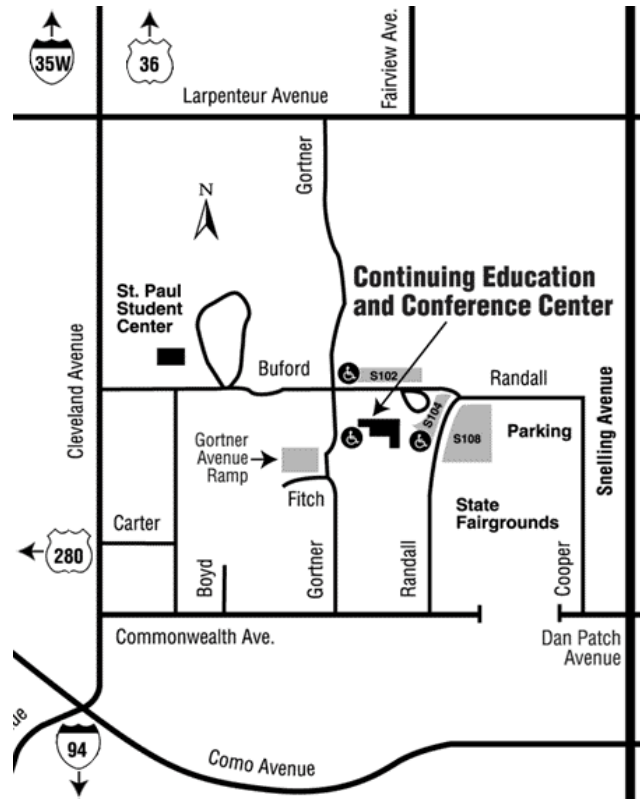
**From I-35W** take the Highway 36 exit and turn south on Cleveland Avenue to Larpenteur Avenue. Go east (left) on Larpenteur to Gortner, turn south (right) on Gortner and go to Buford Avenue. Turn east (left) on Buford Avenue to the parking area.

**From downtown St. Paul:** Go west on I-94 to Snelling Ave. Go north on Snelling Ave. to Larpenteur Avenue. Go west (left) on Larpenteur to Gortner, turn south (left) on Gortner and go to Buford Avenue. Turn east (left) on Buford Avenue to the parking area.

**From downtown Minneapolis:** Go east on I-94 to MN-280, exit number 236. (Note: exit to the left). Merge onto MN-280 north. Exit at Larpenteur Ave. Take Larpenteur east (right) to Gortner (3rd traffic light). Turn south (right) on Gortner and go to Buford Avenue. Turn east (left) on Buford Avenue to the parking area.

**PARKING ADVISORY:** There are contract lots at the U of M that restrict parking to those with a pass. They are clearly marked with signs – if you park there, you will be ticketed. Instead:

- Use the Gortner Avenue ramp.
- Use Lot S104 (drive past the conference center and enter the lot on the same side of the street).



### MPPAW Officers and Key Committee Members

		<b>Phone</b>	<b>e-mail</b>
<i>President</i>	Kraig King – Personnel Decisions Intl.	612-337-3606	<a href="mailto:Kraig.King@personneldecisions.com">Kraig.King@personneldecisions.com</a>
<i>President-Elect</i>	Janice Houston – PDRI	612-331-3680	<a href="mailto:janis.houston@pdri.com">janis.houston@pdri.com</a>
<i>VP, Communication</i>	Sally Blecha – Questar Data Systems	651-688-1907	<a href="mailto:sblecha@questarweb.com">sblecha@questarweb.com</a>
<i>VP-Elect, Communication</i>	Jenny Merriam – CPP	763-913-4878	<a href="mailto:jmerriam@cpp.com">jmerriam@cpp.com</a>
<i>VP, Programs</i>	Bob Lewis – Personnel Decisions Intl.	612-337-8281	<a href="mailto:blewis@PersonnelDecisions.com">blewis@PersonnelDecisions.com</a>
<i>VP-Elect, Programs</i>	Lisa Perez – MN State U., Mankato	507-389-5696	<a href="mailto:lisa.perez@mnsu.edu">lisa.perez@mnsu.edu</a>
<i>VP, Membership</i>	Nikki Moore Miller – 3M	651-733-1436	<a href="mailto:membership@mppaw.org">membership@mppaw.org</a>
<i>VP-Elect, Membership</i>	OPEN		
<i>Co-Secretaries</i>	Julie Moran – MN State U., Mankato		<a href="mailto:julie.moran@mnsu.edu">julie.moran@mnsu.edu</a>
	Josh Kuehler – St. Cloud State University	320-309-0285	<a href="mailto:joshua.kuehler@hotmail.com">joshua.kuehler@hotmail.com</a>
<i>Treasurer</i>	Sheryl Moinat – Olson Consulting Group	952-830-1190	<a href="mailto:smoinat@olsonconsultinggroup.com">smoinat@olsonconsultinggroup.com</a>
<i>Treasurer-Elect</i>	OPEN		
<i>CEU Coordinator</i>	Bill Kirkpatrick – SKS Consulting Psychologists	952-926-9852	<a href="mailto:kirkpatrick@sksonline.org">kirkpatrick@sksonline.org</a>
<i>Website</i>	Adam Speck – MN State U., Mankato	507-304-2069	<a href="mailto:webmaster@mppaw.org">webmaster@mppaw.org</a>

MPPAW Website: [www.mppaw.org](http://www.mppaw.org)

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