

SPECIAL POINTS OF INTEREST:

- Five I-O students graduate spring 2011
- Nine students to begin the I-O program fall 2011
- Recent graduate Maja Osolnik recognized for developing meta-analysis program: http://www.statisticshell.com/meta_analysis/how_to_do_a_meta_analysis.html

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Message from the Coordinator



With great pleasure, I would like to introduce this issue of the SCSU I-O Psychology newsletter. It has been another exciting and productive year for the Industrial-Organizational Psychology Graduate Program! As always, we are striving to become one of the best Master's I-O Programs in the Midwest. Although we are experiencing some restructuring changes at SCSU as a result of tough economic times, we are proud to be part of a campus that is supportive of our intellectual and personal growth.

In 2010, we were able to see 8 students graduate successfully (Yee

Mun Chan, Tim Hauser, Lindsay Jeffries, Jessica Merten, Nicole Meyer, Michelle Pikala, Kayla Rettig, and Ashley Tragesar). This year, we graduated another 5 students (Y Ji Chong, Jordan Ellison, Maja Osolnik, Trévare Sherman, and Jennifer Stigge). We also have a great class of returning students (Chelsea Berryman, Nicole Cunningham, Jeff Smith, and Brianna Walter).

Some important programmatic goals we continue to work on include expanding our consulting group (SCION) services to the St. Cloud Community, developing licensure/certification programs to assist business professionals in providing quality decisions for their workforce, strengthening our alumni relationships, and contributing practically and scientifically to

the field of Industrial-Organizational Psychology.

Finally, we are excited to announce that this year we were able to develop a student exchange program with the Universidad de Concepción, Chile. We hope to have our first student exchange in the coming year. We thank Dr. John Kulas for his work in making this exchange program a reality. We are excited to have this international connection.

Please feel free to contact me with any questions or comments about the SCSU I-O program: 320.308.5750 dsprotolipac@stcloudstate.edu

Thanks, and I hope you enjoy the newsletter!

I/O Guest Speaker Series: Competency Modeling and I-O Psychology at 3M

The I-O program continues to sponsor an annual Guest Speaker Series. During the 2009-2010 year, three SCSU I-O Psychology graduate program alumni returned to campus to provide a presentation on the use of competency modeling in hiring, promotion, and employee development. Specifically, Paul Stiles, King Yii Tang, and Kevin Mlodzik, all I-O Research Associ-

ates at Korn/Ferry International at the time, discussed how competency modeling and leadership development can be connected. Competency modeling is a research-based approach to understanding and communicating what is important for success.

During the 2010-2011 year, the I-O program welcomed Dr. Doug

Molitor to campus. Dr. Molitor is Manager of Assessments and Testing at 3M in St. Paul, Minnesota. He delivered an educational and entertaining presentation entitled, "A Day in the Life of an I-O Psychologist in Corporate America." After providing a brief history of the 3M company, Dr. Molitor discussed his job and his daily I-O activities and challenges at 3M.

An Interview with Paul Stiles



“One of our supervisors in particular mentioned on numerous occasions how strong the SCSU program is...which is a credit to the professors and their skill at designing, implementing, and leading this program”
 - Paul Stiles, Class of 2006

We recently caught up with Paul Stiles, a 2006 alumnus of the SCSU Industrial-Organizational Psychology Program. Paul currently works as a project manager and consultant for SHLPreVisor in Minneapolis, MN. SHLPreVisor offers clients a variety of talent management solutions and services ranging from selection to employee development. Previously, Paul worked for several years as an I-O research associate at Korn/Ferry International, a consulting firm also specializing in talent management. While at Korn/Ferry, Paul assisted organizations in understanding Korn/Ferry intellectual property and how it can be effectively implemented.

When asked to give advice for someone starting the SCSU I-O psychology program, Paul remarked that the biggest obstacle is as simple as learning how to learn. According to Paul, if you are studying something that is

difficult and you say to yourself, "What is the point? I will never need this ever again," you are defeating yourself. It may be true that you never will need to use this information, but do not consider this the main point of the learning exercise. The reason learning can sometimes be difficult is because you have not fully established an effective learning strategy. Developing learning strategies will help you navigate potential ambiguity in the workplace. Individuals with effective learning strategies will be more valuable to organizations and will allow you to climb higher throughout your career.

In his free time, Paul enjoys beating Dr. Protolipac in golf as well as spending time outdoors hiking, rollerblading, gardening, grilling, and anything else with the sun, clouds, rain, snow, or wind on his back.

Overall, though, Paul's most enjoyable pastime is playing with his two boys, Eli and Isaac.

When asked whether there was anything in particular that Paul enjoyed about the SCSU I-O psychology program, he mentioned that he enjoyed the professors within the program, particularly their vast knowledge of I-O psychology principles as well as their openness to thought provoking conversations that get you thinking about problems differently. According to Paul, while at Korn/Ferry, "one of our supervisors in particular mentioned on numerous occasions how strong the SCSU program is because of the quality of hires that Korn/Ferry has made from that program, which is a credit to the professors and their skill at designing, implementing, and leading this program."

I-O Graduate Program Advisory Board

During the fall of 2005, the I-O graduate program established an advisory board consisting of HR professionals from local organizations. The advisory board meets twice per year to discuss how the quality of I-O program can be enhanced.

Specifically, the advisory board assists the program in generating ideas on how to provide our students educa-

tional experiences that will enhance their education and best prepare them to serve the needs of the business community once they graduate.

If you are interested in serving on the I-O program's advisory board, please contact:
 Dr. Jody Illies
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In Memory of Donna Croatt

We are sad to report that Donna Croatt, a valued I-O Program Advisory Board member, passed away in 2010. Donna worked in the Human Resources Office at SCSU. She was an original I-O program board member, and her many contributions over the years certainly improved the quality of our graduate program. She will be missed.



I-O Psychology Students Visit Target

During the spring 2011 semester, I-O psychology graduate students from SCSU, the University of Northern Iowa, and Minnesota State University, Mankato attended a presentation given by I-O psychologists employed at Minneapolis-based Target Corporation. Presenters included Justin Bethke, Heather Mortensen, Chris Schmitt, and John Zehr.

Their areas of expertise included talent assessment, talent engagement, talent development, and organizational development.

Students who attended learned about the tasks and responsibilities that the host I-O psychologists have at Target, how they ended up at Target, and what they enjoy

most about their jobs. The presenters also spent time comparing and contrasting external and internal I-O consulting.

This visit was an excellent networking and educational opportunity for the I-O psychology students and provided them some perspective on the application of I-O psychology.

Class of 2011



From left to right:

Maja Oslonik is from Slovenia where she completed her undergraduate degree at the University of Ljubljana. Maja majored in both communication studies (with an emphasis in marketing) and Sociology (with an emphasis in human resource management). For her thesis, she completed a meta-analysis on emotional labor. Maja returned to Slovenia after graduating last spring.

Kristin O'Brien is originally from Des Moines, IA but obtained her undergraduate degree at the College of St. Benedict. Kristin works at Fraser, a non-profit organization in the Twin Cities, as a Human Resources Representative. In her free

time, she likes to watch Iowa Hawkeye sports.

Y Ji Chong received her undergraduate degree from Bemidji State University in northern MN. She is originally from Kajang, Malaysia and enjoys camping and other outdoor activities. Y Ji completed a practicum on training and training evaluation at the Minnesota Workforce Center in St. Cloud, MN.

James Harms is originally from Allison, IA and received his undergraduate degree from the University of Northern Iowa. He enjoys coffee, going to the movies, and spending time with friends and family. James is working on a master's thesis exploring narcissism and faking on personality inventories.

Melissa Delyser completed her undergraduate degree at the University of Wisconsin-La Crosse. She completed an internship at PDI Ninth House in Minneapolis, MN. She enjoys spending time with friends and family and plans to pursue a career in consulting.

Jordan Ellison is originally from Knoxville, Tennessee and received his undergraduate degree from the University of Wisconsin-La Crosse. For his master's thesis, he developed and validated a situational judgment test assessing the

trait of dominance. Jordan's future plans include pursuing a Ph.D. in I-O Psychology.

Jennifer Stigge is from West Point, Nebraska. She received her undergraduate degree from Nebraska Wesleyan University. In her free time, Jenny loves to swim, play volleyball, go to movies, and spend time with her friends and family. She completed an internship at the Nebraska Book Company and recently accepted an HR job at Peter Kiewit Sons, Inc. in Omaha, NE.

Ken Kruger received his undergraduate degree from Desales University near Philadelphia, PA. Ken is originally from Baxter, MN and is currently employed as a part-time manager at UPS. Ken enjoys endurance sports such as cycling and swimming and is working toward becoming certified to be a referee for soccer matches.

Trévare Sherman is from the Bahamas and received her undergraduate degree from the College of Saint Benedict. She completed an internship at the Doctors Hospital Health System in Nassau and a thesis that explored the relationship between transformational leadership and resistance to organizational change. Trévare enjoys theater, swimming, dancing, and hiking. She is currently working as the Recruitment Coordinator for Atlantis Paradise Island in the Bahamas.

Class of 2012



From left to right:

Brianna Walter is from Sauk Rapids, MN. She completed her undergraduate degree at St. Cloud State University. She enjoys spending time with friends and family. Her future plans include pursuing a job in either human resource management or consulting.

Nicole Cunningham is originally from White Bear Lake, MN. She completed her undergraduate degree at St. Cloud State University. Nikki enjoys reading, movies, traveling, and spending time with family and friends. She would eventually like to work in consulting with a focus on training and employee development and performance management.

Chelsea Berryman is from Stillwater, MN. She completed her undergraduate degree at Metropolitan State University in St. Paul, MN. She enjoys cooking, camping, playing board games, and listening to live music. Chelsea has worked at DRI Consulting in St. Paul, MN since 2009, filling such roles as consultant, internal and client project manager, and sales coordinator. She plans to pursue a career in external or internal consulting.

Jeff Smith is from Sioux City, IA. He completed his undergraduate degree at the University of Iowa. Jeff enjoys snowboarding and wakeboarding. His interests include web design and all things geek. Jeff's future plans include pursuing a Ph.D. in I-O Psychology and eventually working as a professor or consultant.

I-O Psychology Graduate Program

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

Visit the I-O Program Website at: www.stcloudstate.edu/psychology/io

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 both to connect with and assist the St. Cloud area business community and to obtain valuable applied experiences for current graduate students. SCION is available to assist organizations with many different human resource functions, including improving hiring practices, training programs, feedback systems, and employee morale.

SCION recently completed a job analysis and selection battery validation effort lead by Dr. Jody Illies. This project provided a needed service to an area organization and provided a valuable learning experience for three graduate students in the I-O program.

Some specific areas where our knowledge and experience may be of use to an organization include:

- Recruitment
- Selection and promotion, including development and validation of instruments
- Survey administration and feedback
- Performance assessment
- Statistical analysis
- Employee attitudes and motivation
- Training and development of employees and leaders

SCION is also interested in collaborating on applied research projects.

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 under the SCION logo.



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