

JOEL P. WIESEN, PH.D.

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PROFESSIONAL PROFILE

Industrial psychologist with considerable experience in test development, test validation, evaluation of fairness in employment decisions, statistical analysis, and expert witness service in employment discrimination cases. Licensed as a psychologist in three states (MA, NY, and PA).

EMPLOYMENT HISTORY

Consultant in Industrial Psychology; Newton, MA and Scarsdale, NY (full time since Jan. 1994) **1977-Present**

- Consult to public and private organizations, primarily in the areas of employee assessment, selection, and layoff
- Develop tests of knowledge, ability, aptitude, and work-style
- Conduct applied research concerning employment in organizational settings
- Conduct statistical and content analyses of fairness and adverse impact in employment settings
- Provide expert witness services to defendants and plaintiffs in employment discrimination cases

Director of Test Development and Validation (part time from 1987-1993) **1977-1993**

Massachusetts Department of Personnel Administration; Boston, MA

- Develop, implement, and evaluate employee selection, promotion, and job performance evaluation tools and programs
- Conduct applied research concerning civil service employment in Massachusetts
- Provide expert witness services on behalf of the Commonwealth of Massachusetts

Research Associate; Applied Psychological Services, Inc.; Wayne, PA **1975-1977**

- Originate, design, conduct, and report applied psychological research in areas such as job sample performance tests and assessment centers
- Conduct literature reviews
- Serve as in-house statistical consultant

TEACHING EXPERIENCE

Baruch College, City University of NY
Department of Statistics and Computer Information
Systems; Adjunct Faculty, Spring 2012

Northeastern University; Boston; School of Engineering
Engineering Management Program; Lecturer, 1978-1994

Lesley College; Cambridge, MA
School of Management; Adjunct Faculty, 1989-1994

Kings College; Wilkes-Barre, PA ; Assistant Professor,
Acting Department Chair, Department of Psychology,
1969-1975

EDUCATION

Ph.D., Psychology (minor in statistics/psychometrics), Lehigh University, 1975

M.A., Psychology, C. W. Post College of Long Island University, 1969

B.A., Psychology, Stony Brook State University, 1967

PROFESSIONAL ASSOCIATION MEMBERSHIPS AND HONORS

International Personnel Assessment Council, American Psychological Association, Association for Psychological Science, International Public Management Association for Human Resources, Metropolitan New York Association of Applied Psychology, Society of Industrial and Organizational Psychology, American Statistical Association.
Past-President, IPMA-Assessment Council; Past-President, New England Society for Applied Psychology.

PROFESSIONAL ACCOMPLISHMENTS

Plan, develop, and implement programs in support of excellence and fairness in human resource management: develop culturally fair employee selection and promotion tests and systems; conduct validation research and statistical analyses; develop test of mechanical ability and other tests used in industry, develop diagnostic math tests for use in school settings; and publish/deliver reports and papers at professional conferences.