



# Minnesota Professionals for Psychology Applied to Work

## Upcoming Speaker

By Katie Olson, VP Programs

### TUESDAY, NOVEMBER 18: Unproctored Internet Testing: Issues and an Applied Example

#### Rod McCloy

Principal Staff Scientist,  
Human Resources  
Research Organization  
(HumRRO)



Unproctored Internet Testing (UIT) enjoys high visibility as a controversial topic these days, including serving as the recent focus article in *Industrial and Organizational Psychology: Perspectives on Science and Practice* (SIOP's new journal). During this presentation, Dr. McCloy will address some of the issues and concerns surrounding UIT. He will also discuss development of Procter and Gamble's (P&G) new Reasoning Test, with particular attention paid to the Reasoning Screen--an unproctored, computer-adaptive test of cognitive ability that is administered online and on demand. The Reasoning Screen is one part of P&G's extensive multiple-hurdle selection procedure. Each of the hundreds of thousands of applicants to P&G's management, research, and administrative positions must complete and pass the Reasoning Screen as part of the selection process.

Dr. McCloy is a Principal Staff Scientist at the Human Resources Research Organization (HumRRO). He received his Ph.D. in I-O psychology from the University of Minnesota in 1990, specializing in statistics and psychometrics. His experience with assessment and testing has spanned both cognitive and non-cognitive domains, and he has substantial experience with several large-scale assessment programs (e.g., ASVAB, GATB, NAEP). In addition to unproctored, internet-based computer-adaptive tests, his recent research efforts have included (a) methods for estimating interrater reliability in ill-structured measurement designs, (b) development of recruit quality indices for the U.S. Air Force, and (c) a meta-analysis of the predictive validity of clerical tests for job performance, with emphasis on computer-administered measures.



## MPPAW Update

By Cheryl Paullin, President

There were more than 60 people at the October meeting, another great turn-out! Meeting attendees were treated to two things: a very thought-provoking and engaging presentation by Dr. Elise Amel (see the October Presentation Recap column) and *The Options*, a 5-member jazz ensemble made up of applied psychologists. Thanks to our talented colleagues who provided pre-meeting entertainment!

I am very happy to report that, as of October 21, we have 80 members. Half are professional members and half are student members. Historical records are a little spotty, but we believe this number is at least on par with, and perhaps exceeds, the number of members in prior years. Thanks to everyone who purchased a membership! Of course, we also appreciate those of you who are able to attend only some of the meetings, and prefer to use the pay-as-you-go system.

At each meeting, I've had an opportunity to chat with a few people who are regular attendees, a few people who haven't been to an MPPAW meeting for quite awhile, and a few people who are attending their first MPPAW meeting ever. To my mind, this is a perfect blend of meeting participants. The regular attendees provide a firm foundation for the association and also provide a great deal of institutional knowledge about the local applied psychology community. Plus, they're just a great bunch of people to interact with every month. The less-regular attendees bring fresh insights and perspectives, as well as opportunities for making new contacts or renewing old ones. The MPPAW Board will do its part to encourage and maintain this ideal blend by offering presentations on a wide variety of topics. We believe this is one way to keep our regular attendees interested and engaged, while also attracting, each time, some individuals who may be particularly interested in the topic covered at that meeting.

Be sure to mark November 18<sup>th</sup> on your calendar for the next MPPAW meeting. The speaker will be Dr. Rodney McCloy, from the Human Resources Research Organization (HumRRO). Rod is a graduate of the University of Minnesota's I/O Psychology program and became a SIOP Fellow in 2008. He's a regular presenter at the SIOP and IO-OB Graduate Student conferences, as well as at local/regional meetings such as MPPAW. I'd like to extend my thanks, on behalf of the MPPAW Board, to Minnesota State University-Mankato for co-hosting Rod's visit. I believe you'll all enjoy Rod's presentation and I can guarantee that you *will* learn something!

## Member Profile

By Megan Brogger, Co-Secretary

*The Spotlight is on...*

### University of Wisconsin, Master of Science in Applied Psychology

Director, Dr. Kristina Gorbatenko-Roth  
Students, Brian Powers and Steve Mayne

This month, our profile spotlights a program instead of an individual member. The Master of Science in Applied Psychology (MSAP) is the product of years of planning by the faculty in the Department of Psychology at the University of Wisconsin-Stout, including the director and MPPAW attendee, Dr. Gorbatenko-Roth. The MSAP is a two-year, terminal master's degree program offering courses in three areas of concentration; Industrial/Organizational Psychology, Health Psychology, and Program Evaluation. This interdisciplinary focus educates students on the systems of change and helps them to realize the multifaceted and complex issues facing dynamic work environments. As a result, graduates are trained to view complex problems from a variety of perspectives.



Because of Applied Psychology's interdisciplinary focus, the MSAP program encourages breadth of education as well as a field concentration. During their program, students have the opportunity to work on numerous applied projects, including those with the St. Croix County Jail, Target Corporation, Western Wisconsin Medical Association, and Dunn County Oral Health. Students are also sought after for graduate assistantships, inside and outside of the department, as well as other positions on campus including project work with Violence Prevention, Employment Development, Health Services, and Student Union. The MSAP ranks in the top 20 I/O programs nationally for resources (18), program culture (18), and cost (16). For more information, check out the program online at [www.uwstout.edu/programs/msap/ps.html](http://www.uwstout.edu/programs/msap/ps.html)

#### Brian Powers, MSAP student

Brian knew he wanted to pursue a graduate degree, not to stay in academia as a professor, but to use his education to break into the business world. He has a wide range of interests in Industrial and Organizational psychology including how the principles rooted in sociology and counseling psychology apply to real-world businesses and problems. Brian is particularly interested in the study of leadership – after having held and sought out several leadership positions throughout his high school, undergraduate, and now graduate careers. Through the MSAP program, Brian is involved in a program evaluation for domestic abuse shelters with Chicago Department of Human Services.



Brian finds pride in his personal drive for knowledge and understanding in different and varied areas –including those that are outside of this regular coursework! He tries to read up on anything of interest – right now he has taken to the talent management research. Brian recognizes the importance of relationship building in organizations, and has made an intentional effort to do just that with faculty and colleagues in the MSAP program.

#### Steve Mayne, MSAP student

Steve's interest in psychology began during his undergraduate studies at the University of Minnesota-Duluth. He was fascinated with the material covered in his psychology courses, but wasn't ready to commit to majoring in the field. It wasn't until speaking with one of his professors during his second year that he discovered I/O psychology. He was attracted to the fusion of business and science that I/O psychology offered and now finds pride in the fact that information this field generates is practical and useful in real-world settings, and can be used to answer questions that would be otherwise unanswerable.



In collaboration with several other graduate students, Steve is currently working on a Sustainability project for UW-Stout. They are conducting a trend analysis of energy use and waste production along with recycling trends. Once this information has been gathered, they intend to use it for developing a strategy for meeting several certification standards within higher education for reducing an organizations carbon footprint.

## October Presentation Recap

Summary Prepared by Megan Brogger, Co-Secretary

### I/O and Conservation Psychology: A Natural Partnership for Sustainability

**Elise Amel, Ph.D.**, Associate Professor of Psychology and Director of Environmental Studies, University of St. Thomas

Dr. Amel got the MPPAW contingent thinking green on October 21<sup>st</sup> with her presentation on sustainability, conservation psychology, and its place in industrial and organizational psychology. Her presentation emphasized the importance of changing professional boundaries— acknowledging and utilizing the pairing of conservation and psychology, architecture and I/O, and I/O and environmental issues. Furthermore, she urged psychologists to consider environmental problems as being functions of human behavior, and to utilize our “mad skills” and unique training in human behavior to influence people and organizations to embrace sustainable business practices.

Dr. Amel stated that sustainability is all about consumption of resources. More specifically, it is “living, working, and developing in a way that meets the needs of the present without compromising the ability of futures generations to meet their own needs.” Understanding human behavior is key to understanding how to influence change in this direction. Dr. Amel claimed that unsustainable environments are often not intentional;

rather employees are just trying to do what they are asked (using certain machinery, technology, airplane travel, etc.).

Sustainability and environmental practices research is beginning to make the headlines in many disciplines including psychology and business. Dr. Amel is contributing to this important body of knowledge through her research with the Minnesota Pollution Control Agency. Through general polling of Minnesota residents, she is discovering that sustainable practices may seem compatible with organizations' missions, but they often aren't doing anything to encourage "green behavior". Another important piece of data is that people consider themselves to use the same amount of energy (food, travel, electricity, etc.) at home and at work, but are less willing to talk about ideas for greener practices unless the workplace is already showing signs of green.

Dr. Amel states this is where consulting and I/O psychologists have important opportunities to help organizations deal with and effect change. Encouraging human resources practices to include attention to sustainability, such as designing selection procedures and job roles to include conservation-related content and evaluating employees on whether they have been good stewards of the company's resources, are just a few options.

Division 34, Population and Environment Psychology, of the American Psychological Association offers more information on initiatives and actions. Dr. Amel also suggested making the following changes to office behaviors and functions as they can have great environmental impact:

1. Energy Use
  - Purchase alternative energy and energy efficient appliances
  - Use incandescent light bulbs (CFL's and LED's)
  - Use (and turn off) power strips when big things are plugged in; avoids standby modes which drain energy
  - Keep the thermostat set at 65 in the winter and 74 in the summer
2. Travel/Transportation
  - Encourage workers and clients to use public transportation
  - Reduce or eliminate unnecessary air travel and increase fuel efficiency of company fleet
  - Encourage video conferencing and alternative work schedules and arrangements
3. Food
  - Use local, organic, foods and vegetables
  - Compost leftover foods
  - Choose restaurants carefully
4. Water and Paper:
  - Provide filtered tap water
  - Change default settings to print double sided
  - Use electronic billing, and reduce junk mailings
  - Purchase recycled supplies
5. Garbage
  - Limit packaging and disposables
  - Encourage using a company mug or water bottle

## Announcements

By Stephanie Klein, VP Communications

### Excellence in Leadership Conference



**Excellence in Leadership: Psychologists and Managers Working Together** is jointly sponsored by the Society of Consulting Psychology (SCP, Division 13 of APA) and the Society of Psychologists in Management (SPIM).

The SPIM Conference will be held February 4-6, 2009 (including pre-conference Institutes), and the SCP Conference will be held February 6-8 (and includes post-conference workshops) in San Diego, CA.

#### Who?

- Professionals and students interested in learning more about consulting psychology
- Psychologists in management
- Consulting psychologists interested in networking and sharing knowledge with colleagues
- SCP members
- SPIM members

#### What?

Keynotes, Presentations, Workshops, Social Hours, Topical Dinners, Pre-conference Institutes, Post-Conference Workshops, dozens of CE credits, and many opportunities to network with SCP and SPIM members and other professionals, low cost.

Additional information is available on the MPPAW Website (<http://www.mppaw.org/announce.php>) and the conference website ([www.excellenceinleadership2009.org](http://www.excellenceinleadership2009.org)).

### Prize Drawing: Winner

Congratulations to Dan Sachau, the winner of the MPPAW Membership Drive prize drawing at October's meeting!

### Don't Get Lost!!

New MPPAW directories will be distributed by email in a few months. Please be sure to tell us if your contact information changes so that we can keep you in touch with MPPAW – and vice versa! Also, if you pay your dues online via PayPal, please don't forget to also fill out the contact information section of the Membership Application Form and turn it in at your next meeting. Contact [membership@mppaw.org](mailto:membership@mppaw.org) with any changes.



### Send in Announcements, Links, and Job Postings

MPPAW is your resource for distributing information of interest to the applied psychology community. If you would like to include an announcement in the MPPAW newsletter, or post a job opening, event, or other information on the MPPAW website, please contact Stephanie Klein, VP Communication ([sklein@previsor.com](mailto:sklein@previsor.com)).

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*Be sure to check us out online at [www.mppaw.org](http://www.mppaw.org)!*

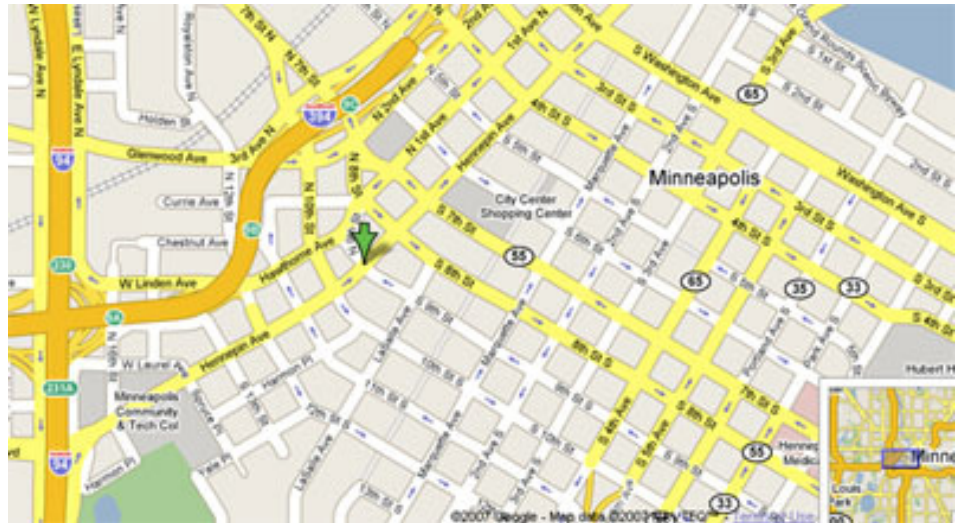
## **Format of Meetings**

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 \$12.00 per MPPAW member and \$25.00 per non-member (\$6.00 and \$15.00 for students) covers food at the social hour, as well as helping with the costs associated with the presentation that evening.

## **How to Get There...**

Solera ([www.solera-restaurant.com](http://www.solera-restaurant.com)) is located at 900 Hennepin Ave. in downtown Minneapolis. There is valet parking for \$6 or you can park in the Target Center garage directly behind Solera (and of course many other public lots around the 9th and Hennepin corner).



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

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