



Minnesota Professionals for Psychology Applied to Work

Upcoming Speaker

By Gary Johnson, VP Programs

THURSDAY, MAY 15:

What can a psychologist learn from an architect about creating a high performance culture through design?

**Bill Blanski, AIA and
Jon McTaggart, COO MPR**

In his book, *A Whole New Mind*, Daniel Pink states: "The Information Age we all prepared for is ending. Rising in its place is what I call the Conceptual Age, an era in which mastery of abilities that we've often overlooked and undervalued marks the fault line between who gets ahead and who falls behind." It seems imperative that the spaces we design for today be able to captivate and motivate today's workforce. The next generation is not looking for rows of cubes and "Dilbertville" but rather they are looking for community, interaction and meaning in their place of work as much as in the work that they do.

The use and application of color, natural light, interaction spaces and a feeling of openness all contribute to the climate and environment of the workplace. The impact these issues have on the workplace is equally impactful on the productivity and creativity of the worker. This talk will look at the interplay of these issues and how they work together to define today's successful work culture.

Blanski, along with Jon McTaggart, the executive officer responsible for the leadership, strategic and long-term planning at Minnesota Public Radio, will discuss the design of the new MPR building and how the design influenced and impacted the workforce structure and the strategic creation of the work culture at MPR.

Bill Blanski, AIA, is a Vice President and the Director of Design at Hammel Green and Abrahamson, Inc (HGA). For over 25 years Bill has created award winning de-



signs for the workplace including facilities for Minnesota Public Radio, 3M, Medtronic and United Health Group. Bill has a Bachelor of Architecture from the University of Minnesota and a Masters in Architecture from Yale University. He has recently been recognized by the American Institute of Architects for his design solutions for the M.I.N.D. Institute at the UC Davis Medical Center in Sacramento California, a research institute seeking cures and causes for neurodevelopmental disorders.

Jon McTaggart is the executive officer responsible for the leadership, strategic and long-term planning, and daily administration of all operations for American Public Media (APM) and its largest subsidiary, Minnesota Public Radio|American Public Media, as well as all APM non-profit and for-profit subsidiaries including Southern California Public Radio (SCPR), Classical South Florida (CSF) and Greenspring Companies (GSP). His responsibilities include all divisions, departments and personnel involved in earned and contributed revenue, programming and services, technology, business development, marketing and corporate communications. APM has offices, production facilities and broadcast operations in Minnesota, Michigan, Iowa, South Dakota, Idaho and California; and bureaus in New York, Washington, DC, Los Angeles, Boston, Miami, Raleigh, London and Shanghai. APM is also a founder and major share holder in Gather.com, a social networking and user-generated content Internet company located in Boston.



MPPAW Update

By Amy McKee, President

Hi everyone and happy spring (finally)! It's with a bit of relief and a great deal of pride that I invite you to the last MPPAW meeting of the 2007-2008 year and my tenure as MPPAW president. We've had quite a successful year in terms of membership and attendance, probably due to a combination of factors. Certainly, we've enjoyed a lineup of outstanding speakers with a variety of topics to engage your

interest, and of course we moved to a downtown venue which may have been more convenient for some of you. In any case, thank you for your participation and support of MPPAW - we welcome you to continue next year!

We have a few things going on here at the end of the academic year - at our May 15th meeting, we will present the new board slate of candidates and we'll ask members to vote.

Given most of our friends from Mankato State University will be in South Africa doing a service project, it is vitally important that our local members attend to cast votes! We also have a unique speaker duo, architect Bill Blanski and MPR COO Jon McTaggart, speaking on an intriguing topic that I'll venture many of us don't know a lot about - how workplace design affects employee productivity and creativity.

Finally, if you haven't yet, you will soon receive a VERY SHORT survey from MPPAW asking about your meeting night and time preferences. We are entertaining potential changes based on member and non-member input, so share your opinion - it'll only take a minute! Thank you for your attention to the MPPAW meetings survey (it'll arrive in your inbox from Justin Bethke).

Member Profile

By Nate Dvorak Co-Secretary

Cheryl Paullin Profile for MPPAW – April 2008

I am the incoming MPPAW President for the 2008-2009 season. In my day job, I manage the Assessment Research and Analysis Program at the Human Resources Research Organization (HumRRO). HumRRO is a non-profit applied research consulting firm. We have about 150 employees, with about half of that number at our corporate headquarters in Alexandria, Virginia (Washington DC area) and the rest in offices in New Jersey, Kentucky, Minnesota, and California. I have spent my entire professional career working for applied research consulting firms, first at Personnel Decisions Research Institute (PDRI) and now at HumRRO.

I grew up on a small farm in Iowa, surrounded by God-fearing, salt-of-the-earth people. Psychology was not part of the local vocabulary. I decided very early on that I would go to college, even though I didn't really know what that meant. No one in my immediate family had ever attended college. However, my parents had always been big -- I mean really big -- fans of the University of Iowa Hawkeyes so, of course, that's where I went to college for my undergraduate degree. In my 4th year of college, I learned about the field of I/O Psychology and decided I would like to pursue a Ph.D. in that field. (This was well before there were any I/O Psychologists at the University of Iowa.) I believed, it turned out accurately, that this career field would allow me to pursue my life-long interest in understanding why people behave as they do; in a setting that is a very important part of most people's lives –

their job. I did my graduate work at the University of Minnesota where John Campbell was my advisor and Marv Dunnette was still active in the graduate I/O seminar. In my third year of graduate school, I took advantage of an opportunity to work part-time at Marv's consulting firm, PDRI, helping collect data for the US Army's project A – to date, I believe, still the largest test development and validation study ever conducted (at least in terms of scope and sample size). The part-time position became a full-time position and the next thing I knew it was 15 years later. In 2005, I joined HumRRO and helped open a small office in Minneapolis.

In my early career, Project A was a key formative experience. It exposed me to the scientist-practitioner model at its best, including:

- Using a construct-based approach to measure cognitive and non-cognitive individual differences *and* job performance
- Massive literature reviews
- Massive, well-coordinated waves of data collection
- Massive data sets that spawned many dissertations, including mine.

During my career, I have had the good fortune to work for and learn from many incredibly talented I/O Psychologists, including Marv Dunnette, John Campbell, Wally Borman, Leaetta Hough, and Janis Houston, to literally name only a few.

In my free time, I love to have a good meal and a glass of wine with my life partner and a couple of close friends, attend local theater events, watch the Minnesota Twins, read books, spend time with my four sisters and parents in Iowa and, during the warm months, play slow-pitch softball. One thing that people don't know about me is that, as a member of the University of Iowa Hawkeye Marching Band (trombone), I participated in the Rose Bowl (1982) and the Peach Bowl (1983). Iowa lost both games, sigh....

Announcements

By Justin Bethke, VP Communications

MPPAW Board Announcement

Be sure to join us for this Thursday's meeting as we will be voting in our new board for next MPPAW season! There are still a select number of "elect" positions open - please contact Amy McKee (amy.mckee@epsycometrics.com) or Cheryl Paullin (cpaullin@humro.org) for more information.



**Be sure to check us out online
at www.mppaw.org!**

