

**SCSU I-O Graduate
Program**

Faculty and Graduate Student Publications & Presentations

2015

Protolipac, D., Smith, A., & Mathison, E. (2015, April). Supervisory Support as a Buffer to Experienced Job Stressors. . Presented at the annual conference of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Kulas, J., Klahr, R. G., & Knights, L. M. (2015, April). *Reverse-scoring method effects in factor analyses of inventory responses*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Landowski, N. B., **Kulas, J.,** & Hinnenkamp, S. (2015, April). *Development and initial validation of a group-level ability assessment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

2014

Protolipac, D., Fletcher, S., Stepanek, C., Olean, L., & Holt, J. (2014, May). *A dispositional, situational, and motivational approach to work-school enrichment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. Honolulu, HI.

Allen, J. A., Lehmann-Willenbrock, N. & **Landowski, N.** (2014). Linking pre-meeting communication to meeting effectiveness. *Journal of Managerial Psychology*, 29, 1064-1081.

Kulas, J. T. (2014, March). Rasch and IRT item retention across MBTI scales. In M. Morris (Chair), *Multiple Approaches to Building a Personality Assessment using a Multinational Data Set*. Breakout session conducted at the ATP meeting of Innovations in Testing, Scottsdale, AZ.

Kulas, J., Hutchins, T. M., Hancock, A. L., Faust, E. M., & Stachowski, A. (2014, April). *Faking and socially desirable responding: An experimental integration*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. Honolulu, HI.

Stachowski, A., & **Kulas, J.** (2014, April). *Social desirability in personality assessment: A new perspective*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. Honolulu, HI.

2013

Kulas, J. T. (2013). Personality-Based Profile Matching in Personnel Selection: Estimates of Method Prevalence and Criterion-Related Validity. *Applied Psychology: An International Review*, 62, 519-542.

Kulas, J. T. (2013). Constructive Leader Behaviors, Likelihood of Derailment, and the Cuboid Personality Space: A Replication and Extension of Gough (1990). *Journal of Leadership Studies*, 6(4), 6-24.

Kulas, J. T., & Stachowski, A. A. (2013). Respondent Rationale for *neither agreeing nor disagreeing*: Person and Item Contributors to Personality Assessment Middle Category Endorsement. *Journal of Research in Personality*, 47, 254-262.

Kulas, J. T., Komai, M., & Grossman, P. J. (2013). Leadership, information, and risk attitude: A game theoretic approach. *The Leadership Quarterly*, 24, 349-362.

Ohtsubo, Y., Watanabe, E., Kim, J., **Kulas, J. T.,** Muluk, H., Nazar, G., Wang, F., & Zhang, J. (2013). Are costly apologies universally perceived as being sincere? A test of the costly apology-perceived sincerity relationship in seven countries. *Journal of Evolutionary Psychology*, 10, 187-204.

Stachowski, A., & **Kulas, J.** (2013, April). *Social desirability in personality assessment: Are we asking for it?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Houston, TX.

Stachowski, A., **Kulas, J.,** Weber, A., Roebke, M., Ellison, J. E., & Rentz, K. (2013, April). *Selecting "neither agreeing nor disagreeing": Person and item contributors.* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Houston, TX.

Kulas, J. T., Robinson, D. H., Smith, J., & Keller, D. Z. (2013, April). *Sample weighting in organizational surveys.* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Houston, TX.

2012

Kulas, J. T., & Stachowski, A. A. (2012). Social desirability in personality assessment: A variable item contamination perspective. *The International Journal of Educational and Psychological Assessment*, 11, 23-42.

Smith, J. A., **Kulas, J. T.,** & Xu, H. (2012, April). *Functional Relationship between IRT and CTT Indices of Item Discrimination.* Presented at the annual conference of the Society for Industrial and Organizational Psychology. San Diego, CA.

Ohtsubo, Y., Watanabe, E., Wang, F., Nazar, G., Muluk, H., **Kulas, J. T.,** & Kim, J. (2012, January). *Effect of apology cost on perceived sincerity in seven countries.* Presented at the 13th annual conference of the Society for Personality and Social Psychology. San Diego, CA.

Protolipac, D.S. (2012, December). Keynote Speaker for the MeadowBrook Insurance Company Annual Safety Day. Dec. 2012. *How does Industrial-Organizational Psychology Impact Workplace Safety?* St. Cloud Convention Center, St. Cloud, MN.

2011

Illies, J. J., & Young Illies, M. J. (2011, November). Instructional Effects on Group Creativity. Presented at the Society for Judgment and Decision Making Annual Meeting, Seattle, WA.

Kulas, J. T., Thompson, R., & Anderson, M. (2011). California Psychological Inventory dominance scale measurement equivalence: General population normative and Indian, United Kingdom, and United States managerial samples. *Educational and Psychological Measurement*, 71, 245-257.

2010

Buswell, B.N. & Hauser, T.B. (2010, May). *Race and Gender Stereotypes Influence the Perception of Facial Expressions*. Presentation at the annual convention of the American Psychological Association, Boston, MA.

Chan, Y. M. (2010, April). *Measurement equivalence of Multidimensional Aptitude Battery and Wonderlic Personnel Test across cultures*. Poster presented at SCSU Student Research Colloquium, St. Cloud, MN. (**Daren Protolipac**, Faculty Sponsor)

Illies, J. J., Reiter-Palmon, R., Kobe-Cross, L. M., & Chan, Y. M. (2010, April). *Creative Performance and the Conscientiousness Components of Achievement and Dependability*. Presentation at the annual convention of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Jazwinski, C. H. & DeLyser, M. (2010). *Tracking environmental awareness via autobiographies in an environmental psychology class*. Presented at the annual convention of the Environmental Design Research Association in Washington, D. C.

Jazwinski, C. H., Illies, J.J., Merten, J. J., & Austin, A. (2010, May). *Counterfactual thinking, dispositional empathy, and monetary victim compensation*. Presentation at the annual convention of the Midwestern Psychological Association, Chicago, IL.

Kulas, J. T., & Stachowski, A. A. (2010). Construct and Response Bias Correlates in Summated Scale Definitions of Personality Traits. In L. B. Palcroft & M. V. Lopez (Eds.),

Personality Assessment: New Research. Hauppauge, NY: Nova Science Publishers.

Peightal, A. A., Veeramani, V., & **Hasner, M. C.** (2010, April). *Use of stereotypes of race and gender in the perception of facial expressions*. Poster presented at the 13th annual Student Research Colloquium, St. Cloud State University, St. Cloud, MN. (Brenda Buswell, faculty sponsor)

Peightal, A. A., Veeramani, V., **Hasner, M. C.**, & Anthony, J. (2010, May). *Use of stereotypes of race and gender in the perception of facial expressions*. Poster presented at the 82nd annual meeting of the Midwestern Psychological Association, Psi Chi Session, Chicago, IL. (**Brenda Buswell**, faculty sponsor)

Protolipac, D., & Pikala, M. (2010). *Personality and employee attitudes: Role of engagement and job characteristics*. Presentation at the annual convention of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Protolipac, D., Hauser, T., DeLyser, M., Erickson, A., & Seaton, T. (2010). *Personality, school, and life satisfaction: The meditational role of effort*. Presentation at the annual convention of the Society of Industrial and Organizational Psychology, Atlanta, GA.

2009

Buckner, J., Konel, C. & DeWald, E. (2009, April). *Reading Graphic Novels: Effects of Media on Comprehension*. . Poster presented at SCSU Student Research Colloquium, St. Cloud, MN. (**Valdes, L. & Chisholm, B.**, Faculty Sponsor)

Jazwinski, C. H., Illies, J. J., & Merten, J. J. (2009, May). *Counterfactual thinking and response to victims in the aftermath of a natural disaster*. Presentation at the annual convention of the Environmental Design Research Association, Kansas City, MI.

Kulas, J. T., & Stachowski, A. A. (2009). Middle Category Endorsement in Likert-Type Response Scales: Associated Item Characteristics, Response Latency, and Intended Meaning. *Journal of Research in Personality*, 43, 489-493.

Protolipac, D. & Taylor, M. (2009). *Organizational climate perceptions as predictors of employee engagement and performance*. Presentation at the annual convention of the Society of Industrial and Organizational Psychology, New Orleans, LA.

Reiter-Palmon, R., **Illies, J. J.**, & Kobe-Cross, L. M. (2009). Conscientiousness is not always a good predictor of performance: The case of creativity. *International Journal of Creativity and Problem Solving*, 19(2), 27-45.

Shelton, L., & Mazour, A. (2009, April). *How to perform a job analysis of an electrical engineer*.

Presented at the St. Cloud State University Annual Student Research Colloquium, St. Cloud, MN. (**Jody Illies**, Faculty Sponsor)

Valdes, L. A., Buckner, J., Malla, K. & Chisholm, B. (2009) Graphic novels: Effects of format on comprehension. Poster presented at the 50th Annual Meeting of the Psychomonic Society, Boston, MA

2008

Antunez, L., **Shelton, L.,** Langlois, R., & Morgan, T. (2008, April). *False memory: Effects of distractor relatedness*. Poster presented at SCSU Student Research Colloquium, St. Cloud, MN. (**Leslie Valdes**, Faculty Sponsor)

Eickhoff, A., **Shelton, L., &** Gulden, B. (2008, April). *Exploring the impact of past emotional experiences on future events*. Paper presented at the 11th annual Student Research Colloquium, St. Cloud State University, St. Cloud, MN. (**Brenda Buswell**, faculty sponsor)

Eickhoff, A., **Shelton, L., &** Gulden, B. (2008, May). *Cognitive appraisal of emotions: Effect of valence. Exploring the impact of past emotional experiences on future events*. Poster presented at the 80th annual meeting of the Midwestern Psychological Association, Psi Chi Session, Chicago, IL. (**Brenda Buswell**, faculty sponsor)

- Illies, J. J., & Mlodzik, K.** (2008). *The Nature of the Experience Tapped by Biographical Data Questions*. Presentation at the annual convention of the Society of Industrial and Organizational Psychology, San Francisco, CA.
- Illies, J. J., & Reiter-Palmon, R.** (2008). Responding destructively in leadership situations: The role of personal values and problem construction. *The Journal of Business Ethics*, 82, 251-272.
- Kulas, J. T.** (2008). *SPSS Essentials: Managing and Analyzing Social Sciences Data*. San Francisco: Jossey-Bass/Wiley.
- Kulas, J. T., Lo, M. C., & Komai, M.** (2008). *KCPDIF: Multigroup DIF Estimation using the Kim, Cohen, & Park (1995) Q Framework*. [Computer program]. Saint Cloud, MN: Saint Cloud State University.
- Kulas, J. T., Merriam, J., & Onama, Y.** (2008). Item-Trait Association, Scale Multidimensionality, and Differential Item Functioning Identification in Personality Assessment. *Journal of Research in Personality*, 42, 1102-1108.
- Kulas, J. T., Stachowski, A. A., & Haynes, B. A.** (2008). Middle response functioning in Likert responses to personality items. *Journal of Business and Psychology*, 22, 251-260.
- Mlodzik, K.** (2008, April). *The nature of questions tapped by biographical data questions*. Poster presented at the St. Cloud State University Annual Student Research Colloquium, St. Cloud, MN. (**Jody Illies.**, Faculty Sponsor)
- Murn, L., & **Basarich, A.** (2008, April). *Understanding leadership: The role of performance pressure and social intelligence*. Presented at the St. Cloud State University Annual Student Research Colloquium, St. Cloud, MN.
- Protolipac, D. S. & Taylor, M.** (2008). *A model of antecedents and consequences of employee off- the-job interactions*. Presentation at the annual convention of the Society of Industrial and Organizational Psychology, San Francisco, CA.

Shelton, L., & Spanier, H. (2008, April). *Gender and emotion: Ignoring emotional faces*. Poster presented at SCSU Student Research Colloquium, St. Cloud, MN. (**Leslie Valdes**, Faculty Sponsor)

Stachowski, A. A., **Kulas, J. T.**, & Wold, E. (2008, May). *Middle Category Endorsement: Item Antecedents, Cognitive Effort, and Preferred Meanings*. Presented at the Twenty Third Annual Meeting of the Society for Industrial and Organizational Psychology. San Francisco, CA.

Valdes, L. A., Patterson, R. C., **Shelton, L.**, Spanier, H., Tuladhar, N., & **Buswell, B. N.** (2008). How's my hat? Effect of emotional expression [Abstract]. *Journal of Vision*, 8(6):763, 763a, <http://journalofvision.org/8/6/763/>, doi:10.1167/8.6.763.

2007

Basarich, A. (2007). *The Influence of Social Intelligence on Leader Creative Problem Solving*. Presented at the St. Cloud State University Annual Student Research Colloquium. (**Jody Illies.**, Faculty Sponsor)

Eichinger, R. W., Ulrich, D., **Kulas, J. T.**, & De Meuse, K. (2007). *50 more things you need to know: The science behind best people practices for managers & HR*. Minneapolis: Lominger.

Illies, J. J., **Basarich, A. D.**, Young Illies, M., & Reiter-Palmon, R. (2007). *Creativity: The influence of social intelligence, openness, and pressure*. Presentation at the annual convention of the Society of Industrial and Organizational Psychology, New York, NY.

Kulas, J. T., & Finkelstein, L. M. (2007). Content and reliability of discrepancy-defined self-awareness in multi-source feedback. *Organizational Research Methods*, 10, 502-522.

Kulas, J. T., & Hannum, K. M. (2007). Investigation of 360° Instrumentation Effects: Application of the RASCH Rating Scale Model. *Journal of Applied Measurement*, 8, 404-416.

Kulas, J. T., Roberts, J. E., DeMuth, R. L. F., & **Jadwinski, V.** (2007). Employee satisfaction and theft: Testing climate perceptions as a mediator. *Journal of Psychology, 141*, 389-402.

Protolipac, D. S., Rajkhowa, R., Fetterman, A., Stambaugh, M., Vraa, J., & Priebe, M. (2007). *Examining the impact of off-the-job interactions on job attitudes*. Presentation at the annual convention of the Society of Industrial and Organizational Psychology, New York, NY.

Tubre', T., Edwards, B. D., Casey, M. F., **Hampton III, O.**, & Wegner, R. (2007). *Men's and women's responses to same- and opposite-sex sexual harassment*. Presentation at the annual convention of the Society for Industrial and Organizational Psychology, New York, NY.

2006

Illies, J. J., Kobe-Cross, L. M., & Reiter-Palmon, R. (2006, May). *Predicting creativity with alternative biodata question types*. Presentation at the annual convention of the Society for Industrial and Organizational Psychology, Dallas, TX.

Kulas, J. T., Stachowski, A. A., & Haynes, B. A. (2006, May). *Middle Response Category Functioning in Graphic Rating Scale Applications*. Presented at the Twenty First Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX. (Featured Poster).

Protolipac, D. S., Finkelstein, L., & **Stiles, P.** (2006). *Personality and organizational commitment: Mediation role of job characteristics perceptions*. Presented at the Thirteenth Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Rajkhowa, R., Vraa, J., Stambaugh, M., Fetterman, A., & Priebe, M. (2006, April). *Off the job interaction and work outcomes*. Poster presented at SCSU Student Research Colloquium, St. Cloud, MN. (**Daren Protolipac**, Faculty Sponsor)

Reiter-Palmon, R., & **Illies, J. J.** (2006). Creativity at work. In S. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage Publications.

Reiter-Palmon, R., James, J., Young, M., Yurkovich, J., & **Illies, J. J.** (2006, May). *Creativity and the Five Factor Model: Do instructions and measures of creativity make a difference?*

Presentation at the annual convention of the Society for Industrial and Organizational Psychology, Dallas, TX.

2005

Illies, J. J. (2005, May). *Values and value-centered leadership*. Presentation to the Minnesota Professionals for Psychology Applied to Work. Minneapolis, MN.

Illies, J. J., Reiter-Palmon, R., **Nies, J. A.**, & **Merriam, J. M.** (2005). *Personal values and task-oriented versus relationship-oriented leader emergence*. Presented at the Twentieth Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Jazwinski, C. H., **Jadwinski, V.**, & Skipper, J. (2005). *Gender and extra-role helping in the workplace*. Presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Kulas, J. T., **Merriam, J.**, & **Miyaji, Y.** (2005, April). *Violations of trait unidimensionality on differential item functioning identification*. Presented at the Twentieth Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Paquette, A. S., **Merriam, J.**, & Perry, K. (2005). *Gender and organizational environment as predictors of destructive leader behavior*. Presented at the St. Cloud State University Annual Student Research Colloquium.

Runco, M. A., **Illies, J. J.**, & Eisenman, R. (2005). Creativity, originality, and appropriateness: What do explicit instructions tell us about their relationships? *Journal of Creative Behavior*, 39, 137-148.

Runco, M. A., **Illies, J. J.**, & Reiter-Palmon, R. (2005). Explicit instructions to be creative and original: A comparison of strategies and criteria as targets with three types of divergent thinking tests. *Korean Journal of Thinking and Problem Solving*, 15, 5-15.

Stachowski, A., **Kulas, J. T.**, & **Miyaji, Y.** (2005, April). *Affective applicant reactions to selection procedure duration and outcome*. Presented at the Twentieth Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Stiles, P., Kuettner, D., Kinsella, T., Shrestha, S., Kuehler, J., & Phang, C. S. (2005, April). *Development/Administration of College of Social Sciences re-accreditation survey*. Paper presented at SCSU Student Research Colloquium, St. Cloud, MN. (**Carolyn Williams**, Faculty Sponsor)

2004

Illies, J. J., & Fischer, M. J. (2004, November). *Thinking style and risky-choice framing effects*. Presented at the Society for Judgment and Decision Making Annual Meeting, Minneapolis, MN.

Illies, J. J., & Reiter-Palmon, R. (2004). The effects of type and level of personal involvement on information search and problem solving. *Journal of Applied Social Psychology*, 34, 1709-1729.

Jadwinski, J., Skipper, J., McWilliams, M. (2004). Gender differences in instrumental versus emotional helping in the workplace. Presented at the St. Cloud State University Annual Student Research Colloquium (**Christine Jazwinski**, Faculty Sponsor)

Kulas, J. T., & Hannum, K. M. (2004, April). *Investigation of 360° Ceiling Effects: An Exploratory RASCH Approach*. Presented at the Nineteenth Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Perry, K., Liska, M., & **Fruth, J.** (2004). *Personality and creativity*. Presented at the St. Cloud State University Annual Student Research Colloquium.

Reiter-Palmon, R., & **Illies, J. J.** (2004). Leadership and creativity: Understanding leadership from a creative problem solving perspective. *The Leadership Quarterly*, 15, 55-77.