information, etc., and has prepared this memorandum in lieu of an official report.

1. Attached hereto are two communications from B. V. Moore, President of the Division, one dated April 25, 1946, and one dated June 12, 1946. The information in these two letters indicates the activity of the Division that year.

2. Attached to the letter of June 12, I found a copy of the By-laws of the Division, undated, but presumably those which Dr. Moore was submitting to the membership. This copy of the By-laws is attached herewith.

3. In the election report of 1946, I find that Ruch reported to Moore on July 5 that the By-laws had been adopted. A carbon of this letter from Ruch to Moore is attached herewith as part of the official minutes. The By-laws were adopted with 19 votes in favor of their straightforward adoption, with 12 in favor of their adoption without provision for associates members, and 1 not favoring adoption.

4. Attached also is a carbon of a letter from Dael Wolfle dated August 29, 1946, concerning elections. The important feature of this report is that three members-at-large were apparently elected, (F. E. Freeman, Irving Lorge, and J. B. Stroud). Apparently these persons did not accept or qualify for membership in the Division since they do not appear on any of the final lists of charter members or elected members. For that reason the Division has never had members-at-large of the Executive Committee as provided in its By-laws. (It might be added that members-at-large were not elected in 1947 or 1948 either.)

12/10/48

Report of Committee on Training
Division of Business and Industrial Psychology
July 1949
Alexander G. Wesman, (chairman), R. W. Husband, H. P. Mold

Problems

I. A. What opportunities are open, or are likely to be open, for industrial psychologists.
   a. As judged by present industrial psychologists.
   b. As judged by schools which offer courses.
   c. As judged by industry or its non-psychological associations - N.I.C.B., S.A.M., etc.
   d. As judged by government agencies, as one of the larger employers of Industrial psychologists.

B. What degrees (A.B., M.A., Ph.D. or their equivalents) are needed for what kinds of jobs.
a. Is A.B. with relevant courses for given job more acceptable than M. A. without directly relevant courses.
b. Is higher degree more desirable for
   1. flexibility in handling different kinds of problems.
   2. more intensive training for specific area.

II. A. How should students be prepared by schools.
   a. What courses are offered.
   b. What courses are needed.
   c. What course requirements need modification - e.g., eliminate languages in favor of anthropology, economics, sociology.

   B. What should be required of instructional staff.
      a. Teaching skill primarily
      b. Industrial experience primarily.
         1. As psychologist.
         2. As non-psychological worker.
      c. Can we demand both (a) and (b) and have enough qualified instructors.

III. What experience is desirable or necessary.
   a. Experience under supervision of psychologist.
      1. In plant.
      2. Consulting organizations.
   b. Experience industry as non-psychologist - machine operator, salesman, etc.

IV. How can students be inducted into the field.
   a. As "internes."
      1. Can they earn their way if well paid.
      2. Can they afford apprentice jobs if not well paid.
      3. What opportunities for training exist.
   b. Cooperative education - work and schooling alternately or simultaneously.
   c. By requiring that graduate theses be done in plant situations.
   d. By industry sending its employees to school for specialized courses.

V. How much variation in education and experience is required by various specialties, e.g., consumer research, personnel selection and training, labor relations.

Methods

VI. Who should answer these questions?
a. Schools which prepare indus. psych.
b. Psych. employed by industry.
c. Industry.
d. Industrial associations.
e. All of above.
f. Each of above on question it is most competent to answer.

VII. What approach shall be used?

a. Questionnaire by division.
   1. Detailed questions.
   2. General invitation to express ideas.
   3. Both.
b. Review of previously published surveys, such as Canter's - Personnel Psychology

VIII. How shall the study be financed?

a. By divisional appropriation.
b. By graduate students encouraged to do such research.
c. By industrial association (NAM, SAM, AMA etc.) if one is willing.

IX. How large an appropriation is needed, if divisional appropriation?

This depends, of course, on the scope of the study to be made. Assume committee will prepare questionnaire, obtain editing without charge - there will be paper and reproduction costs, correspondence and mailing costs. These may require from a $10 to a $100 or larger appropriation, depending on how many schools or industrial organizations we approach.

Annual Meeting
Division of Industrial and Business Psychology
September, 1949

1. Meeting called to order by President Floyd Ruch. Approximately forty voting members were present so a quorum was recognized.

2. The Secretary-Treasurer made an informal report, the formal copy of which is attached to these minutes. Voted: To accept the report.

3. An informal Treasurer's report was made indicating that the limited funds of the Division would be expended during the year and no money would revert to the APA. There was no request for an auditing committee because the APA maintains control of the funds and that was considered adequate.