

JOEL P. WIESEN, PH.D., DIRECTOR

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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 services in employment discrimination cases. Licensed as a psychologist in PA and NY (in MA, renewal pending). Certificate of Professional Qualification in Psychology (CPQ) from the Association of State and Provincial Psychology Boards.

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
- Develop home-study, continuing education courses for psychologists
- 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
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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; Bethlehem, PA; 1975

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

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

PROFESSIONAL ASSOCIATION MEMBERSHIPS AND HONORS

International Personnel Assessment Council, American Psychological Association, Association for Psychological Science, Metropolitan New York Association of Applied Psychology, Society for 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 employee assessment and selection programs to enhance job performance and fairness: develop culturally fair and valid 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 continuing education courses for psychologists, develop employee performance evaluation system, develop diagnostic math tests for use in school settings; and publish/deliver reports and papers at professional conferences.