

## SPECIAL POINTS OF INTEREST:

- Seven students enter the I-O program fall 2011
- 2nd-year I-O student Jeff Smith and Dr. John Kulas along with SCSU statistics professor Hui Xu will present the following paper at the annual SIOP conference in April: *Functional Relationship between IRT and CTT Indices of Item Discrimination.*

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## Message from the Coordinator



As I embark on my fourth year as the coordinator of the I-O Graduate Program, I am quite proud of the success of our program. I would like to express my appreciation for the faculty, Dr. Jody Illies and Dr. John Kulas, whose commitment and drive have helped build and sustain a competitive I-O master's program. I would also like to acknowledge the active involvement of our graduate students in research and internship experiences and thank our alumni for supporting our program and contributing greatly to the field of I-O psychology with their experiences. Finally, I would also like to thank Mark Springer, the Dean of the College of Liberal Arts, for the continuing administrative support of the I-O program's initiatives and goals.

This year we are in the midst of developing an international exchange program with the Universidad de Concepción in Chile where some of our students will spend two weeks in Chile learning about cross-cultural issues related to I-O psychology. I would like to thank Dr. Kulas for heading up this initiative as it will strengthen our values for diversity and cross-cultural experiences.

I would like to thank the I-O graduate students for maintaining the I-O psychology club. The I-O club participates in volunteer activities and social networking events to generate funding for conference travel and other educational opportunities. I hope this club continues their initiative and increases the involvement of our students in community and university activities.

This year, we welcomed 7 new graduate students: Kari Brownson, Evan Mulfinger, Lily Rimmer, Mark Roebke,

Mack Sawyer, Krista Steger, and Amanda Weber. We wish them the best in their educational and work experiences here at SCSU. You will learn a bit more about each of our new students later in the newsletter.

Finally, we like to stay connected with our alumni and support initiatives that our alumni need to accomplish. Alumni, please keep in touch with us and let us know if an alumnus was unable to get in contact with us. We hope that maintaining contact with you provides you as much value as it provides our program. Feel free to join our "SCSU I-O Psychology" group on Facebook to keep updated on the happenings of our program.

Please contact me with questions or comments about the I-O program:  
p h o n e : ( 3 2 0 ) 3 0 8 - 5 7 5 0 ,  
email: dsprotolipac@stcloudstate.edu

Thanks, and enjoy the newsletter!

## Alumni Updates

**Corinne Carlson** (class of 2007) was just promoted to Human Resources Specialist at St. Cloud Hospital. She and her dog, Cora, graduated to advanced agility dog training recently and plan to compete next summer. In addition to dog training, Corinne enjoys spending her down time at the lake, baking treats for her co-workers, and working out to Zumba.

**Lee Kelly** (class of 2007) completed an internship with Stearns County and worked for 3M in St. Paul before taking a position as Special Projects Administrator at Wright County in Jan 2009. He works in the areas of employee selection, policy development, strategic planning, and budget analysis. Lee lives in the St. Cloud area with his wife Sarah and 9 month old daughter, Teagan. He spends free time working on automotive and fabrication projects and playing guitar with his band, Pullstart Diesel or trumpet with the Meire Grove Community Band.

**Jenny (Merriam) O'Hara** (class of 2005) is working at Regency Beauty Institute in St. Louis Park, MN as a Senior Research and Data Analyst. Even though she misses the good ol' days of grad school, she is happy to be living in Albertville with her husband and 3 year old daughter. As an avid TIP reader, Jenny is eager to participate in any fundraising efforts the I/O group at SCSU is planning to prepare for the 2014 SIOP Hawaii trip. Aloha!

**Alumni: Please continue to send updates! We are saving them and will continue to post several in each newsletter.**

## An Interview with Josh Kuehler



*“Even if networking is awkward and uncomfortable and is outside of your comfort zone, it is critical to practice developing and refining interpersonal skills in order to be successful.”*

*- Josh Kuehler, Class of 2006*

We recently caught up with Joshua Kuehler, a 2006 alumnus of the I-O Psychology program at St. Cloud State University. Josh is a business entrepreneur who recently started his own firm, Internal Consistency, as part of his new company, he is offering organizations a performance management system that integrates research from positive psychology, social psychology, and I-O psychology. He is perfecting a process in which managerial assessments are coupled with coaching to assist with developing more constructive work styles. He envisions organizations where people love to work.

When asked whether there was anything in particular that he took away from the SCSU I-O program, Josh stated that, “What you put into it, is what you get out of it.” He encourages incoming students to act like a sponge, absorbing all knowledge and participating in many activities.

When asked to give advice for someone starting the program, Josh felt it was important not to focus exclusively on homework and assignments, but to broaden perspective by communicating with individuals working within the field to create a balance between the scholar and practitioner frameworks. Furthermore, Josh stated that he would encourage students to develop their interpersonal and technical skills in order to be successful within the field.

Josh reflected back to his time spent as a student and even now as a career professional, and emphasized the significance of taking advantage of networking opportunities. During graduate school, these opportunities include attending the monthly meetings of the Minnesota I-O group (MPPAW: Minnesota Professionals for Psychology Applied to Work) and the annual conference of the Society for Industrial and Organizational Psychology (SIOP). He

stated that: “Even if networking is awkward and uncomfortable and is outside of your comfort zone, it is critical to practice developing and refining interpersonal skills in order to be successful.” In addition, he stated that the ability to communicate effectively with others is vital to success. By being able to convey abstract concepts and statistical data in a language that business professionals understand is essential.

In his free time, Josh enjoys riding his 2003 Harley Davidson motorcycle. He recently toured the countryside on a 10-day, 4,300 mile road trip from Chicago to Wyoming, where he enjoyed the sites and scenery of Glacier National Park, including the picturesque “Going to the Sun” scenic byway and several beautiful waterfalls and mountains.

If you are interested in learning about Josh’s company and his performance management system, visit: [www.internalconsistency.com](http://www.internalconsistency.com).

## Research with Dr. Kulas

Dr. John Kulas is an Associate Professor in the Department of Psychology at SCSU. He received his Ph.D. in I-O psychology from Northern Illinois University. We recently had the opportunity to sit down with Professor Kulas and ask him a few questions about his research program. Currently, Professor Kulas is working on research in two main areas: personality assessment and interdisciplinary methods for I-O. He discussed that he feels that the field of psychology currently does a poor job with personality assessments and that the existing assessments are limited in the interpretations they can provide.

Professor Kulas stated that his favorite part of the research process is having projects accepted for publication because of the sense of accomplishment and because he can move on to other projects.

Furthermore, he stated that the secret to staying motivated through all aspects of the research process is to always keep a learning orientation. He noted that a main purpose for conducting research is to discover or clarify knowledge or ideas that can benefit your field of study.

Addressing the applied implications of his research, Professor Kulas stated that practitioner implications are an important consideration, but it’s also important to note that practitioners and academics are looking for different things, so it’s a very difficult paradox to navigate. Furthermore, Dr. Kulas remarked that the process of identifying a problem within an organization and recommending an intervention based on research-based knowledge or experience is very rewarding. The process of research (framing a problem and de-

signing a method to investigate) is more helpful in this application than is any specific piece of knowledge that is gained from any individual research project.

Professor Kulas noted that there are both benefits and drawbacks associated with graduate students participating in the research process with their professors. He recommends that research assistants pay as much attention to the framing of a research project as they do to the content of the project itself. The opportunity for learning is mostly present in literature reviews and choice of methodology – the outcome only contains very limited information, and the research assistant should focus on transferable skills (things that employers are going to value such as critical thinking, data management, and statistical analysis).



*“Take advantage of every opportunity - volunteer, for and participate in MPAWW, SIOF, and research projects with the professors.”*

## An Interview with Jenny Stigge

Jenny Stigge, a 2010 alumna of the SCSU I-O program, is currently a Leadership Development Intern in Omaha, Nebraska at Kiewit Corporation, a company that provides construction, engineering and mining services throughout North America. She assists with leadership development planning by preparing content and materials for leadership classes, assisting with researching and designing training courses, and coordinating leadership development assessments.

When asked whether there was

anything in particular that she took away from the program, she reflected on her current position and the skills she learned as a graduate student. Jenny stated that she developed her organization skills and the ability to prioritize tasks and to manage time and deadlines during her time in graduate school, which have all been applied to her current position at Kiewit.

Jenny further noted that learning to work with various personalities and cultural backgrounds within a team are all skills that

she developed as a student and transferred over to her professional career.

Jenny’s advice for someone starting the program is to: “Take advantage of every opportunity...volunteer, network, attend and participate in MPAWW, SIOF, and research projects with the professors.”

In her free time Jenny enjoys spending time with family and friends, shopping, going to Husker volleyball and football games, and watching movies. Go Big Red!

## Class of 2013



**Front Row (left to right):**

**Mark Roebke** grew up and attended school in Hector, MN. He received a Bachelor of Science degree in Psychology from North Dakota State University. His career interests are in consulting and research. During his free time, he enjoys listening to music, hunting, fishing, and skiing.

**Evan Mulfinger** grew up in the country outside of Climbing Hill, IA. He received his undergraduate degree at the University of Northern Iowa, majoring in Psychology and receiving a Certificate in I-O Psychology. He aspires to either pursue his doctorate degree or begin his post-graduate employment with a consulting company. Eventually, he would like to open a small consulting firm that includes an I-O research department. In his free time he enjoys socializing with friends and family, disc golfing, being outdoors, going to concerts, watching ESPN, and listening to music.

**Back Row: (Left to right):**

**Kari Brownson** was born in Chanhassen, MN, but spent the first five years of her life in Michigan. Her family then moved to St. Cloud where she lived until she graduated from Technical High School. She obtained her bachelor’s degree from the University of North Dakota in Grand Forks, where she majored in Psychology and minored in Criminal Justice. Her career goal is to obtain a consulting job within the field of I-O Psychology. She enjoys watching sports in her spare time, in particular UND men’s hockey as well as Michigan Wolverine football. She also enjoys spending time with friends and family.

**Krista Steger** is from Delhi, IA. She graduated from the University of Northern Iowa in 2010 with a major in Psychology and a minor in Family Services. Her career aspira-

tions include working in a position that would involve international travel. During her free time she enjoys sports, outdoor activities, and traveling.

**Mackenzie (Mack) Sawyer** is from Melrose, MN. She attended Melrose Area High School and graduated from the College of Saint Benedict/Saint John’s University with a degree in Psychology. Her ambition is to get a position with a company focused on hiring and job placement. In her free time she enjoys spending time with family, friends, and her boyfriend. She is the oldest of four siblings and loves watching her siblings participate in their sporting events.

**Amanda Weber** grew up in the small town of Winsted, MN. She earned her undergraduate degree from St. Cloud State University with a major in Psychology and a minor in Management. Her interests include human resource-related facets as well as improving companies through program implementations and interventions. In her free time she enjoys reading, running, fishing, and baking (especially sweets)!

**Elizabeth (Lily) Rimmer** was born in Texas, but moved to Minnesota as a child. She completed her undergraduate degree at Hamline University in St. Paul, MN, where she majored in Psychology and Sociology. Her interests include research, training, and organizational development. She loves to kayak, go to drive-in movie theaters, and try local restaurants throughout the Twin Cities.

# I-O Psychology Graduate Program

Dr. Daren Protolipac, Coordinator

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The goal of SCSU I-O Program newsletter is to foster connections among the I-O program, its alumni, and the community. We would like to hear from you!

Visit the I-O Program Website at: [www.stcloudstate.edu/psychology/io](http://www.stcloudstate.edu/psychology/io)

## Support Our Students' Education with a Program Donation

Please consider a donation to the SCSU I-O Graduate Program (<http://www.stcloudstate.edu/foundation/>). To do so, make a check payable to "SCSU Foundation." In the "For" line on your check, please write "26050 I-O Psychology." Please also include a note indicating this donation is for the I-O graduate program. Mail your donation to: I-O Psychology / Department of Psychology WH102 / St. Cloud State University / 720-4th Ave. S. / St. Cloud, MN 56301.

Donations to the I-O program are used to support educational opportunities for our students. For example, each year students travel to participate in a three-day consulting challenge with 2-3 other I-O programs. Also, each year students are encouraged to attend the annual conference of the Society for Industrial and Organizational Psychology, which provides them with very beneficial networking and educational experiences. These and other activities are very important to our students' education, but are also very expensive for them. We hope to develop this foundation account so that all of our students can take advantage of these opportunities. Thank you for considering a donation, and please contact us with questions.

## I-O Program Consulting Group

The St. Cloud Industrial-Organizational Psychology Network, or SCION, is a consulting group operated by The SCSU Industrial-Organizational Psychology Graduate Program. SCION is composed of the three I-O program faculty and the current program graduate students.

SCION was developed to connect with and assist the St. Cloud area business community and to obtain valuable applied experiences for graduate students.

SCION is available to assist organizations with many different human resource functions, including selection, job analysis, employee surveys, training, performance assessment, and statistical analysis.

If you are interested in additional information about SCION or are interested in contracting with SCION, please contact one of the I-O program faculty listed to the right.



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