So how did an experimental psychologist get to be President of the Society for Industrial and Organizational Psychology, Inc.? Pause a minute and read the story of Irv Goldstein, your new President-Elect.

Irv actually began studying industrial psychology as an undergraduate at City College of New York. After earning a B.B.A. in 1959, he opted for graduate work in industrial psychology and received an offer from New York University to study with Ray Katzell. However, his advisors at City College counseled that "the best thing a New York City boy can do is to get out of town and broaden his education." They advised going to the University of Maryland instead, which he did. The only problem was, at that time the University of Maryland didn't have a graduate program in industrial psychology!

Not one to be easily discouraged, Irv studied with Nancy Anderson and received his Ph.D. in applied experimental psychology. He moved on to Ohio State University in 1963 as an Assistant Professor in the Psychology Department; here he teamed up with Bill Howell, with whom he later wrote a book on engineering psychology. Jim Naylor and Bob Wherry were also on the faculty at that time, and Irv began to learn basic industrial psychology and make a career shift back to his first chosen field.

By this time Jack Bartlett was developing an industrial psychology program at Maryland, and he invited Irv back to add an engineering psychology component. Irv agreed to return, which he did in 1966, but stated at the outset that his interests were shifting away from technological to organizational aspects. Irv's first few students at Maryland received their degrees in
engineering psychology, but he began moving into more traditional I/O psychology, particularly training.

Irv's numerous publications also indicate shifting emphases in his career. His early journal articles often described experimental studies, beginning in 1962 with "Perceptual Factors in Eating Behavior in Chicks" and continuing with such topics as human vigilance and interpreting dental radiographs. By the mid-1970s his publications had begun to catch up with his new interests, and his well-used text Training: Program Development and Evaluation was published by Brooks/Cole in 1974. (It is presently under revision and should be re-issued in 1985.) Many other publications, papers and presentations have appeared since, especially on the topics of training and needs assessment. Irv is a Fellow of our Society as well as of the Society of Engineering Psychology.

Irv has also aided the written contributions of others. He is currently the Associate Editor of both the Journal of Applied Psychology and the Human Factors Journal and previously served on the editorial boards of the Journal of Motor Behavior and Organizational Behavior and Human Performance. He is now engaged in a five-year term on the editorial board of the Society's Frontiers of Industrial and Organizational Psychology.

As Irv's career turned away from strictly applied experimental psychology and toward more classical industrial psychology, he also began to move from the laboratory to the field setting. He has tackled projects such as needs assessment, job analysis, test validation, performance appraisal, and training in a variety of organizations, both in the public sector (e.g., U.S. Federal Trade Commission, Drug Enforcement Agency, local police departments) and private (e.g., Miller Brewing Co., Giant Food, Seafarers International Union). Irv can often be found working on assignments related to court actions, either as an adversarial witness (for plaintiff or defendant) or to implement a personnel program as the result of a court decision. At the same time that he's helping the organization with their problems, he tries to collect research data on issues that are of interest to him. Frequent collaborators have been Jack Bartlett, Erich Prien and Ben Schneider.

Irv has also managed to gain quite a bit of administrative experience in his career. It began when Jack Bartlett, then Chair of the Psychology Department at the University of Maryland, asked Irv to be the Director of Graduate Studies in Psychology and Assistant Chairman, a post he held from 1968 to 1981. Irv himself then advanced to Chair of the Psychology Department. He accepted a one year's assignment as Acting Dean for Graduate Studies and Research (9/83-7/84), but upon discovering that
permanently accepting the job would put him on a track to College President (a track which he saw as an endless series of meetings and no time for research or writing), he happily returned to being Chair of the Psychology Department. Along the way to administrative power he served on some 23 committees, councils, and task forces.

His administrative positions and professional involvement don't leave much time at present for outside activities. In the past he enjoyed coaching youth soccer for over a decade (including coaching both his son and daughter on county teams) and he was very active in his Synagogue, including being President and on its Board of Directors for the first 10 years of its existence.

Irv's energy and expressiveness are well matched by his wife, Micki. After postponing her career for childrearing, she blossomed into acting as well as higher education, completing a Bachelor's program at the University of Maryland in art history and studio art. She is now just a few credits away from being state certified in Special Education and will soon offer elementary school students a diversity of talent, including drawing, painting, and acting.

Their son Harold has a scientific bent, and after one post-high school year in Israel in an experiential and educational program, he is now in his first year of an honors program at the University of Michigan. So far he thinks he'd like to major in psychology. His sister Beth seems to have taken both scientific and artistic interests from her parents. Now in her last year of high school, she enjoys computer graphics and architectural design and is investigating undergraduate programs in architecture.

Irv's contributions to the Society have been impactful; during his term as Member-at-Large to the Executive Committee (1980-83) he played a major role in getting us incorporated, and he is now directing our efforts to put on a Midyear Conference. When asked about his forthcoming term as the Society's president, Irv said, "I am really honored by it. I find that not only are the people in the Society interested in important things for the field and helping the field move forward, but they are just wonderful people besides. Knowing that the Midyear Conference is coming, the Frontier series is coming, the success of our Innovations in Methodology Conference -- it gives me a sense of awe to approach the responsibility of the Presidency with such exciting things happening."

Surely it would be difficult for the Society to have a much more enthusiastic President than the ebullient Irv Goldstein.