

John Theodore Kulas

Curriculum Vita

A. Address & Contact Information

4733 Heights Drive
Minneapolis, MN 55421

jtkulas@ergreports.com
(651) 216-3353

B. Education

Undergraduate

UNIVERSITY OF MINNESOTA

Degree: B.A. (1994)
Major in Psychology; Minor in History
GPA: 3.2/4.0

Graduate

NORTHERN ILLINOIS UNIVERSITY (1995-2002)

Degree: M.A. in Industrial/Organizational Psychology (1999)
Thesis Advisor: Lisa M. Finkelstein, Ph.D.
Thesis: The effects of a program of preferential selection on the newcomer socialization process
GPA: 4.0/4.0

Degree: Ph.D. in Industrial/Organizational Psychology (2002)
Dissertation Advisor: Lisa M. Finkelstein, Ph.D.
Dissertation: Clarifying the meaning of computational self-awareness in multi-source feedback: Investigating measurement equivalence through the application of differential item functioning analyses
GPA: 4.0/4.0

C. Academic/Professional Appointments

ERG

President (9/22 – present)

- Creation, management, and delivery of psychometric-focused consultancy
- Support the development of I/O students via contract work & research projects
- Development of assessment results reporting platform
- <https://ergreports.com>

MONTCLAIR STATE UNIVERSITY

Professor (9/18 – 6/22)

- Nurturing and growth of a masters'-level program in I/O Psychology
- Founding of Eagle I.O (student-run consultancy: www.eagle-io.weebly.com)
- Support the development of the I/O PhD program
- www.montclair.edu

CORPORATE MR FIXIT

Head Handyman (11/14 – 8/18)

- Creation, management, and delivery of interdisciplinary business solutions
- www.corporatemrfixit.com

SAINT CLOUD STATE UNIVERSITY *St. Cloud, MN*

Professor, Industrial and Organizational Psychology (7/14 – 8/18)

Associate Professor, Industrial and Organizational Psychology (1/09 – 6/14)

Assistant Professor, Industrial and Organizational Psychology (8/02 – 12/08)

- Development and maintenance of a graduate program in Industrial and Organizational Psychology
- Teach Industrial/Personnel Psychology related classes
- <http://www.stcloudstate.edu/~psy/>

Faculty Director, SCSU Survey (1/09 – 2014)

- Co-manage annual and contractual regional public opinion surveys
- <http://www.stcloudstate.edu/scsusurvey/>

LOMINGER CONSULTING, INC. *Minneapolis, MN*

Industrial/Organizational Psychologist (Contractor) (1/06 – 2010)

- Product development
- <http://www.lominger.com>

EMPLOYERS ASSOCIATION OF MINNESOTA, INC. *Plymouth, MN*

Industrial/Organizational Psychologist (Contractor) (9/02 – 12/05)

- Assessed psychometric and practical validity of current systems – made recommendations for retention/replacement
- <http://www.mnemplassoc.com/>

NORTHERN ILLINOIS UNIVERSITY *DeKalb, IL*

Research Fellow (8/01 – 5/02)

- Designed and implemented a research project assessing the measurement equivalence of multi-rater feedback leadership dimensions across self-awareness levels
- <http://www3.niu.edu/acad/psych/>

UNIVERSITY OF MINNESOTA - DULUTH *Duluth, MN*

Instructor (10/01 – 12/02)

- Taught one section of statistics and one section of research methods (both undergraduate)
- <http://www.d.umn.edu/psy/>

CORPORATE PSYCHOLOGY RESOURCES *Atlanta, GA*

Coordinator, Statistical and Research Services (1/01 – 10/01)

- Developed selection, promotion, and professional development products for clients
- Created competency-based leadership and human resources management models
- Climate survey development and feedback
- 360 development and feedback
- <http://www.corporatepsych.com/>

SBC COMMUNICATIONS, INC. *Hoffman Estates, IL*

HR Research Consultant (7/00 – 12/00)

- Streamlined selection and promotion systems across enterprise
- <http://www.sbc.com/>

EXTERNAL PROGRAMMING, NORTHERN ILLINOIS UNIVERSITY *DeKalb, IL*

Instructor (12/99 – 5/00)

- Taught courses to prepare students for college entrance exams
- http://www3.niu.edu/depts/ext_prog/

WILSON LEARNING CORPORATION *Hoffman Estates, IL*

Role-Player (9/99 – 12/99)

- Facilitated assessment center evaluation through scripted interactions with participants
- <http://www.wilsonlearning.com/>

PSYCHOLOGY DEPARTMENT, NORTHERN ILLINOIS UNIVERSITY *DeKalb, IL*

Research Assistant (8/95 - 5/96; 5/97 - 5/98; 8/99 - 6/00)

- Designed, implemented, analyzed, and submitted research projects for presentation/publication using a variety of design methodologies and analytical techniques (ANOVA, Correlation/Regression, SEM, IRT)

Teaching Assistant (8/96 - 5/97)

- Taught four sections of introductory psychology to college freshmen
- <http://www3.niu.edu/acad/psych/>

NATIONAL COMPUTER SYSTEMS, INC. *Rosemont, IL*

Research Assistant (3/98 - 8/99)

- Conducted validation research, job analyses, SME Angoff sessions, and certification standard evaluation and analysis
- New product development and implementation
- <http://www.ncs.com/>

SOCIAL SCIENCE RESEARCH INSTITUTE *DeKalb, IL*

Research Assistant (5/98 - 8/98)

- Assisted in the design, implementation, analysis, and report generation of a study on newcomer socialization
- <http://www.ssri.niu.edu/>

PSYCHOLOGY DEPARTMENT, UNIVERSITY OF MINNESOTA *Minneapolis, MN*

Research Assistant (12/92 - 6/93; 1/94 - 6/94)

- Assisted in the implementation and data entry for various psychological research projects
- <http://www.psych.umn.edu/>

D. Professional Organization Memberships

American Psychological Society (APS), Member

International Personnel Assessment Council (IPAC), Member
IPAC Chapter of Northeasterners (ICON), Program Officer

Minnesota Professionals for Psychology Applied to Work (MPPAW), Member (lapsed 8/19)

New York Metropolitan Association of Applied Psychology (METRO); 8/19 - current

Society for Industrial and Organizational Psychology (SIOP), Member

E. Refereed Publications

Komai Molle, M., Grossman, P. J., **Kulas, J. T.**, & Lo, S. P. (in press). Does a leader's self-assessed integrity matter? *Journal of Behavioral and Experimental Economics*.

Stachowski, A. A., & **Kulas, J. T.** (2021). The persnickety pervasiveness of rating enhancement in personality assessment: The self, the other, and then again yet another. *European Journal of Personality Assessment*, 37(4), 300-312.

Stachowski, A. A., Young-Illies, M., & **Kulas, J. T.** (2020). Personality and well-being: the role of discrepancy in individual and societal comparison. *European Journal of Applied Positive Psychology*, 4(4), 1-12.

Kulas, J. T., Klahr, R., & Knights, L. (2019). Confound it! Social desirability and the "reverse-scoring" method effect. *European Journal of Psychological Assessment*, 35, 855-867.

Kulas, J. T., Robinson, D. H., Smith, J. A., & Kellar, D. Z. (2018). Post-Stratification Weighting in Organizational Surveys: A Cross-Disciplinary Tutorial. *Human Resource Management*, 57, 419-436.

Kulas, J. T., Smith, J. A., & Hu, X. (2017). Approximate Functional Relationship between IRT and CTT Item Discrimination Indices: A Simulation, Validation, and Slight Extension of Lord's (1980) Formula. *Journal of Applied Measurement*, 18, 393-407.

Kulas, J. T., Robinson, D. H., Kellar, D. Z., & Smith, J. A. (2017). Active Nonresponse in Organizational Surveying: Attitudinal Distribution Form and Conditional Response Probabilities' Impact on Patterns of Bias. *Public Opinion Quarterly*, 81, 401-421.

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.

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.

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.

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.

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.

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.

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.

Finkelstein, L. M., **Kulas, J. T.,** & Dages, K. D. (2003). Age differences in proactive newcomer socialization strategies in two populations. *Journal of Business and Psychology*, 17, 473-502.

Kulas, J. T., & Finkelstein, L. M. (2002). Preferential selection independent of race and gender: Effects on self-evaluations and newcomer information-seeking behaviors. *Social Justice Research*, 15, 147-163.

Finkelstein, L. M., Protolipac, D. S., & **Kulas, J. T.** (2000). The role of subordinate authoritarianism in cross-level extra-role relationships. *Journal of Psychology: Interdisciplinary and Applied*, 134, 435-442.

F. Books

Kulas, J. T., Garcia Prieto Palacios Roji, R., & Smith, A. (2021). *SPSS Essentials: Managing and Analyzing Social Sciences Data (2nd ed.)*. Hoboken, NJ: Wiley.

Kulas, J. T. (2008). *SPSS Essentials: Managing and Analyzing Social Sciences Data*. San Francisco: Jossey-Bass/Wiley.

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.

G. Book Chapters

Kulas, J. T., & Stachowski, A. A. (2009). Construct and Response Bias Correlates in Summated Scale Definitions of Personality Traits. In L. B. Palcroft & M. V. Lopez (Eds.), *Personality Assessment: New Research* (pp. 259-274). Hauppauge, NY: Nova Science Publishers.

Kulas, J. T., Haynes, B. A., Kalten, S., Hopp, P., & Duffala, R. (2002). Integrating Individual Assessment, Position Requirements, Team-Based Competencies, and

Organizational Vision: Roles for Consulting Psychologists. In R. L. Lowman (Ed.). *Handbook of Organizational Consulting Psychology*. (pp. 450-465). Jossey-Bass: San Francisco.

H. Technical Reports

Kulas, J. T., Osorio-Duffoo, C., & Garcia Prieto Palacios Roji, R. (2021, January). *Engagement survey technical report*. (Technical Report). Montclair, NJ: Eagle I.O.

Kulas, J. T. (2020, August). *Charlie academy review: Item content and feedback report format*. (Technical Report). Jersey City, NJ: John T. Kulas.

Kulas, J. T. (2015, March). *Confirmatory Factor Analyses of MBTI Facets*. (Technical Report). Minneapolis, MN: Corporate Mr Fixit.

Kulas, J. T. (2014, August). *Final Facet-Level 2PL Parameters (New vs. Form Q)*. (Technical Report). Saint Cloud, MN: John T. Kulas.

Kulas, J. T. (2014, June). *Country-Level 2PL Analyses of Research Form MBTI Facet Items*. (Technical Report). Saint Cloud, MN: John T. Kulas.

Kulas, J. T. (2014, April). *Facet-Level 2PL Analyses of Research Form MBTI Items*. (Technical Report). Saint Cloud, MN: John T. Kulas.

Kulas, J. T. (2012). *MBTI Supplement: 2PL Estimation of Latent Class Identified Items (EI, SN, TF, JP)*. (Technical Report). Saint Cloud, MN: John T. Kulas.

Kulas, J. T. (2011). *Technical Report: IRT and Rasch Analysis of 230 Research Form MBTI Items*. (Technical Report). Saint Cloud, MN: John T. Kulas.

Kulas, J. T. (2008). *For Your Improvement™ (FYI) Cluster-Level Remedy Development*. (Technical Report). Minneapolis, MN: Lominger International.

Kulas, J. T., Polk, N., & Haynes, B. A. (2001). *District Sales Manager Competency Model Development and Validation*. (Technical Report). Atlanta, GA: Corporate Psychology Resources, Inc.

Polk, N., **Kulas, J. T.,** & Haynes, B. A. (2001). *Development and Content Validation of the Tech Data Executive Assessment Battery*. (Technical Report). Atlanta, GA: Corporate Psychology Resources, Inc.

Kulas, J. T., & Beecham, W. S. (2001). *Evaluation and Developmental Recommendations Regarding Employee Attitudes at Republic Beverage Company*. (Technical Report). Atlanta, GA: Corporate Psychology Resources, Inc.

Kulas, J. T., & Beecham, W. S. (2001). *Evaluation and Developmental Recommendations Regarding Employee Attitudes at Pacific Wine & Spirits.* (Technical Report). Atlanta, GA: Corporate Psychology Resources, Inc.

Kulas, J. T., & Beecham, W. S. (2001). *Evaluation and Developmental Recommendations Regarding Employee Attitudes at United Beverage Company.* (Technical Report). Atlanta, GA: Corporate Psychology Resources, Inc.

Kulas, J. T., Duffala, R. L., & Haynes, B. A. (2001). *PaineWebber Assessment Center Technical Report: 2000 Branch Management Assessment Program.* (Technical Report). Atlanta, GA: Corporate Psychology Resources, Inc.

Walters, A. E., Brown, T. M., Jones, J. W., Dixon, D. M., **Kulas, J. T.**, Billings, S. W., Forcier, B. H., & Orban, J. (1999). *Development of the ServSafe food protection manager certification examination.* (Technical Report). Rosemont, IL: NCS.

Walters, A. E., **Kulas, J. T.**, Meyer, L. L., Billings, S. W., & Jones, J. W. (1999). *The development and validation of the Customer Service Technical Readiness Assessment (Version 2.0).* (Technical Report). Rosemont, IL: NCS.

Altmann, R. A., & **Kulas, J. T.** (1998). *Impact of the APP on employee counterproductivity at TANDEM.* (Technical Report). Rosemont, IL: NCS.

I. Program Guides

Biggs, S., Garcia Prieto Palacios Roji, R., Granuzzo, D., Jones, T., Mahoney, D., Patel, N., Rodriguez, E., Stiger, K., & **Kulas, J. T.** (2021, March). *Eagle I.O Consultant Manual.* Montclair, NJ: Eagle I.O. Retrieved from <https://bookdown.org/kulasj/eagleiomanual/>

Biggs, S., Garcia Prieto Palacios Roji, R., Granuzzo, D., Jones, T., Mahoney, D., Patel, N., Rodriguez, E., Stiger, K., & **Kulas, J. T.** (2020, April). *MSU I.O Student Mentorship Program User Manual.* Montclair, NJ: Eagle I.O. Retrieved from <https://bookdown.org/kulasj/mentorship/>

J. Instructional Tutorials

Garcia Prieto Palacios Roji, R., & **Kulas, J. T.** (2020, October). *rMarkdown tutorial.* Montclair, NJ: Eagle I.O. Retrieved from <https://jtkulas.github.io/temp>

Garcia Prieto Palacios Roji, R., Osorio-Duffoo, C., D'Souza, N., & **Kulas, J. T.** (2020, June). *Using GitHub through RStudio.* Montclair, NJ: Eagle I.O. Retrieved from <https://jtkulas.github.io/GitHub>

K. Computer Programs

Figueiras, D & **Kulas, J.** (2022). *ctticc: Plotting item characteristic curves from classical test theory indices* [R package]. Montclair State University.

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.

L. Professional Meeting Presentations

Invited Presentations:

Defabiis, M., Osorio-Duffoo, C., Figueiras, D., & **Kulas, J. T.** (2023, October). Everything BUT statistics... R for authoring websites, automated reports, and presentations - Oh My!!! Presentation to the Minnesota Professional Psychologists at Work, Minneapolis, MN.

Komai, M., & **Kulas, J. T.** (2015, March). Economics meets applied psychology. Presentation to the Minnesota Professional Psychologists at Work, Minneapolis, MN.

Kulas, J. T. (2004, October). Rasch modeling: I/O Psychology applications. Presentation to the Minnesota Professional Psychologists at Work, Minneapolis, MN.

Symposia:

Sijan, M., Kramer, M. (Co-Chair), **Kulas, J.** (Co-Chair), Helisch, R., Defabiis, M., & Notari, K. (2024, April). Unlocking the value of IO Psychology student consulting in higher education (Panel). Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Anderson, M. G, **Kulas, J.** & Thompson, R. C. (2018, July). Observing Predicted Behaviors in Others: A validation study. In J. Hackston (Chair) Assessment for employee development: Alternative approaches to validation. Symposium conducted at the 11th conference of The International Testing Commission, Montreal, Quebec.

Kulas, J. T. & Robinson, D. H. (2015, November). Nonresponse Adjustment via Conditional Response Probability Specification. Presented at the Midwest Association for Public Opinion Research, Chicago, IL.

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.

Finkelstein, L. M., **Kulas, J. T.**, & Higgins, K. (2000, June). An initial investigation into the role of age in newcomer socialization. In J. L. Barnes-Farrell (Chair), *Aging and Work in the New Millenium*. Symposium Conducted at the Twelfth Annual Meeting of the American Psychological Society, Miami Beach, FL.

Kulas, J. T., & Finkelstein, L. M. (1999, June). Reconceptualizing affirmative action using a race- and gender-free program of preferential selection. In R. K. Yuen (Chair), *Ethnic-Minority Concern Committee Research Symposium*. Symposium Conducted at the Eleventh Annual Meeting of the American Psychological Society, Denver, CO.

Poster Presentations:

Figueiras, D & **Kulas, J.** (2022). *Classical test theory item characteristic curve estimation: p-value to b-parameter scaling* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Kulas, J., DeFabiis, M., Osorio-Duffoo, C., & Russell, M. (2023). *Construct and criterion-related validation of the Bifactor Engagement Scale* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Stachowski, A. A. & **Kulas, J. T.** (2023). *Perception of work demands and resources: Does sheer volume matter?* Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Figueiras, D & **Kulas, J.** (2022). *ICC's generated from common CTT Item Statistics* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Garcia Prieto Palacios Roji, R., Stachowski, A. A., & **Kulas, J. T.** (2022). *O*Net Demands and Resources: Associations with Stress, Burnout, and Engagement* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Garcia Prieto Palacios Roji, R., Stachowski, A. A., & **Kulas, J. T.** (2022). *The experience of O*Net work experiences as demands and resources* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Osorio-Duffoo, C., Garcia Prieto Palacios Roji, R., Russell, M.C., & **Kulas, J.T.** (2022). *Engagement Versus Attitude: Measurement Invariance Across Item Orderings* [Poster]. Society for Industrial-Organizational Psychology Annual Conference, Seattle, WA, United States.

Russell, M.C., Garcia Prieto Palacios Roji, R., Osorio-Duffoo, C., **Kulas, J.T.** (2022). *Development of an Intended Bifactor Engagement Measure* [Poster]. Society for Industrial-Organizational Psychology Annual Conference, Seattle, WA, United States.

Stachowski, A. A., & **Kulas, J.** (2022). *Predictive non-response via item characteristics* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Garcia Prieto Palacios Roji, R., Stachowski, A. A., & **Kulas, J. T.** (April, 2021). *Generational differences at work: Pomp or circumstance?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Stachowski, A. A., Garcia Prieto Palacios Roji, R., & **Kulas, J. T.** (April, 2021). *Does discretionary time allocation differ by remote work intensity?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Kulas, J. T., Wanamaker, M., Padron-Marrero, D., & Xu, H. (July, 2020). *Sample size sensitivity in descriptive baseball statistics.* Presented at the 3rd International Conference on Advanced Research Methods and Analytics. Valencia, Spain.

<http://ocs.editorial.upv.es/index.php/CARMA/CARMA2020/paper/viewFile/11920/5744>

Wefferling, J., Johnson, E, Garcia Prieto Palacios Roji, R, & **Kulas, J. T.** (May, 2020). *Response Latencies Expose a Limitation with Contemporary vs. Classic Ratings of Item Social Desirability.* Presented at the 32nd APS Annual Convention. Chicago, IL.

Johnson, E., Wefferling, J., & **Kulas, J. T.** (April, 2020) *Crossing a river to get some water? Revisiting item social desirability ratings.* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Austin, TX.

Kulas, J. T., & Stachowski, A. A., Garcia Prieto Palacios Roji, R., & Sunier, L. (April, 2020). *Changing Nature of Work: Exploring Multiple Jobholders Trends.* Presented at the annual meeting of the Society of Industrial and Organizational Psychology, Austin, TX.

Stachowski, A. A., & **Kulas, J. T.** (April, 2020). *A New Approach to an Old Debate: Social Desirability in Personality Assessment.* Presented at the annual meeting of the Society of Industrial and Organizational Psychology, Austin, TX.

Yang, Y., **Kulas, J. T.**, & Morris, M. (April, 2020). *Building representative norms via poststratification weighting.* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Austin, TX.

Young-Illies, M., Stachowski, A., & **Kulas, J. T.** (2018) *Personality and Well-being: The Role of Discrepancy in Individual and Societal Comparison.* 90th Annual Meeting of the Midwestern Psychological Association, Chicago. IL.

Kulas, J., Stachowski, A., & Johnson, E. (2018, April). *On the move: Do employees change jobs more frequently today than in the past?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Chicago, IL.

Kulas, J., & Yang, Y. (2018, April). *Testing the limits of survey sample weighting.* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Chicago, IL.

Yang, Y., **Kulas, J.**, & Robinson, D. R. (2017, April). *Nonresponse and sample weighting in organizational surveying*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. Orlando, FL.

Roebke, M. A., **Kulas, J.**, & Burns, G. N. (2016, April). *Impact of social desirability and difficulty on item response latency*. Presented at the annual conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.

Stachowski, A., **Kulas, J.**, Howe, D. & Roves, J. (2016, April). *Rating enhancement in personality assessment: Are observer ratings immune?* Presented at the annual conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.

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.

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.

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.

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.

Ohtsubo, Y., Watanabe, E., Kim, J., **Kulas, J. T.**, & Nazar, G. (2010, December). *Are costly apologies universally perceived sincere?* Presented at the 3rd annual meeting of the Human Behavior and Evolution Society of Japan. Kobe University, Japan.

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.

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).

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.

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.

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.

Kulas, J. T., & Finkelstein, L. M. (2003, April). *Investigation of discrepancy-defined self-awareness in multi-source feedback*. Presented at the Eighteenth Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Roberts, J. E., **Kulas, J. T.**, Demuth, R. L. F., & Parker, C. P. (2001, April). *Employee satisfaction and theft: Testing climate as a mediator*. Presented at the Sixteenth Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Kulas, J. T., Roberts, J. E., & Finkelstein, L. M. (2000, June). *Development and validation of a five-factor contextual performance scale*. Presented at the Twelfth Annual Meeting of the American Psychological Society, Miami Beach, FL.

Roberts, J. E., **Kulas, J. T.**, & Heatherly, L. (2000, June). *Job satisfaction mediates the relationship between employee expectations and work outcomes*. Presented at the Twelfth Annual Meeting of the American Psychological Society, Miami Beach, FL.

Kulas, J. T., & Finkelstein, L. M. (2000, April). *A program of preferential selection affects newcomer information seeking behavior*. Presented at the Fifteenth Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Finkelstein, L. M., **Kulas, J. T.**, & Higgins, K. (2000, April). *Individual differences in proactive socialization by new faculty members*. Presented at the Fifteenth Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Kulas, J. T., & Finkelstein, L. M. (1999, June). *The differential effects of a 'thinking style' based program of affirmative action on protected and non-protected class group members*. Presented at the Eleventh Annual Meeting of the American Psychological Society, Denver, CO.

Sells, D., Martin, R., & **Kulas, J.** (1998, May). *Introspective emotional intelligence is related to indices of adolescent ego identity*. Presented at the Tenth Annual Meeting of the American Psychological Society, Washington, D.C.

M. Manuscripts under Review

Kulas, J. T., Yang, Y., & Robinson, D. H. (under review). Nonresponse and sample weighting in organizational surveying. *Public Opinion Quarterly*.

Stachowski, A. A., Garcia Prieto Palacios Roji, R., & **Kulas, J. T.** (under review). The "emerging" gig economy: Exploring multiple jobholder trends within US Department of Labor polling data. *Journal of Vocational Behavior*.

Komai, M., Grossman, P. J., **Kulas, J. T.**, & Lui, S. P. (under review). Leadership, cheap talk, and integrity under incomplete information: An experimental study. *Southern Economic Journal*.

Stachowski, A. A., & **Kulas, J. T.** (under review). A New Approach to an Old Debate: Social Desirability in Personality Assessment. *The American Journal of Psychology*.

Garcia Prieto Palacios Roji, R., Stachowski, A. A., & **Kulas, J. T.** (proposal under consideration). Remote work: A prospective conceptual model for the future of telework. *Journal of Business Research* (Special Issue: Worker location, work arrangements, engagement, equity and participation in a post-pandemic world)

N. Research in Progress (Organized by Proximity to Submission)

Kulas, J. T., Johnson, E. J., Garcia Prieto Palacios Roji, R., & Wefferling, J. (in preparation for submission). Crossing a river to get some water? An empirical comparison of classic and contemporary approaches to item social desirability evaluation.

Kulas, J. T., Hancock, A., Faust, E., Hutchins, T., & Bixter, M. (in preparation for submission). Exposing the elevated baseline level of enhancement for relative comparison to “faking” in personality assessment.

Kulas, J. T., Yang, Y., & Morris, M. (in preparation for submission). Building representative norms via post-stratification weighting.

Kulas, J. T., Osorrio-Duffoo, C., & Garcia Prieto Palacios Roji, R. (completing data analyses). Bifactor analysis of a attitudinal and substantively crossed measure of engagement.

Stachowski, A. A., Garcia Prieto Palacios Roji, R., & **Kulas, J. T.** Subjective interpretations of job characteristics as demands or resources: A hunt for moderators.

~~**Kulas, J. T.,** Ohtsubo, Y., & Perez, C. *Parallel forms construction methodology to maximize multi-cultural measurement equivalence in personality assessment* (suspended)~~

~~**Kulas, J. T.,** Andes, S., & Lizer, S. *Testing a model of occupational stress with advanced practitioner nurses*. (suspended)~~

~~**Kulas, J. T.** *Validation of the K-TSA team ability measure*. (suspended)~~

~~**Kulas, J. T.,** & Fielder, J. *Predicting DHF through empathy manipulation*. (suspended)~~

~~**Kulas, J. T.,** & Fielder, J. *DHF prediction through priming protocol*. (suspended)~~

~~**Kulas, J. T.,** & Anderson, J. *Detection of faking in employment assessment through verifiable proxies*. (suspended)~~

~~**Kulas, J. T.,** Lonergan, J., Gonnerman, M., Finkelstein, L. M., & Commisso, M. *The identity-directive role of affirmative action for cross-categorized individuals*. (suspended)~~

O. Graduate Training

Advanced Psychological Statistics (ANOVA)
Attitude Change
Equal Employment Opportunity
Experimental Design (Regression)
Individual Assessment
Multivariate Statistics
Organizational Psychology

Organizational Theory
Personnel Psychology
Psychometrics
Public Personnel Management
Small Group Behavior
Structural Equation Modeling
Training and Organizational Development

P. Classes Taught (Undergraduate)

Industrial Psychology (SCSU/360)
Introductory Psychology (NIU/102)
Introductory Psychology Laboratory
(SCSU/116)
Organizational Psychology (SCSU/460;
MSU 307)

Personnel Psychology (SCSU/469; MSU
306)
Personality Psychology (SCSU/378)
Psychometrics (SCSU/402)
Research Methods (SCSU/202; UMD/3021)
Senior Capstone (SCSU/432)
Statistics (SCSU/201; UMD/3020;
MSU/220)

Q. Classes Taught (Graduate)

Criterion Development (SCSU/661)
Multivariate Statistics (SCSU/603)

Psychometrics (SCSU/502; MSU/578)
Personnel Selection (MSU/559)

R. Workshops (Graduate)

Personality Assessment in American Personnel Selection
Universidad de Concepción short course (24 hours)
January 2014

S. Computer Skills

LISREL (SEM)
BILOG/MULTILOG (IRT)
SPSS

Winsteps/Facets (RASCH)
R
Sensus/WinCati (Survey Software)

T. Grants and Awards Received

University Researcher Funds (2012)

Received research grant for research proposal: *Authentic leadership – a Psychoeconomic investigation* (co-investigator Mana Komai; **\$10,000**)

SCSU Social Science Research Institute Grant (2011)

Received research grant for research proposal: *Ethical leadership, free-riding and coordination problems in groups* (co-investigators Phil Grossman and Mana Komai; **\$2,000**)

Saint Cloud State University Faculty Research Grant (2007)

Received research grant for research proposal: *Team-based ability assessment* (**\$4,574**)

Society for Industrial and Organizational Psychology (2006) Featured Poster

Received Feature Poster Recognition for: **Kulas, J. T., Stachowski, A. A., & Haynes, B. A.** *Middle Response Category Functioning in Graphic Rating Scale Applications.*

Saint Cloud State University Short-Term Faculty Improvement Grant (4/03)

Received short-term faculty improvement grant for participation in the workshop: “*An Introduction to Rasch measurement: Theory and applications*” (**\$790.95**)

Northern Illinois University Dissertation Completion Fellowship (8/01-5/02)

Received research fellowship for dissertation proposal: “*Clarifying the meaning of computational self-awareness in multi-source feedback: Investigating measurement equivalence through the application of differential item functioning analyses*” (**\$3,750.00**)

American Psychological Society Student Caucus (APSSC) Ethnic and Minority Concerns Committee (EMCC) Research Prize (6/99).

Received research prize for submission: **Kulas, J. T., & Finkelstein, L. M.** “*The differential effects of a ‘thinking style’ based program of affirmative action on protected and non-protected class group members*”

Social Science Research Institute (SSRI) Faculty Fellowship (5/98 - 5/99).

Co-authored grant proposal and served as research assistant: **Finkelstein, L. M., & Kulas, J. T.** “*Individual differences in proactive socialization techniques in a mixed age work environment*”

U. Grant Proposals Submitted

Society for Human Resources Management (SHRM) Foundation Grant

Proposal submitted in October 2013 entitled, “A Distributional Correction for Non-Uniform Patterns of Survey Nonresponse” \$101,980

Saint Cloud State University Faculty Research Grant

Proposal submitted in November of 2007 entitled “Middle category endorsement: Testing a model of respondent satisficing” – Not Funded

Saint Cloud State University Faculty Research Grant

Proposal submitted in February of 2004 entitled “Team-based ability assessment” – Not Funded

Office of Naval Research (ONR) Summer Faculty Research Program

Proposal submitted in November of 2002 for appointment to ONR personnel and EEOC laboratories for summer research collaboration projects – Not funded

Society for the Psychological Study of Social Issues (SPSSI) Grants-in-Aid Program

Proposal submitted in April of 2000 entitled “An examination of affirmative action identification for cross-categorized individuals” - Not funded

V. Thesis/Practicum/PhD Committees (*chair)

Diego Figueiras, I/O Psychology “Influence of parsimony and work-related psychological constructs in predicting turnover intention when using machine learning vs regression” (4/24)

Catrina Notari, I/O Psychology “Perceived organizational support: Modernizing theory and practice through the development of a new measure” (5/23)

**Renata Garcia Prieto Palacios Roji, I/O Psychology “Telecommuting antecedents and outcomes within a turbulent global context: The incremental explanatory utility of technostress and role strain” (5/22)*

Garrett Shields, I/O Psychology (1/20)

Kari Brownson, I/O Psychology (6/19)

**Sally Baltaiian, I/O Psychology (5/17)*

Julien Nougrou, I/O Psychology (5/17)

Emma Mathison, I/O Psychology (5/16)

Kristi Noble, I/O Psychology (5/16)

Brianna Wright, I/O Psychology (5/16)

Jaclyn Holt, I/O Psychology (5/15)

Jace Dallman, I/O Psychology (5/15)

Nicole Landowski "Development of an Empirically Keyed Personality Scale for Measuring Graduation Timeliness" (5/15)

Laura Olean, I/O Psychology (5/15)

Rachel McDonnell, I/O Psychology (5/15)

Joseph Sipe, I/O Psychology (5/14)

Tony Cooley, I/O Psychology (5/14)

**Mark Roebke, I/O Psychology “The meaning of response latency in personality assessment: Exploring the impact of faking, difficulty, and social desirability” (8/13)*

Juan Zuluaga, Statistics “Optimal matching dissimilarities: Characteristics and inference” (5/13)

Evan Mulfinger, I/O Psychology (5/13)

Beau Weber, Economics (5/13)

Amanda Weber, I/O Psychology (5/13)

**Jeff Smith, I/O Psychology “IRT-CTT discrimination index association” (5/12)*

**Maja Osolnik, I/O Psychology "Meta-analysis of emotional labor and its consequences: (5/11)*

**Jordan Ellison, I/O Psychology "Using situational judgment methodology to measure dominance" (5/11)*

Evelyne Benie, Economics "An experimental analysis of leadership and transparency" (11/10)
 **Tim Hauser, I/O Psychology* "Occupational culture" (5/10)
 **Jessica Merten, I/O Psychology* "Creative temperament measurement equivalence across cultures" (5/10)
Vesna Champaign, I/O Psychology (4/09)
 **John Buckner, I/O Psychology* "Individual difference and item characteristic antecedents of acquiescent response bias in personality assessment" (4/09)
Lee Kelly, I/O Psychology (12/17/07)
King Yui Tang, I/O Psychology (5/31/07)
 **Joshua Kuehler, I/O Psychology* (9/28/06)
Paul Stiles, I/O Psychology (6/25/06)
Oleksandr Lugovskyy, Economics "Predicting the riskiness of others: Stereotypes vs. relevant information" (8/2/06)
Jenny Merriam, I/O Psychology (6/13/04)
 **Yuko Miyaji, I/O Psychology* "Emotional intelligence as a moderator of emotional labor and job stress" (11/29/04)
Chin-Sien Phang, I/O Psychology (12/2/04)
 **Grace Rimstad, I/O Psychology* (12/13/04)
 **Jenilee Hess, I/O Psychology* (12/13/04)

W. Professional Service

Journals/Books:

Consulting Editor – *Journal of Psychology* (1/05 – present)
 Reviewer – *European Journal of Psychological Assessment* (5/15)
 Reviewer – *Human Performance* (6/09)
 Reviewer – *The International Journal of Educational and Psychological Assessment* (9/11)
 Reviewer – *Journal of Applied Social Psychology* (10/04)
 Reviewer – *Journal of Business and Psychology* (11/08)
 Reviewer – *Journal of Happiness Studies* (7/08)
 Reviewer – *Journal of Leadership Studies* (5/13)
 Reviewer – *Journal of Occupational and Organizational Psychology* (10/07)
 Reviewer – *Journal of Personality* (10/14)
 Reviewer – *Journal of Psychology* (11/02)
 Reviewer – *The Leadership Quarterly* (9/12)

Reviewer – *Management Research Review* (4/12)

Reviewer – *Omega: the International Journal of Management Science* (11/08)

Reviewer – *Personality and Individual Differences* (6/08)

Reviewer – *Public Opinion Quarterly* (1/08)

Reviewer – *Research Methods and Statistics: A Critical Thinking Approach* (Jackson [1/04])

Reviewer – *Social Behavior and Personality: An International Journal*

Reviewer – *Spanish Journal of Psychology* (12/08)

Reviewer – *Statistics for the Behavioral Sciences* (5th ed.; Jaccard & Becker [2/03])

Committees/Boards:

Board Member – *Northeast Chapter of the International Personnel Assessment Council* (8/19 -)

Committee Member – *Strategic Affairs Committee; Society for Industrial and Organizational Psychology* (8/14 --)

Board Member – *Institutional Review Board, St. Cloud State University* (1/03 – 1/12)

Committee Member – *Flanagan Award Subcommittee; Society for Industrial and Organizational Psychology* (2005 Conference)

Discussant:

Asking Questions: Wording, Order, and Scale Effects (2015, March). Midwest Association for Public Opinion Research, Chicago, IL.