

Marvin D. Dunnette, Ph.D.

Marv Dunnette played many key roles in transforming Industrial and Organizational Psychology from its dustbowl empiricist and technological origins into its present status as a model of science and practice. He is known for his emphasis on individual differences, focus on practical significance, ability to synthesize empirical literature, development of I-O psychologists, and thought leadership. Throughout his working life, he blended science and practice, mentorship and entrepreneurship, research and consulting, academia and industry, always publishing. He helped his students and colleagues, indeed the entire field, to think about issues in different and testable ways.



He started his career in industry, working for 3M. In his five years at 3M he published over 50 articles, chapters, and reviews, enabling him to be readily hired in 1961 as an associate professor with tenure by the Psychology Department of the University of Minnesota. Subsequently he authored over 250 articles, books, reviews, and reports. He founded two organizations, one for-profit, Personnel Decisions International (PDI), and one non-profit, Personnel Decisions Research Institute (PDRI). Today PDI is probably the largest non-governmental employer of I-O psychologists in the world and is known for its leading-edge and award-winning applications of science to the human capital assets of the world of work.

Dunnette authored some of the most significant publications in the field of Industrial and Organizational Psychology in the 20th century. His 1966 book, *Personnel Selection and Placement*, was regarded by many as the “bible” in personnel selection for many years. His most important publication, marking the transformation of I-O psychology into its present status, was his 1976 *Handbook of Industrial and Organizational Psychology*. It was succeeded by the four-volume sequel in the 1990s. Two of his publications are citation classics.

Dunnette is most proud of his contributions to the lives of his students, 62 of whom received doctorates of psychology under his mentorship. Three of his students (John P. Campbell, Milt Hakel, and Leaetta Hough) were later presidents of the Society of Industrial and Organizational Psychology (SIOP). Dunnette received many accolades and honors during his professional career, including president of the Society of Industrial and Organizational Psychology and recipient of its prestigious Distinguished Scientific Contributions award.

Marv Dunnette is revered for his creative thinking and research, clarity of writing, iconoclastic critiques (such as *Fads, Fashions, and Folderol in Psychology* and *Mishmash, Mush, and Milestones*), awesome mentorship, remarkable humanity, and sense of humor.