

March 2017



Minnesota Professionals for Psychology Applied to Work



President's Corner

By Doug Molitor, President

Even without an April MPPAW meeting because of the national SIOP conference, we want everyone to know that the board is working hard preparing for our last meeting of the season on May 16. The board is also putting together a great program for 2017-2018 season!

Speaking of SIOP, if you are unable to attend, I would remind you that there are lots of great resources on the SIOP webpage (www.siop.org) to help you stay informed and up-to-date on current topics and issues facing Industrial and Organizational Psychology.

For example, an article currently featured—[Big Data at Work: Lessons from the Field](#)—is an interview-based white paper that stems from the Top Minds and Bottom Lines event that occurred as part of the SIOP Annual Conference held in Anaheim, CA, last year. In the article, three I/O professionals offer their perspectives on the relationship between I/O Psychology and Big Data. In addition to simply being an interesting read, the article may also serve as a great primer for our May 16 meeting. At this final meeting of the season, we have speaker Dr. Dan Putka, Principal Staff Scientist at HumRRO coming to talk about Big Data and HR. I recommend that you check it out.

In addition to the interesting topic we have planned for our May meeting, it is also important that you attend because we will be holding a vote to install the new board for the 2017-2018 season. The board has been working on putting together a slate, but there are still opportunities to serve the MPPAW organization. Please contact any board member to discuss how you can participate in what is a fun and fulfilling way to stay connected to the practice of applying psychology to work!

2016-2017 Presentations

April 2016 - There will be no April meeting due to SIOP

May 16, 2016 - Dr. Dan Putka, Principle Staff Scientist at humRRO on "Big Data and HR"

Fun Fact!

The [SIOP Employment and Income Survey](#) was recently released and guess which city has the highest income for IO Psychologists? Minneapolis/Saint Paul!!



March Meeting Recap

This month we had two speakers talk to the MPPAW group, Mark Girouard, shareholder in the labor-employment group Nilan Johnson Lewis PA, and Jim Matchen, Director of Talent Management at Target Corporation. They discussed how companies make decisions during the application process.

Mark discussed the assessments done during the pre-employment process and cases brought by the Equal Employment Opportunity Commission (EEOC) including a recent case against Pepsi Co (2012) located in Minneapolis. Of note was the EEOC's recent addition of intersectional sub-groups (e.g. Asian women, African American women) when

they assess adverse impact. He talked about differences between standards used by the EEOC and the courts, which are starting to look at z-tests and measures of practical significance.

Jim discussed best practices for clients to avoid adverse impact, common issues that lead to assessments being challenged by the EEOC, and the best ways to pick an assessment. He recommends thinking of assessments as a “mixing board” of adverse impact, some will increase your risk and some will decrease it. Find the best mix.

This was an in-depth and informative dive into the legal considerations around pre-employment assessment. If you were unable to attend the meeting and get another chance to see these two talk, take it!

Current 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 the VPs Communications, Jaime McGeathy, jmcgeathy@hotmail.com and Sanna Dahlia, sanna-dahlia@gmail.com

Please feel free to forward this newsletter and email to anyone who may be interested in attending MPPAW meetings.

Here are the most recent opportunities posted on the MPPAW homepage <http://www.mppaw.org/>

Talent Engagement Specialist

Tower Legal services

[Job details](#)

Human Capital Analytics – Lead

Cargill

[Job details](#)

Talent Assessment Consultant

SKS Consulting

[Job details](#)

2 Consultant Positions

Hogan Assessment Systems

[Job details](#)

[Job details](#)

Get CEUs at MPPAW Meetings

By Bill Handschin

Psychologists who maintain a license to practice psychology in the state of Minnesota must be prepared to submit proof of 40 hours of continuing education units (CEUs) for their bi-annual license renewal.

The Minnesota State Board of Psychology has granted MPPAW 1.5 hours of continuing education units toward the 40-hour total for each meeting. Members of MPPAW may register to receive the 1.5 hours of credit for each program they attend during the program year (fall to spring). The fee for these CEUs is included in your annual membership fee, as is dinner.

For example, attendance at all 7 MPPAW presentations during each of two years would earn you a total of 21 CEUs toward renewal of a license in Minnesota.

Register and attend a meeting and you will receive the appropriate documentation at the time of the presentation. Any questions can be addressed to Bill Handschin, MPPAW CEU Coordinator, at 651-357-0707 or bhandschin@talentmci.com

MPPAW Website: www.mppaw.org

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