A Note from the Director

The Industrial/Organizational Psychology Program at MSU had another very good year. This year saw the expansion of the OERG, visits from a wide variety of speakers, an office remodel, good research, and participation in national conferences.

I would like to thank all the alumni, managers and consultants who donated their time and efforts by supplying consulting projects, creating case studies, speaking on campus, and leading training sessions. These people are an integral part of our program. In fact, over the last year, Andi, Lisa, Kim and I have been trying to define The MSU I/O Program Model for education. That is, we are trying to identify the strengths and foci of the MSU program. This model has evolved over the years as we have had the opportunity to work with students and alumni who supplied creative ideas, who created opportunities for students, and who gave us feedback about the skills necessary for our students to function effectively as HR professionals. In short, our students, alumni and friends of the program have really helped define how our program is now run.

Having said this, here is an overview of the main elements of the MSU Graduate I/O Psychology Model.

The MSU Model

Practitioner/scientist perspective where we train HR professionals whose work will be supported by research and theory.

Courses designed to focus on the core competencies outlined in the SIOP Guidelines for Master’s Programs in I-O Psychology.

Experiential learning projects involving real organizational problems and real organizational data.

Challenging group assignments where students must work together to complete projects.

Opportunities to develop presentation skills and to present to organizational stakeholders.

Opportunities to serve as consultants to local and regional organizations.

Participation in national and international travel so that students can more fully appreciate other cultures.

Opportunities to network with alumni, students from other I/O programs, and other HR professionals.

Participation in many program social events so that students may develop friendships that will benefit them throughout their careers.

The MSU model will evolve as the students, alumni, and faculty change, but the I/O Program faculty are excited about the direction that the program has taken over the last five years.

Fundraising

I have avoided this topic over the last few years but it’s time to bring it up. The I/O program could use your financial support. We are establishing a scholarship fund that will be used to pay the expenses for a promising first year student. The scholarship efforts were started by Bill Wagner, the College of Social and Behavioral Sciences Dean and Susan Taylor, the CSBS fundraiser. These two introduced me to the CSBS board and were instrumental in getting a fundraising effort off the ground. I am pleased to mention that both Christine Stanek and Darcey Price contributed to the fund this year. If you would like to help there are two things you can do:

1. Make a direct donation to the scholarship fund. Just send Dan Sachau a check made out to the MSU I/O Psychology Graduate Student Association. Put “scholarship fund” in the memo line and we will send you a note to acknowledge the donation for tax purposes. Please check and see if your organization has a matching fund for donations.

2. Contract with the OERG to do a consulting project for your organization. The OERG serves a large number of organizations and our services are cheaper than most consulting firms. Using the OERG can be a win-win for your company and for MSU. Further, the OERG projects provide a financial base for the program and give the students wonderful hands-on experience.

From left: Andi Lassiter, Kim O’Farrell, Dan Sachau, and Lisa Perez
Alumni Focus
John Congemi, Best Buy

After graduating from MSU in 1999, I worked at Accenture (Andersen Consulting back in those days) as a Change Management and Human Performance Consultant. I was with Accenture for five years, working primarily at financial services organizations to increase productivity by developing technology, processes, culture and incentive and reward systems. Over time, I developed an interest and expertise in training.

In the Fall of 2003, I received a call from a colleague letting me know that he had learned about a great opportunity at the Best Buy corporate office. He knew that I had recently become engaged (to former I/O student Pam Schultz) and that the 100% travel schedule I endured as a consultant was beginning to get old. Fast forward three or four weeks…and my new career was underway!

Just over three years later, I’m now a Senior Manager on the Retail Training and Development team at Best Buy. We design, develop and implement training programs for all Best Buy retail employees in the United States. I am convinced that I've found my permanent home here at Best Buy. It’s your basic kid in a candy store scenario!

On a personal note, my wife and I recently built a new home in Inver Grove Heights, MN. We have a two year old bulldog named Newman and are starting to consider the option of adding to our family (gasp!).

For those of you about to venture off into the real world and begin your careers, I have learned a couple of things and would like to offer the following words of wisdom…

1. The clichés are true. What goes around comes around. It’s true that you shouldn’t burn bridges. It’s true that our behavior in the face of adversity will define us. It’s true that your career is a marathon; not a sprint…be patient.

2. Stay connected. I’ve discovered that many good things come from a network of friends and colleagues. Remember names. Hold on to business cards. Take people up on offers. It’s a competitive world; you’ll want as many allies as you can get.

If anyone would like to reach me, feel free to shoot me an email at john.congemi@bestbuy.com

Best of luck to all of you!

Kohler

In November, students and faculty traveled to Kohler Wisconsin to visit the Kohler Organizational Development Team. Andy Preissner and Lisa McLaughlin hosted a team building session, tour and panel discussion over the three day event.

Above: Panel discussion, Left: Team building exercises

Networking Group

For Spring of 2007, The MSU, I/O MR Networking Group will meet on the first Wednesday of the month at 6:00 at Bennigan’s in St. Louis Park. We can be found in the upstairs/loft area. It is close to the intersection of 394 and Louisiana Ave.
After completing my graduate coursework in I/O Psychology in 1994, I moved out to Denver, Colorado with my now-husband who was transferred out there with his work. (Note, my official records states that I didn’t graduate until 1999 – which gives you some insight into my procrastinating personality style. You can’t give me a six year deadline on a thesis and expect me not to procrastinate). So speaking of procrastination, rather than jumping into a career right away once I moved to Denver, I decided to focus my time and energy on ensuring I visited all of the local ski resorts and microbrews in the area. After a good six months of having fun (and avoiding the real world), I landed a position in the compensation survey department at the Mountain States Employers Council. The position allowed me the opportunity to dust off many of the statistical skills I acquired during my time in graduate school. I analyzed large samples of compensation data. I spent the next seven years working in various compensation analyst/consulting positions: Kaiser Permanente – Colorado (HMO), Quark, Inc. (Computer Software), and US West/ Qwest (Telecommunications). Shortly after having our first child, we made the decision to move back to Minnesota (Minneapolis) to be closer to family. I was hired as a Compensation Consultant at Medtronic, Inc., a leading Medical Device company, where I have been working since 2003.

I have found the compensation field to be an excellent fit for my background in I/O Psychology. Not only do I get to utilize the skills learned in the Multivariate Statistics class to do a hefty regression analysis each year to find the predictors of pay at Medtronic, but I am also continuously tapping into the motivation models (who can forget Herzberg’s two factor theory?) I studied in the Organizational Development course to consult with managers about pay. The blend of the mathematical, org development, and business components of the job are a great balance for me. I feel truly blessed to have found a work environment that is thoroughly satisfying and allows the day to fly by at warp-speed so I can go home and be with my boys (Darren – husband, Tony – 5, Joey – 1, and Ben – 9-year-old Golden Retriever).

Alumni Focus
Jean Sears Capra, Medtronic

IOOB Conference

Students participated in the Industrial/Organizational Organizational Behavior (IOOB) Conference hosted by George Mason University in Washington, DC. Second year students presented research and attended sessions over the 3-day event.

Saint Awards
This year, we instituted the annual I/O Program Saint Awards given to people who have provided outstanding service to the I/O Program. This year, the Saint Awards went to Pat Lipetzky from MSU and Anna Erickson from Questar.
The OERG is the consulting arm of the I/O graduate program. Students and faculty serve as consultants to local and national organizations providing HR and research consulting services. Faculty donate their time and use the funds from the projects to pay for student trips, activities, and equipment. OERG funds helped pay for the office remodel, SIOP, IOOB, new computers, site visits, speakers, and international trips. This year’s clients included:

- Coughlan Companies
- National Pork Board
- Scholarship America
- Faribault Schools
- Questar Data Systems
- Ridley Hubbard
- MN State Col and Univ
- RSM McGladrey
- MSU Extended Campus

SIOP Volunteers
MSU I-O students served as volunteers at the SIOP conference again this year. MSU had the largest turn-out of any master’s program at the conference. A photo of the students was featured in TIP.

Christine Stanek will speak at the First Annual SIOP Master’s Consortium. SIOP is introducing a pre-conference session for students enrolled in I/O Master’s Programs. Speakers are graduates of master’s programs who have excelled as managers or consultants. Dan Sachau is serving as Consortium Chair.

MPPAW
Over the last ten years, students and faculty in the I/O program have been actively involved in the Minnesota Professions for Psychology Applied to Work. This group meets on the third Thursday of every month on the University of Minnesota campus.

The program consists of speakers from academic and applied settings who hold positions related to I-O psychology. Lisa Perez serves as Vice President of Programs. Scott Lassiter runs the web site. Justin Bethke is VP Elect of Communications, and Janette Donovan is the Secretary. You can learn more about MPPAW by visiting MPPAW.org.

Left: Once again, students volunteered to help with the Mankato Kids Against Hunger Program.
Movers and Shakers 2006

Alicia Hall Bolesen is living in Japan and is working with the Women’s Group Board at the Tokyo American Club.

Nancy L. Branton is now an independent consultant with PEOPLE POTENTIAL GROUP, INC.

Carolyn Catenhauser was promoted to Senior Research Analyst at Service Management Group.

Pam Schultz “married to John” Congemi was promoted to Senior Consultant/Team Lead at Previsor.

John Congemi was promoted to Senior Manager at Best Buy.

Andy Dybvig is now Research Manager with Maritz Research.

Dr. Sara Farell is now an Assistant Professor at Coe College

Eric and Tammi Greenslade are expecting their first child in January. Eric works for Resident Inn Hotels.

Ashley Guidroz is finishing her Ph. D at Bowling Green.

Lauren Henderson was promoted to Recruitment Associate at Hyrion.

Amy Herrbold was promoted to Senior Manager at Accenture. She was also married to Matt Frodenwalt.

Angela Lins is now Market HR Manager for Wal-Mart.

Marissa Loch was promoted and is now Director of Client Services at ClickIQ.

Torie Lynch started Silvertip Business Solutions, LLC in Bozeman, MT.

Elsa Maas is HR Director at Rochester Medical Corporation.

Adam Massie is an HR Analyst at Eide Bailly and is engaged to be married to Joni on June 9th, 2007.

Christy McGuire, living in Okinawa Japan, had a baby, Caitlin on September 21st.

Dr. Lisa Perez was awarded tenure and promoted to Associate Professor.

Darcey Price married Jay Schoenebeck this summer. She is now Darcey Schoenebeck, Vice President, Customer Solutions, United Behavioral Health.

Jolene Kleve “not married to Kevin” Meyer was promoted to Senior Research Consultant at Previsor.

Kevin Meyer is working for Hogan Assessment Systems while he completes a Ph.D. at the University of Tulsa.

Pari Roughhead married Ryan Becker in December.

Chris Schmitt and his wife had a baby, Connor, in September. Chris is the Senior Data Analyst at ISJ-MHS.

Kathryn and Joe McMann McPherson had a baby, Brady.

Jodi Toman Zell lives in Oconomowoc, WI, and is the Human Resources Manager of the SVA Companies.

Wendy Wright Zeller had a baby, Parker James in January.

In March, Abby Miller, Crystal Newman and Lisa Perez attended the International Conference on Occupational Stress and Health in Miami.

Volunteers 2006

Thanks to all the people who volunteered their time and helped with the following projects and visits.

Gantz – Wiley Site visit
Kyle Lundby, GWR

Kohler Site Visit
Andrew Preissner, Kohler
Lisa McLaughlin, Kohler

MDA Site Visit
John Zehr, MDA
Jessica Rye, IPSOS
Nikki Moore Miller, Ameriprise
Jolene Kleve Meyer, Previsor

360 Feedback Project
Gary Johnson, Creative Metrics

XL Group Motivation Case Study
Patti Naas, Ameriprise Financial
Abby Miller, DRC
Chris Gage, Carlson Companies
Marshall Gage, XL Group

John Zehr, MDA
Jolene Kleve Meyer, Previsor

Fall Conference
Lance Andrews, Select International
Marissa Loch, ClickIQ, Inc.

Medtronic Consulting Challenge
Jean Sears Capra, Medtronic
Tanya Gilbertson, Target
Patti Naas, Ameriprise
Terry Seligman, Independent Consultant

Center for Organizational Effectiveness Site Visit
Dianne Hamilton

Legion Hospitality
Byron Houg

Job Analysis Project
Lori Lamb, Director of HR, MSU
(above, with Pari Roughhead)
2006-2007 Incoming Students

Nate Dvorak  University of St. Thomas
Jessica Gertz  Concordia University
Jennifer Gill  University of MN, Morris
Jeremy Jones  University of MN, Duluth
Mahlia Nguyen Matsch  College of St. Benedict
Michael Pate  Northwest Nazarene (ID)
Beth Peters  University of South Dakota
Aimee Pierce  Missouri State University
Ashley Stanoch  Lake Forest College (IL)
Alexis Tange  Augustana College (SD)
Cory Woods  Cal State - San Bernadino

Fall Conference 2006

The 2006 Fall Conference was held at Clamshell Beach Resort on the Whitefish Chain of Lakes. Lance Andrews (left) from Select International, and Marissa Loch (far right) from Click IQ served as alumni speakers. Ken Larson, second year student is relaxing in the middle.

I/O Speaker Series

January  Marcia Sytsma, Sytsma Stats
February  Kevin Murphy, Penn State University
March  Site Visit to MDA Consulting and Gantz-Wiley Research
April  Andy Dybvig, Modern Survey
May  SIOP
September  Ken Lahti, Previsor
October  Andy Miner, Honeywell
November  John Fennig, DRI Consulting; Gary Johnson, Creative Metrics
December  Force Science Research Center, Dan Houlihan, Jon Page, Bill Lewinski

Coming in February: Jose Cortina, George Mason University
Coming in March: Leaetta Hough, The Dunnette Group
The 2006 Consulting Challenge

Jean Sears Capra hosted the 2006 Consulting Challenge at Medtronic Headquarters in Minneapolis. Over the three-day event, students worked on the development of a leadership turnover project. This year, students from MSU, UNI, and St. Cloud State participated in the event.

From left: Josh Ingalls from UNI, Sangeeta Shrestha from St. Cloud State and Michael Durando from MSU

2006 Graduating Class

Justin Bethke  Questar Data Systems
Tera Brown  Weiss Builders
Crystal Newman  3M
Raman Grover  Pursuing Ph.D.
Julie Moran  Accenture
Abby Miller  PreVisor
Chris Schmitt  ISJ– Mayo Health Systems

Social Events

Holiday Party  present for Jeremy Jones

Halloween Party: Lisa “Hisandinavian” Perez, Dawn “Gold Diggin’” Albertson, Kim “the Ring” O’Farrell

2006 Superbowl Party  Broom Ball Tournament

SIOP Alumni Party
Andrea Larson, Lance Andrews, Abby Miller, and Carolyn Catenhauser have all served as I/O program lieutenants
I/O Program Trip to Visit Vietnam and Hong Kong  May 2007

Twenty-five students and faculty in the I/O Psychology Program will travel to Vietnam and Hong Kong, May 14 — 28, 2007. We will visit a variety of public and private organizations and we will tour historic sites. Behind China, Vietnam has the fastest growing economy in Asia. Vietnam is reaching out to the West to establish economic, educational, and tourism opportunities. We will visit with I/O psychologists and human resource professionals to discuss the ways that the workplace is changing in Vietnam. We are still arranging site visits to public and private businesses.

There may be spots left if you are interested in traveling with us. Trip cost $3,200.

Monday, May 14  TWIN CITIES Departure.
Tuesday, May 15  HO CHI MINH CITY Arrival
Wed, May 16  HO CHI MINH CITY. Morning drive to Cu Chi to visit the underground maze tunnels, the most famous battlefield from the American War. Afternoon tour of the Reunification Palace, Ben Thanh Market, Notre Dame Cathedral and City Hall.

Thursday, May 17  HO CHI MINH CITY. Business Site visits.
Saturday, May 19  MY THO/CAN THO. Boat trip on the Mekong River to visit the fruit gardens and peasants houses on an islet, enjoy fresh fruit and Tai Tu Music, traditional music of the Mekong people. Site visit prior to lunch. Afternoon drive to Can Tho, central city of the Mekong Delta. Visit Bang Lang stork Garden in the Thos Not District.
Sunday, May 20  CAN THO/ HO CHI MINH CITY. Early morning boat ride on the Mekong River to visit Cai Rang floating market, the largest fruits and vegetables market in the delta. Site visits. Return to Ho Chi Minh City, visiting China Town and Thien Hau Pagoda.

Monday, May 21  HO CHI MINH CITY/NHA TRANG. Transfer to airport departure Nha Trang. Arrive 11.35 and depart on a boat trip on the Nha Trang Sea to visit Tri Nguyen Aquarium and a fishing village. Bathing or snorkeling at Hon Tam or Hon Mun Island.
Tuesday, May 22  NHA TRANG/ HOI AN. Morning site visits. Departure on VN #336 to Danang, arriving at 13.20. Upon arrival, tour the Cham Museum, the stone collection of the Champa Kingdom’s history and culture. Visit Ngu Hanh (Marble) Mountains, Non Nuoc Beach, then depart for Hoi An. Visit the ancient town, a UNESCO World Heritage site, including the Phuc Kien Chinese Temple, Tan Ky house, with its unique Vietnam, China and Japan style. Visit Chua Cau and the Hoi An Museum

Wed., May 23  HOI AN/HUE. Visit a traditional Vietnam village to plant or un-husk rice. Travel to Hue (150 km) through Hai Van Mountain Pass, possibly the most beautiful part of Vietnam. Late afternoon boat ride to visit Thien Mu Royal Pagoda, Imperial Citadel of the 143 year Nguyen Dynasty and Dong Ba Market. Enjoy a Hue folk song program on a boat ride along the Perfume Poetic River.

Thurs., May 24  HUE/ HO CHI MINH CITY. Morning visit to Tu Duc and Khai Dinh Mausoleums and Tu Hieu Pagoda. Motorcoach available for afternoon site visits. Transfer to airport for departure to Ho Chi Minh City.

Friday, May 25  HO CHI MINH CITY/HONG KONG. Early transfer to airport for departure to Hong Kong. Afternoon site visits.

Sat, May 26  HONG KONG. Morning guided tour of the city, including a boat ride. Either free afternoon or site visits as arranged by instructor.

Sunday, May 27  HONG KONG. Free day for independent exploration.

Monday, May 28  HONG KONG/TWIN CITIES. Transfer to airport for 12.45 departure on UA #896 to Chicago, nonstop Boeing 747 service. Arrive Chicago O’Hare International Airport, Terminal #5, at 2:17 p.m. for customs clearance. Proceed to Terminal #1 for connecting flight, UA #789 departing at 5:00 p.m. for the Twin Cities, arriving at 6:30 p.m.
Take Me Back...
Faculty, Student and Alumni Program Publications, Papers, Presentations and Posters


Choi Yun-Mi & Norasakkunkit V. (2007, March). Changes in attitudes towards the situation or changes in attitudes towards the self? The role of cognitive dissonance in unpleasant work environments for independent and interdependent selves. Presentation at the 28th Annual IOOB Conference. Indianapolis, IN.


Grauer, E; Arnold, J; Dickson, M; Jacobs, R; Sachau, D, & Tsacoumis, S. (2006, May) Teaching Practice and Practicing Science: I-O Psychology Beyond the Classroom. Presentation at the 21st Annual Conference of the Society for Industrial/Organizational Psychology. Dallas, TX.


Faculty, Student and Alumni Program Publications, Papers, Presentations and Posters


Website
The program website was overhauled again this year and we would like to thank Adam Speck, Michael Durando, Michael Pate, and Scott Lassiter for their help. If you have not seen the site in a while, please visit:

http://www.mnsu.edu/iopsych/
MSU I/O Update