

Minnesota Professionals for Psychology Applied to Work

UPCOMING EVENTS

Upcoming Speakers

September 24, 1998: Frank Schmidt, University of Iowa. **TOPIC:** Ninety Years of Research in Personnel Selection: What Have We Learned About What Works and What Does Not?

Dr. Schmidt is the Ralph L. Sheets Professor of Human Resources at the University of Iowa. He has published numerous articles on validity generalization and practical utility in personnel selection and general articles on quantitative research methods. He is co-author of a widely used text on meta-analysis. He has received Distinguished Scientific Contributions Awards (with John Hunter) from both the American Psychological Association and the Society of Industrial/Organizational Psychology.

Dr. Schmidt will review key findings about what works and what does not work in personnel selection. He will then entertain questions from the audience about implications regarding the practice of personnel selection.

October 15, 1998: Richard Arvey, University of Minnesota. **TOPIC:** Emotionality as a Predictor of Job Performance.

Dr. Arvey has been a professor of Human Resources and Industrial Relations at the University of Minnesota since 1983. He is currently a recipient of the Human Resources and Industrial Relations Land Grant Chair. Dr. Arvey received his Ph.D. in Industrial/Organizational Psychology from the University of Minnesota in 1971.

Dr. Arvey's current research interests include emotionality, selection, genetic aspects of work behavior, workplace violence, and issues related to the reduction of emotionality in the workforce. His past research interests included the employment interview, job analysis, psychological tests, employment fairness, and training evaluation.

Dr. Arvey's work has had a great impact on the profession. One of his articles, "The Employment Interview: A Summary and Review of Recent Research" written with



OPPORTUNITY FOR NETWORKING

James Campion in 1987, is recognized as the most highly cited article published in Personnel Psychology in the 1980's.

Dr. Arvey will present an overview of what is known about emotionality as a predictor of job performance. He will then answer questions from the audience about the implications for human resource practice.

Format of Meetings

All meetings will begin at 5:30 p.m. with a social hour, followed by a presentation by a recognized expert on psychology applied to work. We expect all meetings will be finished by 8:00 p.m.

A door fee of \$10.00 per MPPAW member and \$25 per non-member (\$5.00 and \$15.00 for students) will cover hors d'oeuvres and soda at the social hour. This fee will also cover the costs for the speaker that evening.

The meetings will be held at the Humphrey Institute of Public Affairs, University of Minnesota (West Bank of the Twin Cities campus), 301 19th Avenue South, Minneapolis. The room reserved for this gathering is 180A and B. Parking is available at the ramp at the corner of 19th Avenue South and 3rd Street South.

Directions from the west: take I-94 to the Riverside Avenue exit. Turn left onto 25th Avenue South. Cross over I-94 and

turn left on Riverside. Follow Riverside to ¼ block past 19th Avenue and enter the parking ramp.

Directions from the east: take I-94 to the Riverside Avenue exit. Turn right onto Riverside. Follow Riverside to ¼ block past 19th Avenue and enter the parking ramp.

Directions from the south: take I-35W to the University of Minnesota – West Bank exit. Turn right onto Washington Avenue (which will curve and become Cedar Avenue). Turn left at the third stoplight onto 3rd Street (one-way). Enter the parking ramp.

Directions from the north: take 35W South. Take Washington Ave. exit (to West Bank). Go left at top of exit. Go straight 3-4 blocks to 3rd Street where you will turn left. You will then see a parking ramp to your right where you can park. See the building straight ahead of you before turning into the ramp—it is the Humphrey Center. You will go in that main entrance.

Summary of Last Presentation

Prepared by Maria Rotundo

This column will contain a summary of the last MPPAW presentation(s). Our intent is to enable MPPAW members who were not able to attend the presentation to obtain an overview of the key aspects of the presentation.

The next issue of this newsletter will contain a summary of the presentation by Dr. Frank Schmidt.

MPPAW Member Profile

Prepared by Amy Enrooth

This is the first of a series of profiles on Minnesota I/O Professionals that will appear in the MPPAW Newsletter. This column is being provided so that MPPAW members 1) get to know selected individuals in the professional community and 2) develop an appreciation of the diverse career paths of individuals within the field. My first profile is on Ronald Page and future profiles will be on a other individuals from the professional community.

Ronald C. Page

Ronald Page is the current President of MPPAW and prior to this served as the Chair of the Steering Committee that formed MPPAW. He is the Managing Director of Page & Associates where he provides Human Resource consulting services in the areas of competency modeling, selection, performance management, employee development and assessment, and job evaluation and compensation plan design.

A home town boy, Ron grew up in south Minneapolis. He reports that his grade school and high school have been torn down to make way for development in the Lake and Hennepin neighborhood. Early interests in math and the construction industry gave way to interests in the behavioral sciences. He attended the University of Minnesota and majored in Anthropology and Psychology and minored in Math. He continued his graduate studies at the U of M and received his Ph.D. in Counseling Psychology under the direction of Rene Dawis. He reports that the most useful course/learning experience from his graduate studies that applies to his professional career is was what he learned in the preparation of his doctoral dissertation.

Ron reports a diverse career in various jobs that have stretched and developed his skills. His first job was as a Vocational Counselor at Ramsey County Welfare, working on welfare to work, assisting individuals in developing job skills and becoming employed. From there he went to the Employee Relations Department of the State of Minnesota where he developed and validated civil service selection and promotion procedures. Next, he went to Control Data, working in Personnel Research and Compensation departments and then for seven years in a consulting subsidiary, Control Data Business Advisors. In this set of jobs he developed expertise in designing and implementing performance management, selection, job analysis and computer assisted job evaluation systems.

Next in his career progression, Ron went to Hay/McBer where he worked on compensation, computer assisted job evaluation and competency modeling projects. He worked on integrating the approaches of Hay and McBer and made several conceptual contributions to Spencer and Spencer's 1993 book *Competence at Work*. In his career progression, next he headed up the Minneapolis office of Saville & Holdsworth Ltd., a global consulting firm based in the UK that has particular strengths in testing and assessment. He has recently formed his own consulting company.

Ron has a strong commitment to the development of the I/O profession in the Twin Cities. He feels that the universities here produce exceptional talent and wishes to integrate this base of knowledge with the leading-edge businesses and employers in the community. An active member of the Society of Industrial and Organizational Psychology (SIOP), he has presented in or chaired over 25 symposia at its Annual Conference. By supporting the formation of MPPAW, Ron hopes to give back to the professional community what he has gained through his education and work experiences in the community.

About MPPAW

Prepared by Michael Sheppeck

MPPAW is a formal, non-profit professional association seeking classification as a 501(c) organization under the internal Revenue Code of 1954. Historically, the Minnesota ProSeminar, initiated by Dr. Marvin Dunnette and his graduate students at the University of Minnesota, was the first local association involving psychologists and related professionals engaged in the practice of psychology applied to work settings. The ProSeminar was active from about 1978 to about 1988. It was eventually replaced by ABSORB—Applied Behavioral Sciences Organizational woRk Behavior—headed by Anne Noe. The ABSORB association was active between 1992 and 1995.

MPPAW was established earlier this year. Its objectives are to:

1. Benefit members through the open exchange of information relevant to psychology applied to work settings and human resource management.
2. Promote the sharing of ideas and information among scientists and practitioners.
3. Facilitate education, and support the advancement of psychology applied to work settings as a science and profession.

The association is governed by a Board of Directors elected in the Fall. Board members serve for a term of one year, beginning January 1st and function under a formal constitution and bylaws. The Board is comprised of a President, President-Elect, Vice-President for Programs, Vice-President for Communication, Secretary, and Treasurer. The Board appoints Committee Chairs as appropriate. Membership is open to all organization and human resource professionals, students, academics, and line managers interested in work-related applied psychology.

Members are entitled to participate in meetings held throughout the year and have the right to vote in Board elections. Approximately six meetings will be held each year. Membership offers outstanding opportunities for professional networking and discovering the latest thinking and practice in the field.

Member News

Jill Ellingson, Univ. of MN student, wins first-annual HumRRO Fellowship in I/O Psychology

The HumRRO Fellowship in I/O Psychology. The Human Resources Research Organization (HumRRO) recently launched an annual fellowship program to recognize a

graduate student for research efforts with high potential for significant contributions to the field of I/O Psychology. To be eligible for the fellowship, an applicant must:

- a. Be a doctoral candidate in Industrial/Organizational (I/O) psychology, or in a field congruent with the objectives of The Society for Industrial and Organizational Psychology, Inc.
- b. The student's dissertation topic will have been proposed and approved by his/her graduate faculty.
- c. Complete an application which includes: an application form, a personal statement, three recommendation forms/letters, and official transcripts of all graduate work.

Due to a tie, two recipients were selected. One recipient, Robert Ployhart is in the I/O Psychology doctoral program at Michigan State University. His dissertation topic is on customer service performance. The other recipient, Jill Ellingson is one of Minnesota's own. Jill grew up in Golden Valley, Minnesota. She is now in her last year of the Ph.D. program in University of Minnesota's Department of Human Resources and Industrial Relations. Her dissertation examines the influence of social desirability on the construct validity of personality measures used in selection. Her advisor is Paul Sackett.

Jill received an award of \$10,000.00 and will present her research during a visit to HumRRO, and be encouraged to present her research at SIOP.

For those interested in applying for next year's HumRRO Fellowship in I/O Psychology, watch for information and announcements in TIP, the SIOP webpage, or the HumRRO website (www.Humrro.org).

Reservations

If you plan to attend either of our next two meetings, please make reservations by doing the following:

Please e-mail Connie Wanberg at cwanberg@csom.umn.edu. Include in your subject header: RSVP MPPAW (number) persons. Then enclose your name(s) and affiliations on the inside of the message.

If you do not have e-mail or if you wish to speak to Connie directly, you may reach her at the University of Minnesota at 624-4804.

Your RSVP will greatly help us to ensure that we have enough space for everyone. Currently, we have reserved a room that only holds 60 people. We did this for several logistical reasons including budget, availability and uncertainty about the number of attendees.

Given the newness of our organization, we need your help in RSVPing your attendance to make sure that we can plan appropriately for our meetings.

MPPAW Officers and Key Committee Members

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Address Correction Requested