



SAN DIEGO STATE UNIVERSITY

APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT ASSOCIATION

Spring 2012

Staff Spotlight: Brittany Bermingham

By Ashlee Asgharzadeh

Brittany Bermingham is the newest addition to the SDSU Psychology staff as the Internship Coordinator. She acts as the point of contact between students and businesses to arrange opportunities in which students can apply their knowledge and gain relevant work experience in organizations. Internships must be at least 300 hours in length and under the supervision of someone with a background in I/O psychology, HR, or a related field. Because such conditions are a necessary requirement for graduation, Brittany's role is an important one for students in our program.

Brittany obtained her bachelor's degree in Political Science with a minor in Sociology at Connecticut College. She and her husband moved to San Diego from Connecticut about four years ago looking for adventure and, of course, beautiful San Diego weather with "zero humidity and sunshine all year round." When she first arrived here, Brittany received the position of Research Analyst at the Independent Budget Analyst's Office for the City of San Diego. She eventually decided to enroll back into school and is currently working on her master's degree in Public Administration here at SDSU. In addition to being the Internship Coordinator, Brittany is also the Administrative Support Coordinator, which includes the responsibilities of scheduling, budgeting, and other tasks around the office.

One of the aspects that Brittany enjoys about her career as Internship Coordinator is interacting with the students. She often assists students with polishing their résumés and states, "It's fun to see what everyone's been up to!" As Internship Coordinator, Brittany faces some challenges as well. For

(Continued on page 2)



Alumni Spotlight: Rene Kusch

By Fiona Nguyen

Rene attended SDSU as an exchange student from the University of Mannheim from 2004-2005. Today, he is working as Head of Product Management at Metaberatung GmbH.



HOGAN® by METABERATUNG

1) When were you at SDSU and what have you been doing since you left the program?

From August 2004 through May 2005, I participated in the exchange program between SDSU and the University of Mannheim, Germany. Upon my return, I finished my I/O degree with the master's thesis "Expatriates' personality: The relationships between the OPQ32i and the Five Factor Model of Personality (NEO-PI-R)." It was awarded the third prize in the SHL Global Master's Thesis competition. My Ph.D. is entitled "Occupational personality in situations of organizational change." Parallel to my Ph.D. studies, I got in contact with Metaberatung GmbH at SIOP in 2008 and started working for them as a freelance consultant and trainer. Metaberatung is a licensed distributor for Hogan Assessment Systems in Germany, Austria, and Switzerland. Also, Metaberatung represents Kaplan Leadership Solutions and RHR International in our territories. All our consulting companies focus on assessments for working adults with many years of experience having built wide networks of distributors and representations across the globe. In 2010, I became a full-time employee heading and building up the R&D Department. In January 2012 I was promoted to Head of Product Management.

2) What do you enjoy most about your career?

I love to learn as well as bridge the gap between science and real life. Also, I find it fascinating to apply psychological knowledge in a way that it not only makes a difference in personal lives, but also supports

(Continued on page 2)

Additional Information:

- THE STUDENT EDITORS OF THIS ISSUE WERE JACOB MRAZ, FIONA COCHRUM-NGUYEN, AND MELISSA OATES

If you would like additional information on the Applied Psychology Student Association (APSA) or anything discussed in this newsletter, please e-mail Dr. Lisa Kath at lkath@mail.sdsu.edu.

Inside this issue:

FACULTY SPOTLIGHT: BRITTANY BURMINGHAM	1
ALUMNI SPOTLIGHT: RENE I KUSCH	1
FIRST YEAR EXPERIENCES	3
PUBLICATIONS	3
SECOND YEAR EXPERIENCES	4
SIOP SAN DIEGO	5
SDIOP	5
APSA SPEAKERS	6
PRESENTATIONS	7
EXCHANGE STUDENT INTRODUCTION	8
EXCHANGE PROGRAM INTERVIEW	9
THESIS DEFENSES AND ANNOUNCEMENTS	10
PHOTOS	11-14

Staff Spotlight (continued from p. 1)

one, she wants to make sure that she is utilizing all the outlets possible for internship openings such as alumni, social media, and previous internship sites of recent graduates. In reference to her predecessor, Brittany notes, “Lorah had a huge contact base so I’m trying to maintain that as well as expand it where I can.” In Brittany’s opinion, the most ideal situation is for students to work with someone who has previously been in the SDSU I/O program since they can relate to the path that the student is on. Another piece of advice Brittany has for students is “keep on top of what’s out there. There are so many media outlets to utilize for networking purposes.” Many students limit their job searches to what they see posted and Brittany recommends that students expand their internship search and contact organizations they are interested in to inquire about any open positions even if none are posted at the moment.

We are excited to have Brittany as a new addition to the SDSU family and look forward to getting to know her more. As a head start, here are some fun facts about Brittany: Her hobbies include studying (not necessarily by choice), staying active, which includes playing tennis, and going to the gym. In her free time she enjoys reading biographies, in particular U.S. Presidential biographies. When asked if she has any secret talents, she replied that she can play the piano, saxophone, and clarinet.

Alumni Spotlight (continued from p. 1)

organizational growth. Leading teams of people (full-time, freelancer, interns) gives me a lot of leverage to do so. While my role allows me to continue working directly with our clients as a consultant, my responsibilities today also require more intensive cooperation with our U.S. colleagues on a regular basis, which is a great opportunity to contribute on both ends. We have presented one of our projects together with Robert Hogan and with Robert Kaiser at SIOP 2012. The presentations can be downloaded at <http://www.kaiserleadership.com/thinking-strength.html>.

3) What aspects of your job are the most challenging?

Besides subject matter knowledge, many aspects are essential for a productive relationship with our business partners, as well as for premium class solutions for our (international) customers. This means that we start with our clients’ needs first, define objective success criteria and keep them in mind when balancing quality, invested time, and resources.



4) What are some differences in how organizations deal with assessments in the U.S. versus in Germany?

Due to being an immigration country, the society in the U.S. is way more heterogeneous than in Germany. Therefore, the sensitivity towards issues of discrimination and fairness between people from different demographic characteristics is greater. Also, the quality standards for psychological assessments and especially their legal enforcement have received more attention in the U.S. than in Germany so far. The differences between the quality standards are also reflected in the legal framework of both countries; whereas the work of the Equal Employment Opportunity Commission (EEOC) goes way back to 1965, the first law which explicitly stated that applicants and employees should not be discriminated against due to their race, ethnicity, sex, religion or conviction, disability, age, or sexual orientation has just recently been passed in August 2006 (Allgemeines Gleichbehandlungsgesetz, AGG) in Germany. Although we did not experience a significant increase in lawsuits in Germany, companies are more and more sensitive to quality standards. Also, gender quotas for leadership positions and the influence of the name, picture, and age as presented in applications are discussed. Those discussions help our business, since we validate empirically how our assessments describe and predict behavior at the workplace and investigate potential discrimination of our assessments.

5) Any post-graduation advice for the 2nd year students?

First, never underestimate the impact of what you have learned and what you still will learn at SDSU. The professors with whom I had the privilege to work were great! But also never underestimate the importance of learning after you have finished your formal education and after you have started working in the professional world. Second, I think that the most helpful recommendations depend on the individual’s personality. Therefore, I would encourage everybody to work on strategic self-awareness. People with self-awareness know and appreciate where they stand in comparison to others, how this standing might help them perform in some situations, and how this standing could also be a danger in other situations. Combined with the knowledge of their core values, people are able to make wiser career decisions and increase their ability to perform. Strategic self-awareness is no rocket science. Third, if you are bilingual, and interested in psychological assessment at the workplace, I encourage you to get in touch with us and apply for an internship or full employment—I can be reached at rene.kusch@metaberatung.de.

“Never underestimate the importance of learning after you have finished your formal education and after you have started working in the professional world.”

One Year Down, One to Go: The First Years' Experience

By Renee Payne

One year has come and gone by quickly since the first year students entered the program. The past year has been full of both challenging and rewarding moments for us. From overcoming difficult stats exams, to hearing different perspectives on culture and leadership, to spending time together outside of school, our first year has been one to remember. Although we enjoyed building our stats knowledge, the organizational seminar class proved to be everyone's favorite class. We read a wide range of journal articles, improved our presentation skills, got a jump start on our thesis, and gained first-hand experience leading focus groups in organizations such as Qualcomm, Mail Boxes, Etc., Verizon, and Solar Turbines. Not only have we become well-versed in the literature on organizational culture, climate, and leadership, but we are also more confident in our ability to think critically and communicate effectively with a wide range of people. We have also gained a lot of insight into the field by listening to guest speakers, such as past students. Perhaps the most impactful and inspiring guest speaker this year was Ben Schneider, whose unique perspective was highly admired and respected by everyone.

The 27th annual SIOP conference this year was held in San Diego, and proved to be a wonderful opportunity for the first years to gain experience presenting research they have been working hard on, and also an opportunity to interact with fellow researchers who are passionate in their area. Because it was in San Diego, several of the first years volunteered in hosting some of the SIOP events and also took advantage of the networking opportunities. Everyone is looking forward to next year's SIOP conference to be held in Houston, Texas, and many are hoping to present research there as well.

Most of the first years are planning on completing their internship this summer while continuing to make progress on their thesis. So far, one student has landed an internship with Jones and Associates Consulting, Inc. and another student will be working at the Center for Creative Leadership as a data analyst.

Although this past year has been exciting, everyone is looking forward to learning about the I-side and making major thesis progress next year. We are also looking forward to meeting the incoming first year students, hearing their perspectives in seminar next year, and making their first experience as valuable and memorable as ours has been.

Publications

- Aarons, G. A., Horowitz, J. D., **Dlugosz, L. R.**, & **Ehrhart, M. G.** (2012). The role of organizational processes in dissemination and implementation research. In R. C. Brownson, G. A. Colditz, & E. K. Proctor (Eds.), *Dissemination and implementation research in health: Translating science to practice* (pp. 128-153). New York: Oxford University Press.
- **Conte, J. M.** (in press). Industrial and organizational psychology. In R. Comer & E. Gould. (Eds.), *Psychology Around Us (2nd Edition)*. Hoboken, NJ: Wiley.
- **Ehrhart, M. G.** (in press). Self-concept, implicit leadership theory, and follower preferences for leadership. *Zeitschrift für Psychologie/Journal of Psychology*.
- Fauth, T., **Hatrup, K.**, Mueller, K., & **Roberts, B.** (in press). Nonresponse in employee attitude surveys: A group-level analysis. *Journal of Business and Psychology*.
- **Hatrup, K.** (2012). Using composite predictors in personnel selection. In N. Schmitt (Ed.), *The Oxford handbook of personnel assessment and selection*. Oxford University Press.
- Hausmann, N., Mueller, K., **Hatrup, K.**, & Spiess, S. O. (in press). An investigation of the relationships between affective organizational commitment and national differences in positivity and life satisfaction. *Applied Psychology: An International Review*.
- **Kath, L. M.**, Stichler, J. F., & **Ehrhart, M. G.** (2012). Moderators of the negative outcomes of nurse manager stress. *Journal of Nursing Administration*, 42, 215-221.
- Mueller, K., Straatmann, T., **Hatrup, K.**, & Jochum, M. (in press). Effects of personalized versus generic implementation of an intra-organizational online survey on psychological anonymity and response behavior: A field experiment. *Journal of Business and Psychology*.
- Raver, J., **Ehrhart, M. G.**, & Chadwick, I. C. (2012). The emergence of team helping norms: Foundations within members' attributes and behavior. *Journal of Organizational Behavior*, 33, 616-637.
- Schneider, B., **Ehrhart, M. G.**, & Macey, W. A. (2012). A funny thing happened on the way to the future: The focus on organizational competitive advantage lost out. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 96-101.

A Reflection on their Time: Second Year Experiences

By Jacob Mraz

What has been your favorite experience or memory of the program?

- Olivia:* Being surrounded by similar individuals with similar interests in the field of I/O psychology.
- Dom:* Going to SIOP in Chicago was great. My family is from Chicago so it was good to see their background and learning so much from a variety of presentations and panelists.
- Jacob:* The friends I've made and the people I have met through the program. I have not only learned a lot about I/O, but I've also grown a lot as a person. I really feel prepared to go out into the working world.
- Fiona:* All of the incredible people I've met along the way. I've learned so much from all the people around me, made some life-long friends, and discovered that I am capable of much more than I thought I was. It's been a great ride.
- Ian:* I enjoyed my time as a teacher and a mentor; educating and developing students to better themselves academically and professionally has been a rewarding experience. I have no doubt they will be doing big things in the near future!
- Melissa:* The great friends I have made and all the experiences we have shared.

What is one piece of advice you would give incoming graduate students?

- Olivia:* It's never too early to start writing your thesis. Use your breaks to move the project forward.
- Dom:* Just prepare, plan, make time for yourself and work hard.
- Jacob:* Don't be afraid of looking or sounding stupid because you probably aren't.
- Kate:* Find a good way to organize your time.
- Fiona:* Give it everything you've got. The more you put into this program, the more you'll get out of it.
- Ian:* Plan your work, then work your plan. If you can take the time to plan your time, I think you will find you are more effective and productive. That said, don't forget to carve out time for your leisure activities (whether it's cooking, working out, or whatever) because your "happyness" is important, too.
- Melissa:* Find what works best for you, whether that means studying alone or in groups, coffee or red bull, etc.

What are your post-graduation plans?

- Olivia:* I am moving back to Scottsdale, Arizona to work in corporate and I'm also a part owner of Helios Media Marketing.
- Dom:* I will be interning for the Grossmont-Cuyamaca Community College District in the Office for Research, Planning, and Institutional Effectiveness.
- Jacob:* I will be studying/working abroad in Mannheim, Germany in the fall and after that I plan on moving back to California and finding employment in San Diego or San Francisco.
- Kate:* I was hired as a Program Manager in charge of assessments at Foster Mobley Group (consulting). I will be moving to Orange County in the next few weeks.
- Fiona:* Traveling abroad—who knows where I'll end up!
- Ian:* I'm currently working for the Advanced Analytics and Consulting team in the Risk and Performance Optimization Unit at Mitchell International as a Business Intelligence Analyst.
- Melissa:* I've accepted a position as Manager of Assessment Services for TalentSmart.



Any other final comments regarding your experience and/or the program?

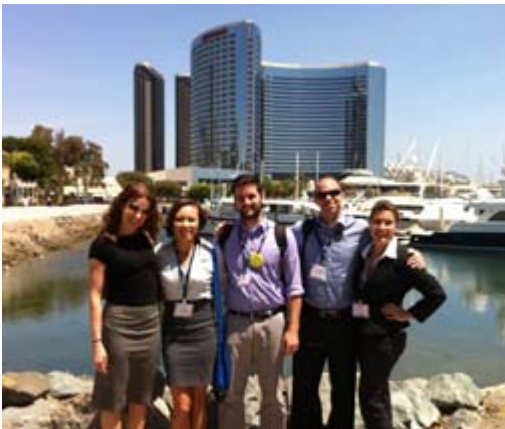
- Olivia:* Enjoy it while it lasts!
- Dom:* Great program with excellent resources and opportunities. Take advantage of networking opportunities early and really invest in your work and the program in general.
- Fiona:* I can't believe it's over! We were very fortunate to work with and learn from such esteemed faculty members, but I want to extend a special thank you to Dr. Lisa Kath for her patient guidance over the past three years.
- Melissa:* I would highly recommend SDSU to anyone pursuing their Master's Degree in I/O Psychology. I'm excited to enter the full-time working world, but it is hard to imagine that the program is already coming to an end.

SIOP Conference in San Diego: I/O Psychology in Our Backyard

By Jacob Mraz

Each year the Society of Industrial and Organizational Psychology puts on the SIOP conference and this year it was held right here in San Diego. San Diego State was very well represented, as usual, with several students and faculty presenting posters, and multiple faculty members taking part in and putting together symposia. Albert Bandura provided a thought-provoking closing speech for conference attendees. It was a rare treat to have one of the greatest living psychologists address our society.

The students had opportunities to see a great number of symposia, panels and poster presentations, many of which were relevant to their thesis projects and research interests. Apart from academically focused talks and posters there were also a number of panels aimed specifically at Master's students looking to work in applied settings, which were of great interest to all of the Master's students in attendance. The conference does a great job of providing relevant sessions for both researchers and practitioners. There were also many opportunities for networking through various receptions as well as a designated area where consulting companies and organizations had booths set up with representatives. Also notable, Alumni Chris Atkinson won a kindle fire, continuing SDSU's luck with free giveaways.



Kate LaMons and Fiona Nguyen were nominated to represent SDSU at the 5th annual Master's Student Consortium which was held the day before the conference. It was a great opportunity for two students from each university to participate in workshops and a Q & A session featuring successful managers and consultants with Master's degrees.

Overall the conference was a great experience for everyone that had the chance to go. It is such a rare and valuable opportunity to be able to hear from and meet with the leaders in the field. Next year's conference should be another great one as it is going to be held in Houston, Texas. We hope to see you there!

SDIOP: Perspectives on Employee Engagement

By Melissa Oates

This spring, Qualcomm hosted the San Diego Industrial/Organizational Professionals (SDIOP) group for a discussion about multiple perspectives on engagement. This event was unique in that there were two guest speakers, Dave Allen and Jack Morehouse.

Dave Allen is the founder of Allen Analytics, a consulting firm that specializes in employee survey research and consulting. Allen Analytics has conducted hundreds of employee engagement surveys and specializes in tying employee metrics to financial metrics. As an expert in the field, Dave explained that the field is still struggling to define engagement. Furthermore, research on engagement is inconsistent due to inconsistencies in definitions, scoring methodology, and the conceptualization of engagement as a driver or outcome. While he is optimistic that improvements in this area will be made, Dave predicts that future research will look beyond engagement, and identify other critical aspects that increase performance.

The second speaker of the night was Jack Morehouse, co-founder and Vice President of Business Development for Perceptyx. Jack described engagement as the difference between the individual who "lives" versus the employee who just "does the job." In addition, Jack is the author of the Perceptyx Engagement Philosophy. According to this philosophy, success is the key driver of engagement. Success leads to engagement, which improves performance, which then increases success, creating a continuous cycle. In Jack's words "Employee's will be engaged to the degree that they anticipate gaining their desired measure of success."

Many SDSU students and faculty attended the event and enjoyed the applied view of engagement surveys in the workplace. SDIOP events are a great opportunity to see current trends in the field, as well as network with local practitioners. Additional information about the group can be found at www.sdiop.org.

Spring APSA Speakers

By Fiona Nguyen and Jacob Mraz

Sean Foley: Consultant at Accenture

Sean Foley, an alumnus who graduated in 2010, was part of Dr. Lisa Kath's lab. Sean is now a consultant in the Talent and Organizational Performance department for Accenture. Sean has been able to work on multiple interesting projects showcasing his wide range of skills as an I/O practitioner, including a change management project with Ross Dress for Less Department Stores. The contracted nature of the work requires Sean to continually apply for jobs. When his current project is finished he must work on selling himself once again to get onto a new team with a new project. Sean's advice for finding a job after graduation is first figuring out what you don't want to do. It's important to weed out what you absolutely know you have no interest in pursuing. It's also important to know what you are qualified for. While we are graduating with a great skill set, we may not have a lot of experience, which is what organizations are looking for. Don't let this deter you. Don't apply for director or manager positions that require a lot of prior experience. Start at entry level and then work your way up. People will recognize your skills and move you along, you just need that foot in the door.

In terms of getting that director or manager position, Sean advised us to look at what organizations are looking for in applicants for this position (i.e., three years of HR generalist experience), and use this as a guide. Sean also emphasized the importance of luck and networking. Our networking efforts should focus on people higher up in organizations with more influence. We should be prepared to ask them questions that we sincerely want to know, such as how they got to where they are now and any lessons they learned along the way. This should be seen more as a teaching moment, and sometimes as nothing more than an interesting conversation. In terms of the interview process, Sean advised us to quantify our accomplishments, be prepared, and describe your role in any team projects. Organizations want to hear "I" not "we." Sean concluded that once we were hired there were a few rules to live by: 1. Always say yes! 2. Be proactive. 3. Keep in mind where you are and if this will help you achieve your ultimate goal. 4. Take your time to meet everyone.

Finally, Sean said that the skills he relies on the most are his critical thinking and ability to define problems and criteria. The skills he observes in others who are successful are their relationships with other people and their social skills. It was really great to have Sean come and give us such wise words to adhere to as we step into the working world.

Ben Schneider: Senior Research Fellow at CEB Valtera

Dr. Schneider visited program students and discussed the field of I/O psychology. Ben is currently a Senior Research Fellow at CEB Valtera and is still doing what he loves; writing and researching. CEB Valtera is a company with a strong research background, and three former presidents of SIOP were employed by Valtera before its merger with the Corporate Executive Board (CEB). CEB is a membership firm consisting of a larger group of companies who agree to be surveyed in return for up-to-date information about what other companies are practicing and what practices seem to be working for them.

Dr. Schneider explained how most of his work now involves designing projects to produce publishable results. When the CEO of Valtera, Dr. William H. Macey, became interested in employee engagement, an area of expertise for Dr. Schneider, they developed an employee engagement index that focused on the energy aspect of engagement. This index stood out from previously utilized scales such as the Utrecht Work Engagement Scale because it added a behavioral component and it aggregated the perceptions of coworkers with self-reported perceptions of engagement.

In addition to speaking to us about his work at Valtera he also took questions about general I/O topics. He touched on life cycles in organizations, the difference between culture and climate, and the debate on employee engagement versus job satisfaction to name a few. There was also a humorous discussion of the difficulty of organizational change, the ease of which he likened to placing every employee on a diet. Dr. Schneider also gave us his thoughts on the future of the field. He pointed out that 80% of Americans work in service jobs, but our models are almost exclusively based on manufacturing jobs. There is also an increased interest in brand management because of a feeling that the economy will turn around soon and companies want to be attractive to new applicants. This has also revived organization's interest in selection procedures.

Dr. Schneider continues writing and has begun publishing in more practitioner-oriented journals, such as HR Magazine, People and Strategy, and Marketing Management. The process is a difficult one, and he advised us "If your article gets rejected, don't throw it into a drawer. Don't give up. Revise, and resubmit." Dr. Schneider is an inspiration to the field, continuing as a prominent and involved researcher/practitioner.

"Change in an organization is like trying to put every employee on a diet."

- Ben Schneider

(Continued on page 8)

Presentations

- Aarons, G. A., **Ehrhart, M. G.**, & **Dlugosz, L. R.** (2012, April). Maximizing a strategic climate for the implementation of evidence-based practice. In **M. G. Ehrhart** (Chair), *Focused organizational climates: New directions and new possibilities*. Symposium conducted at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- **Dlugosz, L. R.**, **Ehrhart, M. G.**, & Aarons, G. A. (2012, April). *The effects of change on innovation climate level and strength*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- **Drobka, S.**, **Ehrhart, M. G.**, Ehrhart, K. H., Ali, A., & Waller, K. (2012, April). *A longitudinal study of proactivity during socialization*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- **Ehrhart, M. G.**, Ehrhart, K. H., Ali, A., **Roesch, S.**, & **Palmer, L. E.** (2012, April). *A MIMIC model of acculturation and the IPIP FFM measure*. Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- **Ehrhart, M. G.**, Schneider, B., & Macey, W. A. (2012, April). Organizational climate, organizational culture, and competitive advantage. In L. Petitta (Chair), *Understanding the culture and climate underpinnings of organizational effectiveness*. Symposium conducted at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Fauth, T., Wolf, T., Straatmann, T., **Hatrup, K.**, & Mueller, K. (2012, April). *An integrative employer branding approach based on organizational values*. Paper presented at the 27th Annual Conference of the Society for Industrial/Organizational Psychology, San Diego.
- Fierro, A., & **Kath, L.M.** (2012, March). *What helps nurse managers cope with work-family conflict?* Oral presentation at the San Diego State University Student Research Symposium, San Diego, CA.
- **Kath, L.M.**, Cunningham, C.J.L., & Mead, A.D. (2012, April). *Methods for the masses: Demystifying multilevel (or hierarchical linear) modeling*. Master tutorial presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Kempen, R., Mueller, K., Straatmann, T., **Hatrup, K.**, Spiess, S. O. (2012, April). *Beyond conflict: The role of work-private life enrichment for expatriates*. Paper presented at the 27th Annual Conference of the Society for Industrial/Organizational Psychology, San Diego.
- Scherer, L.L., Faurote, E.J., Magley, V.J., & **Kath, L.M.** (2012, April) *The emerging field of employee wellness: An I-O psychology perspective*. Panel presentation conducted at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Segewiss, B., Fauth, T., Straatmann, T., Mueller, K., & **Hatrup, K.** (2012, April). *The role of commitment targets for employee readiness for change*. Paper presented at the 27th Annual Conference of the Society for Industrial/Organizational Psychology, San Diego.
- Straatmann, T., **Hatrup, K.**, Wolf, T., Mueller, K., & Segewiss, B. (2012, April). *LMX and perceived effectiveness of employee surveys: A longitudinal analysis*. Paper presented at the 27th Annual Conference of the Society for Industrial/Organizational Psychology, San Diego.
- Toole, B., Stichler, J.F., Ecoff, L., & **Kath, L.** (2012, April). *Differences in methods used to enhance nurses knowledge, attitudes, and practice of EBP*. Paper presented at the annual meeting of the Western Institute of Nursing, Portland, OR.



Dr. Ehrhart, Lauren Dlugosz, and collaborator Greg Aarons present their poster at SIOP in San Diego.

Spring APSA Speakers (continued from p. 6)

Karsten Mueller: Professor at University of Osnabrueck

Dr. Karsten Mueller came from the University of Osnabrueck to speak about cross-cultural I/O research, collaboration, and exchange. Dr. Mueller is a professor at University of Osnabrueck, and has a teaching assignment in Istanbul every year. Cross-cultural issues are becoming more and more important as the world continues to develop. Dr. Mueller explained two of his projects of the last few years: one on Cultural Positivity and another on Corporate Social Responsibility. The first project centered on the Japan-Colombia Paradox where it was found that cultural differences played a role in life satisfaction survey results. Central and South American countries tend to report higher life satisfaction and Asian countries such as Japan tend to report lower levels of life satisfaction. These findings ultimately led to the conclusion that job satisfaction scores cannot be compared amongst international samples. It was posited that some cultures develop something that makes people value positive emotions and the expression of positive emotions. This cultural positivity was also found to predict affective commitment.

Dr. Mueller's second project surrounded the global issue of shrinking trust in companies and free market capitalism. According to Dr. Mueller in order to succeed organizations must show more corporate social responsibility. This will in turn foster trust, which will foster cooperation, which will finally foster success. This study addressed corporate social responsibility at the individual level, and explored whether there were cultural differences in the perceptions and relevance of corporate social responsibility. Identity and social exchange processes were found to mediate this relationship, with self-transcendence and self-enhancement as moderators of the mediated relationship. Additionally, this study found that altruistic motivation, negativity bias, and extra-role behavior were all significant contributors to individual's perceptions of corporate social responsibility.

Furthermore, Dr. Mueller provided a number of benefits to engaging in cross-cultural research and studying or collaborating with other researchers abroad, as challenging as it may be. Such actions ignite some thrilling research questions, it's fun, you gain additional perspectives, and you undergo a lot of personal development. To weather it all, Dr. Mueller provided this advice: Be patient and understanding. Develop an openness and value the differences you encounter. And physical meetings at least once a year are invaluable in fostering trust amongst colleagues that are many miles away. Finally, Dr. Mueller expounded the many benefits of participating in exchange programs. They provide both occupational and personal benefits as cross-cultural issues and experiences are only becoming more and more important. And one possibility is to study abroad at the University of Osnabrueck!

“Cross-cultural differences fade away if you both have a common goal to pursue.”

- Karsten Mueller

Exchange Student Introduction: Johannes Kraus



Home Institution: University of Mannheim

Research Interest: Transformative consumer research, cultural differences, personality measures

What were you looking forward to the most about coming here to SDSU to study?

I was pretty happy to leave all my warm clothes behind and pack a suitcase full of light summer stuff. But nobody told me about San Diego nights!

What has been surprising or most shocking to you since being here?

I was surprised by the amount of readings there are: up to 8 papers per week! I was also shocked in a positive way by the friendliness of my fellow students and the professors. Also, class participation is more valued here and opinions are not expressed as strongly here as in Germany.

What do you like the most about San Diego?

The beaches, the highways, Hillcrest, Ocean Beach, and the laid-back surfer attitude!

Where have you traveled to since being here?

I liked Joshua Tree for its lovely landscape and was a bit disappointed by LA because it was a bit boring. I am planning to go to San Francisco, Yosemite, New York, and Washington, DC at the end of the semester.

What advice would you give to people studying abroad here for the program?

Plan to spend more money than you think because San Diego is an expensive city. Also, people here are very friendly and helpful. Don't buy a car, rent one instead. Be sure to visit Hillcrest, stroll around

OB, take a surfing class, and try to balance fun and work!

Exchange Program: An Interview with Megan Chappell

By Melissa Oates

1. What was the best part of your experience abroad?

- Traveling to Switzerland and going to the Alps. It was a memorable experience and the views were incredible.
- I made great friends. I was able to travel to a few of my friends' home towns and it was a great experience getting to see their houses, meet their family, eat homemade and traditional local food, and of course traveling to other places in Germany.
- My grandparents lived in Germany during WWII. I really enjoyed being able to visit the town where they lived.
- All of the festivals, especially around Christmas time. Most cities set up little markets where you can buy gifts, eat traditional German food, and drink Gluhwein.



2. How will this experience influence your career?

- It was an amazing opportunity to take classes with students from all over the world. I had a group project in a class and my group was comprised of two German students, one Italian student, one French student, and myself. A few cultural differences were noticeable, which made the project challenging at times but it was also a great learning experience.

3. What do you wish you had known before going?

- Registering for classes is different than at SDSU. For some classes you just show up on the first day and for others you have to email the teacher in advance.
- I wish I would have spent more time looking at classes outside of the psychology program. They have some great classes that you can take offered in other departments. My favorite class was a Business class.
- There are lots of great places to visit that are right around Mannheim. If you have an afternoon free you can easily make it there and back. This is nice because you still get to see some amazing places and then have the weekends to travel to further places.

4. Anything you would have done differently?

- I would have taken a German class before going abroad. They offer language classes while you are there, but it would have been helpful to know the basics before arriving.

5. Advice for those who are looking to go abroad in the future?

- The university pairs you up with a "buddy". Utilize them when you first arrive. They can be very helpful with the paperwork you need to fill out when you first arrive.
- Go to the events planned by the University. It's a great way to meet people and explore the city. They also plan a few trips throughout the semester.
- It's great to meet other people who are studying abroad, but hopefully you can befriend a few students who are attending the University. They know some of the best places to eat and things to do around the city.
- Make a list of places to you want to go and see. Time flies by so you need to make the most of your time not in school.





It is never too early to start
planning for **SIOP 2013!**
April 11-13, 2013
Houston, Texas

Announcements

- Dr. Kate Hattrup was awarded a sabbatical and a small travel grant so to spend the Fall semester at the University of Osnabrueck where she will be appointed as Visiting Professor.
- Melissa Oates was the recipient of the Department of Psychology's Becky Award for the best thesis of the year.
- Dr. Mark Ehrhart was named Associate Chair of the Department of Psychology.

**Don't forget to join the APSA LinkedIn Group.
For more information, contact
Dr. Lisa Kath (lkath@mail.sdsu.edu)**

Thesis Defenses

- Olivia Bustamante. "*Realistic Online Recruitment: Does the Source Matter?*" April 2012. Chair: K. Hattrup.
- Megan Chappell. "*An Investigation of the Moderating Effects of Nations on the Relationship between Work Family Conflict and Satisfaction Outcomes.*" May 2012. Chair: K. Hattrup.
- Kate La Mons. "*Boundary Conditions for the Relationship Between Leadership and Employee Engagement: Moderating Effects of Personality and Attitudes.*" May 2012. Chair: L. Kath.
- Jacob Mraz. "*Understanding the Relationship Between Job Insecurity and Organizational Citizenship Behaviors: An Examination of Stress Appraisals, Core Self-Evaluation, and Perceived Organizational Support.*" June 2012. Chair: L. Kath.
- Melissa Oates. "*How Do Transformational Leaders Reduce Managerial Stress? A Comparison of Mediated and Moderated Models.*" March 2012. Chair: M. Ehrhart.
- Jessika Reliford. "*Personality as a Moderator of Corporate Social Responsibility's Effect on Applicant Reactions.*" February 2012. Chair: K. Hattrup.
- Ian Smith. "*Burnout and Work Engagement: The Incremental Validity and Relative Importance of Individual Differences Over and Above Characteristics of the Work Environment.*" June 2012. Chair: L. Kath.

2012 Graduation Ceremony



Post-Graduation Celebration



Above: Alumni Ricky Drake and graduate Jacob Mraz serenade the group of family and friends.

Top Center: First-year students celebrate the graduates, and prepare for their second year.

Top Right: Olivia and Dominique

Bottom Right: Olivia, Fiona, and Mary

Bottom Left: Fiona, with Leah Bressler and boyfriend



APSA Spring BBQ



**A special thanks to
Dr. Conte and his family for
hosting this year's
Spring BBQ!**

Students Out and About in San Diego



Additional Student Photos

