APSA Newsletter

Spring 2018

Second Year Experiences

What has been your favorite part of this program?

Salvador Rubalcaba: The professors! The professors are really invested in the education of their students and treat each student as a mentee, which really helps to make you feel like at home in a way.

Saige Riley: The people. Hands down. I was able to meet so many amazing people, and I'm not just referring to the students. Many of the professors have pushed us to be our best selves throughout this two year journey. They really care about us, and they're pretty awesome! In addition, I love the friends I have made. We were forced together, but after two years I know I would choose them all again in a heartbeat. I know I will cherish these friendships forever.

Aaron McKnight: Forced friends!

Dylan Petze: The people whom I have become friends with. Graduate school is a stressful time for anyone, but having good friends that can help you laugh off the stress is always a big help.

Elizabeth Davies: How much you learn in just two years and the people you get to learn with.

Brittney Carroll: My favorite part of the program has been the support from not only my close colleagues, but also the professors that take the time to get to know the students.

What do you know now that you wish you would have known when you started this program?

Salvador Rubalcaba: That it is okay to come in, not knowing exactly what you want to do out of the program. I used to stress about not knowing what I wanted for a career. I know now what I am most interested in after completing this program.

Saige Riley: You know that saying, "I wish there was a way to know you're in the good old days before you've actually left them?" Well I kind of feel like that right now. Grad school comes with a lot of stress and hard work, but it's still important to enjoy the journey. It's such a unique situation, and there will never be another time, group, and adventure quite like it. I loved my journey, but I think I could have stopped to smell the roses just a few more times.

Aaron McKnight: That by year two I'd actually know something.

Dylan Petze: What my thesis is going to be and how to best work on it.

Elizabeth Davies: Do your thesis in the same area that your lab's focus is in and come to the start of year one with a couple ideas ready to go.

Brittney Carroll: I now know the amount of time, dedication, and determination that it truly takes to complete the thesis process.

Additional Information:

THE STUDENT EDITOR OF THIS ISSUE WAS BRANDON HIMES

PHOTOS PROVIDED BY AARON MCKNIGHT

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 lisa.kath@sdsu.edu

Second Year Experiences (continued from page 1)

What are you doing after graduation or, alternatively, what do you want to do?

Salvador Rubalcaba: I want to get into selection. I want to work with a selection consulting organization where I can help develop and implement selection tools and assessments.

Saige Riley: I'm moving to San Francisco to begin my next chapter! I have accepted a job at Visa on their Talent Management Team in the Global Human Resources department. I'll miss San Diego, but I feel very blessed to be given this opportunity. Bring it on Northern California!

Aaron McKnight: Change Management Specialist Intern with Rockwell Collins and People Analytics consultant with FMG Leading; pursue full time employment.

Dylan Petze: Currently searching for jobs; I would like to work in a talent analytics role similar to my internship experience where I utilize employee data and feedback to drive personnel and organizational improvements.

Elizabeth Davies: Continuing work on my thesis and going on interviews for various positions in data science and consulting. Hoping to put these new skills to good use!

Brittney Carroll: I am currently in the process of securing full-time employment here in San Diego working with data to improve organizational outcomes.

What is the best advice you would give to someone just starting out in this program?

Salvador Rubalcaba: Don't worry about not knowing anyone here, you will make good friends regardless. Don't worry about not knowing exactly what you want to do within I/O you will after you finish, and lastly work on your thesis consistently.

Saige Riley: Befriend your cohort! I can't stress this enough. This group of people will carry you through the next two years if you let them. Work hard, but make sure you enjoy the ride. Finding perfect balance isn't necessary, but try to find the balance of work and play that's best for you! This will look different for everyone, so don't compare yourself or your journey to others. Good luck!

Aaron McKnight: Take advantage of your cohort by making lifelong relationships when you have the opportunity to do so.

Dylan Petze: Work on your thesis early, and make friends with your cohort. These two things will go a long way to ensuring your success.

Elizabeth Davies: Be ready to focus and organize your time well.

Brittney Carroll: Honestly the most important piece of advice that I could give to someone starting this program is to decide on a thesis topic with your mentor as soon as possible and start making goals towards advancing in the process early. The thesis is the largest component of the program that requires a significant amount of time.

You can connect with
SDSU's M.S. Program in Applied Psychology
by liking us on Facebook!

Stay in the loop on:

Recent thesis defenses
Recent faculty publications and presentations
Alumni announcements
SIOP event information

Don't forget to join the APSA Linkedin Group.
For more information, contact Dr. Lisa Kath

Thesis Defenses

Aaron McKnight – April 5th, 2018

"Moderators of the Relationship Between Implementation Climate and Individual-Level Outcomes"
Chair: Scott Roesch

Join SDOPP!

Are you an I-O psychologist in the San Diego area? Join our LinkedIn group to connect with the San Diego Organizational Psychology Professionals as we grow into the premier local organization for practicing I-O psychologists. https://www.linkedin.com/groups/13593982
You can also join our mailing list by emailing SDOPPgroup@gmail.com!

Our mission is to enhance the ways people experience work by integrating Industrial/Organizational Psychology research and practice while also developing ourselves as I-O, OD, and HR professionals.

SDOPP is a new local I-O group in San Diego. We haven't started meeting yet, but we hope for meetings to be interactive and variable - from hosting speakers to hosting social game nights. We also greatly value having a virtual network. As we grow, we are currently not asking for membership dues, though as our organization develops, we may need to in order to sustain us (and offer you more resources in return!). We are trying to create a hub in San Diego with the most passionate I-O professionals in the area who want to make an impact and connect with each other.

Program Rankings Published in The I-O Psychologist

Objective Masters program rankings by I-O Coordinators:
Top 20 Institutions/Programs for the Student Accomplishments and Information (SDSU # 6)

Student and alumni perceptions of Masters program quality:

Program Rankings by Student Satisfaction (SDSU #3 out of 25)

I-O program rankings based on student perceptions:

Top 20 MA/MS Programs Overall Based on Student Rankings (SDSU Tied for #6)

Learn Practical Skills (SDSU Tied for #1 out of 20)

Faculty Quality (SDSU Tied for #4 out of 20)

Spring APSA Speakers

By Dylan Petze

Mike Kirkpatrick

Mike Kirkpatrick is an alumnus of the SDSU M.S. program evaluation track, and currently works as a data scientist for National University in La Jolla, California. He previously worked at the UCSD Health Services Research Center as a program evaluation specialist where he utilized his training to implement new features and perform statistical analyses.

His current work at National University is a data analytics process whereby the administration can create customized lesson plans for students. By using various types of data scientist programs such as SQL, R, and Python, Mike is able to provide analytical guidance to the entire campus to support educational and operational effectiveness, strategic planning, and student success initiatives.

For students currently enrolled in the MS program at SDSU, Mike shared the experiences he had after exiting the program, and he provided information on an alternative path that students could explore. Mike was able to provide advice and guidance to the students regarding what continued learning they should seek to be competitive in the data science field.

Svenja Schumacher and Christopher Klanke

Svenja Schumacher and Christopher Klanke are both I-O Ph.D. students at the University of Osnabrück where they previously earned an M.S. in I-O psychology. Both work as organizational consultants for various companies where they use the Helix approach, which combines scientifically sound concepts with dynamic and target specific analysis to deliver interventions.

During their presentation, Svenja and Christopher shared their experiences working on two projects: Team LIVE and employer branding. Team LIVE is an organizational resonance program designed to open communication between organizational levels and promote team feedback. Their work with organizations using this program is to encourage communication among teams with a full plan provided to the client based upon the research on team processes.

Similarly, their work with employer branding is focused on assessment, analytics, and a developed intervention plan. Utilizing qualitative interviews with supervisors and employees, focus groups, and employee surveys, Svenja and Christopher identify the organizational brand and are able to build a program around it. Their experiences in this field provided students with a lens into the consulting world of I-O psychology, and a couple examples of what can be done after graduating.

SIOP Student Experiences

This year's SIOP Conference was in the windy city of Chicago, Illinois. The conference did not disappoint in offering a plethora of novel research in I-O. Of our 12 master's students, 9 were in attendance. Below, student attendees reminisce on their fulfilling experiences at this year's conference.

By Brandon Himes

What was your favorite session?

Dylan Petze: My favorite session was definitely the Ignite panel on mid-career paths which Lisa was a part of. The Ignite format lent itself to an enjoyable experience with a good combination of brevity and comedy. Lisa especially was quite hilarious during her presentation, but also the other presenters made the session enjoyable. Other than that, I would say I enjoyed talking to other graduate students who were presenting their posters.

Saige Riley: There are always a lot of great sessions at SIOP, but I think my favorite had to be "What I Wish I Knew When I Picked My Career Path: Advice From Midcareer Professionals". It was an Ignite session, meaning slides autoadvanced after 15 seconds. My mentor, Dr. Lisa Kath, participated and she was HILARIOUS. Her only mistake was forgetting to share her twitter handle, @lisa_kath (shameless plug, but seriously, follow her she's a gem).

Elizabeth Davies: Definitely 'The Great I-O Psychology Practice Debates: Addressing Critical Professional Issues' because it was pretty interesting to hear different sides of some issues and see how split the room was on these topics. Rob Silzer was also a great moderator.

Bridging the Gap Between Research and Practice

What advice would you give to graduate students attending SIOP next year?

Saige Riley: Make sure you attend the sessions that interest YOU the most. Don't feel pressured to always follow your cohort. On the other hand, try to have your whole group in the same hotel! That way you're able to get your social needs satisfied as well. Staying in the SIOP hotel was also a huge plus this year.

Elizabeth Davies: Don't expect to sleep a lot, plan your agenda ahead of time through the app, and if any sessions look like they'll have more than a couple hundred people get there 20 min early.

Amy Tran: Plan ahead! You'll want to cram so many things into just a few days so plan ahead to avoid missed opportunities. Also, see who is registered to attend because there may be specific people you'll want to say hi to (network with).

Did you utilize SIOP's placement center or other networking resources (including if you just did interviews there)? If so, what was your experience like, and would you recommend it to future attendees from our program?

Aaron McKnight: Yes, I both attended and would recommend the placement center. Overall, my experience was good (If I end up landing a job out of it, I'll sing its praises even more). I had lots of interviews without a lot of time between them. Interviews varied in substance, quality, and questions. If you attend next year and are given the chance to have an interview, be prepared for anything. But, be confident that what you've learned in graduate school and the experiences you picked up throughout your internship should set you apart. Smile lots, be yourself, and enjoy the opportunity to showcase what you have to offer!

Elizabeth Davies: I did utilize the placement center, and it wasn't exactly what I expected. I thought there would be a room with different positions posted and an area for job seekers to put out resumes or leave business cards. However, when at the conference, it was more about having already set up interviews ahead of time through the website. The rooms were small and most were just set up for short personal interviews. I did do one of these called a 'Meet & Greet' with an employer set up ahead of time through the website. It was definitely worth the cost to be able to make a connection, just don't plan to do as much at the conference as before.

Alumni Spotlight: An Interview with Zack Girgis

By Dylan Petze

When did you attend SDSU and what have you been doing since you left the program?
I attended SDSU from 2008-2010. Since graduating in 2010, I've lived in San Diego and San Jose, California, and worked in five different roles at two different companies. I started as a Talent Analyst at Qualcomm in San Diego. A year and half later I applied for an HR Generalist role in Qualcomm's Bay Area office. My role expanded over the next few years and I grew into an HR Business Partner supporting various different Engineering and Product organizations. In 2015, I got an opportunity at Linkedin as an HR Business Partner supporting its Talent organization (essentially, I was HR for HR). A little more than a year later, we reorganized the team and I moved into a managerial role leading a team of five HR professionals supporting Engineering and Product Management. I led that team for about a year. This year, I applied for a new role as a Senior HR Business Partner supporting Linkedin's Site Reliability Engineering organization, which I started in February. I've been fortunate to have a number of different roles in my career, but the highlight since graduation was marrying my wife, Nancy, in 2015.

What do you enjoy most about your career?
There are two things I enjoy most about the work I do in my career. First, being a thought partner to leaders of an organization. I regularly work hand-in-hand with some of the most brilliant, successful and influential leaders in technology. It's incredibly energizing to partner with these leaders to help identify and drive their organizations' talent-related needs. One of my favorite things to do is simply talk through different organizational challenges and brainstorm solutions and strategies we can implement to address these challenges. Second, I enjoy the dynamic nature of my work. As an HR Business Partner, I am involved in all functional areas of HR (e.g., Compensation, Learning & Development, Recruiting, etc.). The ability to switch context across these functions and leverage them all to support an organization's objectives keeps things the job dynamic and fresh. Also, given that my job's focus is people, rarely are two situations the same. Furthermore, at any given moment, my phone could ring and alert me of an urgent situation that will require me to drop or de-prioritize everything I was planning to do. While it can be stressful, it always keeps the job interesting.

What aspects of your job do you find the most challenging?
The most challenging part of my job is navigating the grey. The field of Talent is inherently not black and white. When dealing with people-related issues, it's nearly impossible to predict how individuals will respond - regardless of the amount of pre-work I do. For example, I can work with a leader to build out what we think is a bullet-proof communications plan to communicate a reorganization, and still there will be rumors and questions that come up we didn't anticipate. Or, I may highlight some challenges within an organization to its leader and get a very defensive reaction. I've learned that one of the most effective ways to navigate the grey is by developing trusting relationships. The more I build trust with team-members that I support, the more success I've found with influencing, advising, and driving organizational initiatives.

Do you have any post-graduation advice for the second-year students?
Say yes to opportunities. As someone who frequently suffers from imposter syndrome, oftentimes my gut instinct when someone offers me a new opportunity or challenge is to say no. That is because I'm tempted to stay in my comfort zone and fear there's a good chance I'd fail. But, I've pushed myself to say yes and accept new challenges - usually after losing several nights of sleep thinking about the decision. In hindsight, these new opportunities have helped me grow more quickly and have opened up subsequent opportunities that I otherwise wouldn't have had.

Faculty and Alumni Publications

By Brandon Himes

Burlison, J.D., Quillivan, R.R., **Kath, L.M.,** Zhou, Y., Courtney, S.C., Bowlin, M.E., Cheng, C., & Hoffman, J.M. (in press). A multilevel analysis of a U.S. hospital patient safety culture database. *Journal of Patient Safety*.

Ehrhart, M. G., Torres, E. M., Green, A. E., Trott, E. M., Willging, C. E., Moullin, J. C., & Aarons, G. A. (2018). Leading for the long haul: A mixed-method evaluation of the Sustainment Leadership Scale (SLS). *Implementation Science, 13*, 17.

Kempen, R., Mullinax, M., **Hattrup, K.,** & Mueller, K. (2017). The relationship between work family conflict and satisfaction outcomes: An investigation of the moderating effects of nations. The International Journal of Business & Management, 5(11), 104-114.

Kempen, R., Roewekaemper, J., **Hattrup, K.,** & Mueller, K. (in press). Daily affective events and mood as antecedents of life domain conflict and enrichment: A weekly diary study. International Journal of Stress Management.

Seggewiss, B., Straatmann, T., Boeggemann, L., Mueller, K., & **Hattrup, K.** (in press). Do values and value congruence both predict commitment? A refined multi-target, multi-level investigation into a challenged belief. *Journal of Business and Psychology*.

Seggewiss, B., Straatmann, T., **Hattrup, K.,** & Mueller, K. (in press). Testing interactive effects of commitment and perceived change advocacy on change readiness: Investigating the social dynamics of organizational change. *Journal of Change Management*.

Torres, E. M., **Ehrhart, M. G.,** Finn, N. K., **Roesch, S. C.,** & Aarons, G. A. (2018). Validation of the Implementation Leadership Scale (ILS) with supervisors' self-ratings. *Community Mental Health Journal, 54*, 49-53.

Wang-Jones, T. S., Hauson, A. O., Ferdman, B. M., **Hattrup, K.,** & Lowman, R. L. (2018). Comparing implicit and explicit attitudes of gay, straight, and non-monosexual groups toward transmen and transwomen, *International Journal of Transgenderism,* 19, 95-106.

Faculty and Alumni Presentations

By Brandon Himes

Abbott, D.R., **Kath, L.M.,** & Laschinger, H. (2018, April). *Relative importance of structural empowerment dimensions predicting nursing outcomes*. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Baranik, L. & **Kath, L.M.** (2018, April). (Chair), *What you need to know now: Law, diversity, technology, selection & leadership updates*. Symposium presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Crain, T.L., Glazer, S., **Kath, L.M.** & Kottke, J.L. (2018, April) In K. A. Fletcher & D. B. Shore (Co-Chairs), *I-Outreach: Building I-O bridges to those outside of our own universities*. Panel presentation conducted at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Deal J.J., **Kath, L.M.**, Shepherd, W. & Urban, M.S. (2018, April) In M.A. Stevenson (Chair), *What I wish I knew when I picked my career path: Advice from midcareer professionals*. IGNITE + Panel presentation conducted at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, IL.

Devlin, N., & **Ehrhart, M. G.** (2018, April). *Gender role stereotyping in organizations: The perceptions of followers*. Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ehrhart, K. H., **Ehrhart, M. G.,** Chung, B. G., Wright, L., & Martinez, S. (2017, August). Customer orientation as a moderator of emotional labor-outcome relationships. In V. L. Kidwell (Chair), *Emotion, interaction, and customers*. Paper session conducted at the 77th annual conference of the Academy of Management, Atlanta, GA.

Ferrante, G., & **Hattrup, K.** (2018). *Investigating cross cultural antecedents of job insecurity*. Paper presented at the 98th Annual Conference of the Western Psychological Association, Portland, OR.

Hwang, J., & **Ehrhart, M. G.** (2018, April). *Asian American leadership: Does leadership style matter?* Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Faculty and Alumni Presentations (continued from page 7)

By Brandon Himes

Jacobson, C. J., **Conte, J. M.,** & **Roesch, S. C.** (2018, April). *A person-centric investigation of personality and work outcomes. In R. Muhammad (Chair). Innovations in personality research in I-O: Person-centered analytic approaches.* Symposium presented at the Thirty-Third Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kay, K., Martin, B., Halverson, K., Lucia, L., Tripp, L. (2018). *Intelligence analyst cell size optimization.* Proceedings of the Interservice/Industry Training, Simulation, and Education Conference (I/ITSEC). Orlando, Fl. Poster. **Nominated for best paper**

Kay, K. & Halverson, K. (2018). *Development of a performance measurement ontology: Turning knowledge management into a strategic asset.* Aptima Technology Showcase. Boston, MA.

Tam, B., & **Hattrup, K.** (2018). *Effects of individualism on social relationships and work attitudes.* Paper presented at the 98th Annual Conference of the Western Psychological Association, Portland, OR.

Ton-Vuong, J., & **Hattrup, K.** (2018). *The negative relationship between job insecurity and job satisfaction moderated by perceived control.* Paper presented at the 98th Annual Conference of the Western Psychological Association, Portland, OR.

Young, A., & **Ehrhart, M. G.** (2018, April). *Leader personality, leader coproduction of leadership beliefs, and outcomes.* Poster to be presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

First Year Experiences

By Brandon Himes

Summer is finally here, and it's hard to believe that we are half way to obtaining our Master's degrees. The school year has come and gone in the blink of an eye. It's hard to believe that eight months ago we were all sitting nervously at orientation and acting like we understood Dr. Jonathan Helm's statistics jokes. Well after completing our advanced statistics coursework, I think it's safe to say that our laughs will be much more genuine next fall when we welcome the new class of MS/MA students.

Think about how much knowledge we have accumulated in the short amount of time we've been in the program. From Dr. Melody Sadler and Dr. Jonathan Helm's advanced statistics courses we were able to learn the foundation for higher level statistical work. In our two semesters of organizational psychology with Dr. Gabe De La Rosa we argued and discussed the subtle nuances of various psychological phenomenon found in the organizations we hope to work in one day. Finally, we all had the opportunity to learn about one of the most important topics in our field in our measurement class with Dr. Dale Glaser.

For most of us the summer will consist of working on our theses and completing an applied internship with an organization. For others, it will include studying abroad and expanding their knowledge of different cultures. Regardless of your summer plans, I think we all can agree that we are excited for these new experiences over the summer months. It will be a nice change of pace from the hours spent studying and completing tasks for our assistantships.

Next year is sure to come sooner than we think, and we are all excited to propose and defend our theses during our second years. In addition, it will be our final year of seeing each other almost every day and pretending like we like each other (kidding!). We are also excited to welcome the new first years and hope to effectively mentor and offer the same kind of guidance that our second years bestowed upon us. We hope to make the first years' experiences as memorable and worthwhile as ours have been.

As a final closing note, the class of 2019 would like to wish our wonderful second year mentors, Aaron, Brittany, Dylan, Liz, Saige, and Sal, the best of luck in the real world. Go forth, take those KSAs learned from the program, and make a worthwhile impact in the world. Thank you for being there for us, we know you will all do great things in the future!

Faculty and Alumni Announcements

By Brandon Himes

Justine Zimiles (Class of 2017) will be getting married on July 1st, 2018 in New York City to Matthew Bacher

Ian Smith recently changed positions at Millenium Health and is now a Senior Tableau Developer

Katie Wilson welcomed a baby boy, Ollie Phillip Wilson into her growing family September 4, 2016.

Lisa Kath is on "The Twitter" now - so follow her if you're on Twitter too and would appreciate random tidbits from her regarding #IOpsych or just life in general: @lisa_kath

Larissa (Lacie) Barber will be joining the SDSU I-O faculty in the fall. She is an occupational health psychology researcher with an excellent track record of publication, teaching, and mentoring from her time at Northern Illinois University. We are very excited to have her in our midst.

Kristy Kay was married to Caleb Dalrymple on August 17, 2017, promoted to Associate Scientist at Aptima in October 2017 and is newly employed as an Adjunct Professor at SDSU and Palomar College.

Dustin Abbott was hired as a Program Analyst Supervisor at Jack Henry & Associates.

It's never too early to start planning for
SIOP 2019!

April 4 –6, 2019
Fort Washington, Maryland

SIOP Path to Membership

The SIOP Membership application can be accessed by visiting https://my.siop.org/

New Student Affiliate Membership

- Complete each screen of the application all the way through to submission
- Make an online dues payment upon completion of your application
- Your Student Affiliate membership benefits will be activated upon receipt of the dues

New Professional (Member, Associate or International Affiliate) Membership

- Complete each screen of the application all the way through to submission
- Your application will be evaluated by the SIOP Membership Committee, which may take up to 8 weeks to make a decision on your approval for membership
- If approved, follow the instructions in your approval email to make a professional dues payment to finalize membership
- If denied, view the reason(s) provided and follow the instructions on how to resubmit an application

SPRING 2018 HIGHLIGHTS

The APSA Spring Social is an annual event in which students, faculty, friends, and their children get together to enjoy food and drinks along with laughs. This year's spring social was held at the San Diego State Bowling Alley.

Below: A photo collage of Dr. Kath and Friends taking selfies at our spring social!

Above: Our 2nd years posing for a photo. Congratulations and good luck!

Left: First years no more! Our now 2nd years pose after their final presentation in seminar.