

Spring 2019

## Second Year Experiences

### What has been your favorite part of this program?

**Amy Tran:** It's so hard to choose just one thing. At the end of it all, the program will have been two years that ended with me getting a degree. I'll forget about a lot of program things, but I could never forget about the friends and connections that I made during that time. Being around some of the best people I've ever met every day has been my favorite part about the program. That, and the field trip to Silicon Valley!

**Marissa Morrison:** My favorite part of this program was all of the amazing learning opportunities I experienced, and the friendships I formed. From seminars, to my internship at Solar Turbines, and the trip to Silicon Valley, I have grown professionally and personally far beyond what I could have ever imagined. I started this program with five strangers, and I am now ending it with five of my favorite and closest friends.

**Jahnina Moss:** Making new friends and life-long networking connections.

**Lukas Toroslu:** The learning experience.

**Brandon Himes:** The opportunities for personal growth that it has presented! From the coursework, to the internship, to even going abroad for the first time, this program has offered more than I ever could have hoped for going into it.

**Maria Tolstykh:** My favorite part of the program has been meeting different people in the field of I/O Psychology. My other favorite part was getting to know students in my cohort. Going through this program together with a group of nice, open-minded, and supportive people made the experience much more tolerable :-)

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

**Amy Tran:** I wish I knew more about the perks of being an SDSU student like getting free therapy. Anyone and everyone can benefit from going to therapy. As psychologists, we should understand what it means to go to therapy even if we are I-O focused.

**Marissa Morrison:** I wish I would have known how capable I was of successfully completing this program, and let go of my own self doubt. We all go through the imposter syndrome at some point, but I think I held on to that feeling for far longer than most. Continuous growth, perseverance, and development is what makes you look back on your two years and beam with pride, and that is what your professors are truly looking for.

**Jahnina Moss:** It is going to challenge you and test your limits to the fullest, but in the end, it will make you stronger!

**Lukas Toroslu:** Nothing.

**Brandon Himes:** How to run an ANOVA in R.

**Maria Tolstykh:** It's going to be okay! You totally belong here.

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### Additional Information:

THE STUDENT EDITOR OF  
THIS ISSUE WAS  
BRANDON HIMES

PHOTOS PROVIDED BY  
BRANDON HIMES

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?

**Amy Tran:** I will continue to work part-time as a research analyst for the Center for Creative Leadership. I have plans to go on a long vacation, apply for a part-time faculty position, and volunteer for campaigns. Then I'll work full-time so I can afford health insurance...

**Marissa Morrison:** After graduation, I will be finishing up my thesis, and looking for jobs in San Diego. I am beyond excited to enter the workforce and begin applying the incredible knowledge and skills I have gained in this program.

**Jahnina Moss:** Taking a little time off then accepting a position at Kaiser Permanente as a change management/organizational effectiveness internal consultant.

**Lukas Toroslu:** Help others help themselves.

**Brandon Himes:** I will be looking for full-time work experience to further develop my I-O skillset in an applied context.

**Maria Tolstykh:** I am moving to Texas to start a job as an Organizational Development Specialist.

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

**Amy Tran:** It'll go by so fast so take lots of pictures! Prioritize your health and well-being. Don't buy textbooks if you don't have to--ask previous students if you can have their old copies. It's better to have a plan that falls through than to not have a plan at all. Also, take all the advice you get with a grain of salt haha.

**Marissa Morrison:** My best advice for someone just starting out in this program is to breathe, give yourself time to adjust, and soak up all of the learning opportunities. Before you know it, you will blink and the program will be over. Further, try your best not to compare your graduate school journey to others in your cohort. Each one of us has a different path, experiences different struggles, road blocks, and opportunities. This is your journey and your story, so don't let anyone else write it for you. Lastly, make sure you confide in your cohort because they are your biggest cheerleaders, strongest support system, and the best comic relief, but most of all, they are your forever friends.

**Jahnina Moss:** Prioritize your thesis!

**Lukas Toroslu:** Find your true self and live accordingly.

**Brandon Himes:** Make the most of every opportunity academically, professionally, and personally that presents itself. The program is going to fly by, so it's important to make sure you are able to look back and not regret missing any experiences.

**Maria Tolstykh:** It's going to be great and awful at the same 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

**Lukas Toroslu – March 13th, 2019**

“Working Conditions, Employee Well-Being, and Positivity: A Cross-National Investigation”  
**Chair: Kate Hattrup**

**Brandon Himes – April 23rd, 2019**

“An Investigation of the Relationships among Emotional Intelligence, Compassion, and Organizational Citizenship Behaviors”  
**Chair: Jeff Conte**

**Maria Tolstykh – May 13th, 2019**

“Cultural Moderators of the Relationship between Recovery Activities and Outcomes”  
**Chair: Kate Hattrup**

**Amy Tran – May 15th, 2019**

“An Exploration of Stress Mindset on Stressor Appraisal”  
**Chair: Lisa Kath**

**Simona Spiridon – May 23rd, 2019**

“Workplace Bullying and Harassment: Effects on Absenteeism ”  
**Chair: Kate Hattrup**

**Jahnina Moss – July 15th, 2019**

“A Replication Study of Interpersonal Justice, Stereotype of Deceit, and Fairness Perceptions on Bias Towards Supervisors ”  
**Chair: Lisa Kath**

### 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](mailto: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.

# APSA Newsletter

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## Spring APSA Speakers

*By Teddy Vassileva*

### **Bryan Aasen**

Bryan Aasen graduated from SDSU's M.S. I-O program in 2014 and began working remotely in Walmart's Human Resources department. He predominantly worked on company-wide engagement surveys where he helped to disseminate surveys, conduct focus groups, and analyze data. Bryan discussed Walmart's company culture and the pros and cons of working remotely. After spending three years at Walmart, Bryan was hired at Qualcomm in the Talent Analytics group. In this role, he was able to increase his data analysis skills while also working with other I-O psychologists on issues of employee turnover, performance appraisal, and retention.



Bryan shared many words of wisdom from applying to jobs, interviewing, and focusing on what you want to get out of a job. He outlined strategies for sending out resumes, how to highlight important achievements and skills, and also spoke of his experience working with an interview coach. Drawing from his experience as a data analyst, he provided tips on how to best communicate data to clients and emphasized the importance of telling a story with data and using simple visualizations to highlight key messages.

### **Jeff Labrador**

Jeff Labrador completed his undergraduate degree at SDSU and conducted research in Kate Hattrup's lab before continuing on to get his PhD at Central Michigan University. After completing his doctorate degree in I-O psychology, Jeff worked at Kenexa under Jeff Weekly. He credits his time there to Weekly's management style and was able to vastly increase his I-O skills. In this role After a successful tenure at Kenexa, Jeff then moved to IBM, where he currently works in the Talent Management Solutions department as the global leader of psychometrics and content.

In his role at IBM, Jeff focuses on assessments, job analysis, local validation studies, and competency modeling. Jeff discussed IBM's psychometric projects as well as using artificial intelligence in the selection sphere. He works extensively with other clients and, through this, has built strong consulting skills. He spoke about key traits to have as a consultant: technical skills, communication/interpersonal skills, and time management. He also highlighted the importance of learning how to speak with business professionals (don't talk in statistics!). Additionally, Jeff gave great tips for current graduate students on continuously seeking new skills, accepting failure, and prioritizing work-life balance.



# APSA Newsletter

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## SIOP Student Experiences

This year's SIOP Conference was in beautiful of National Harbor, Maryland. The conference did not disappoint in offering a plethora of novel research in I-O. Several current master's students attended the conference as did many alumni. Below, student attendees reminisce on their fulfilling experiences at this year's conference.

*By Brandon Himes*

### What did you enjoy most about the conference?

**Amy Tran:** I enjoyed maintaining and creating new connections with my fellow I-O psychologists (aka networking). There's so much to learn from those new to the field, peers, people from other organizations, poster presenters, panelists, and the I-O legends. Being around like-minded people for three days straight is exhilarating and exhausting!

**Michael Ferguson:** Attending SIOP was an amazing experience! It was wonderful to meet SDSU program alumni and provided a great place to flex those networking muscles.

**Brandon Himes:** Participating in the placement center! It was great to have interviews during the conference and opportunities to work on my ability to interview. It was also a ton of fun exploring the surrounding area during my down time.

### What was your favorite session?

**Amy Tran:** "Has Candidate Delight Become More Important Criterion Than Performance?" Great panelists, super interesting, very informative, and lively audience participation!

**Maria Tolstykh:** Lone I/O Psychologist. I will be one soon! It was helpful to hear what challenges other people faced in their organizations and how they overcame these challenges.

**Brandon Himes:** Definitely the applied session on organizational change and culture. It was great to here the perspectives of those who are working at Google, IBM, and Apple.

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

**Amy Tran:** Don't burn yourself out and remember to eat. The first time I went to SIOP, I felt that I needed to go to as many sessions as possible. By the end of the day, I was going to sessions, but couldn't even pay attention because I was just trying to stay awake. Give yourself time to take breaks, meet new people, and re-nourish.

**Maria Tolstykh:** Utilize the Whova app. Find groups that align with your interests and network with them.

**Brandon Himes:** Don't be afraid to put yourself out there and network. A hello, a smile, and introducing yourself is half the battle. Take the initiative and look to make connections with other attendees.

### 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?

**Brandon Himes:** Yes, I participated in and would highly recommend the placement center. It was a great opportunity to get interviewing experience and there were a ton of great positions to apply for. The best part is the positions that are posted on the job board are specifically targeted for I-O psychologists, so there is a high likelihood that there will be a good job fit right out of the gate. If you decide to attend next year apply to jobs you're interested in early and be ready to also apply to opportunities during the conference. Prepare for the interviews, but most importantly be yourself! You will either know how to answer the interview question or not. So breathe, relax, and know deep down that you got this!

Bridging  
the Gap  
Between  
Research  
and  
Practice

# APSA Newsletter

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## Alumni Spotlight: An Interview with Ryan Mills

*By Julie Ton--Vuong*



### **When did you attend SDSU and what have you been doing since you left the program?**

I attended SDSU from 2007 to 2009. Afterwards, I developed my career at Qualcomm, starting at an entry level HR position. This role required that I do a little bit of everything in HR. After a year or so, I started the role I have now on the People Analytics team. In my current position, some of the things I'm responsible for are the employee climate survey, various dashboards, and deeper analytics.

### **What do you enjoy most about your career?**

I find it very rewarding to work in a team context. As far as corporate life goes, there are few things more rewarding than working with smart people to find a solution to a long-standing organizational problem. Some of the aspects of working in a close-knit team that I really enjoy are the casual brainstorming and camaraderie. Our team often bounces ideas off of each other to best develop and communicate interesting and im-

pactful analyses to help further the organization's goals.

I also find it fulfilling to be able to take our findings and deliver them to executive leadership. Through our contributions, these executives are able to make more informed and data-driven decisions. The work of our people analytics team has made a difference at all organizational levels, from specific teams to larger divisions and to the entire company.

### **What aspects of your job do you find the most challenging?**

Sometimes we have very cool ideas or insights, but aren't able to devote the necessary time to develop or launch them due to other pressing or urgent requests from internal partners. The technology industry is extremely fast paced, so there's an emphasis on quickly producing innovative products that have an immediate impact. Some of our team's ideas are meant to solve deeper or more long-standing issues and it can be difficult to persuade leaders to implement programs when there are so many other urgent priorities. However, HR teams will occasionally approach us with problems that these shelved insights solve, so we often already have a solution!

### **Do you have any post-graduation advice for the second-year students?**

There are so many different avenues that an I-O psychology masters degree can take you. When deciding which path to take, keep in mind that you'll often be working in less than ideal conditions. So, think about pursuing a job that you would be willing to do even under stressful conditions. A job that you would be willing to do even when you need to come into work a little earlier and leave a little later. One where, even if you were slightly underappreciated or underpaid, you would still enjoy the work. Consider a job where the work naturally aligns with your strengths. Then, as you begin your career, remember that without even realizing it, your colleagues and leaders will be making snap judgements about your performance, your personality, and your potential. They're looking to see if you are reliable, if you can communicate well, and if you are someone that is easy to work with. You should certainly be authentic and genuine, but remember to always do your best and to develop strong relationships along the way.

# APSA Newsletter

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## Faculty and Alumni Publications

*By Teddy Vassileva*

Day, A., **Barber, L. K.**, & Tonet, J. (2019). Information communication technology and employee well-being: Understanding the “iParadox Triad” at work. In R. Landers (Ed.), *The Cambridge handbook of technology and employee behavior* (pp. 580-607). Cambridge UK: Cambridge University Press.

De Bruin, R., & **Barber, L. K.** (2019). Social judgments of electronic multitasking in the workplace: The role of contextual and individual factors. *Computers in Human Behavior*, 94, 110-121.

Hu, X., Santuzzi, A. M., & **Barber, L. K.** (2019). Disconnecting to detach: The role of impaired recovery on negative consequences of workplace telepressure. *Journal of Work and Organizational Psychology*, 35, 9-15.

Iyer, S., Do, D., Akshoomoff, N., Malcarne, V., **Hatstrup, K.**, Berger, S. P., Gahagan, S., & Needlman, R. (2019). Development of a brief screening tool for early literacy skills in preschool children. *Academic Pediatrics*, 19(4), 464-470.

Kempen, R., Roewekaemper, J., **Hatstrup, K.**, & Mueller, K. (2019). Daily affective events and mood as antecedents of life domain conflict and enrichment: A weekly diary study. *International Journal of Stress Management*, 26(2), 107-119.

Lin-Hi, N., Kempen, R., Petrushevska, M., & **Hatstrup, K.** (in press). The new competitive environment of social enterprises: An experimental study on perceptions and consumer intentions for social vs. traditional enterprises. *International Journal of Entrepreneurial Venturing*.

Rogers, A. P., & **Barber, L. K.** (2019). Addressing FoMO and telepressure among university students: Could a technology intervention help with social media use and sleep disruption? *Computers in Human Behavior*, 93, 192-199.

Rogers, A. P., & **Barber, L. K.** (2019). Workplace intrusions and employee strain: The interactive effects of extraversion and neuroticism. *Anxiety, Stress, & Coping*, 32, 312-328.

Seggewiss, B., Straatmann, T., Boeggemann, L., **Hatstrup, K.**, & Mueller, K. (2019). Do values and value congruence both predict commitment? A refined multi-target, multi-level investigation into a challenged belief. *Journal of Business and Psychology*, 34(2), 169-187.

Seggewiss, B., Straatmann, T., **Hatstrup, K.**, & Mueller, K. (2019). Testing interactive effects of commitment and perceived change advocacy on change readiness: Investigating the social dynamics of organizational change. *Journal of Change Management*, 19(2), 122-144.

## Faculty and Alumni Presentations

*By Teddy Vassileva*

Atkins, N., Deyski, M., & **Hatstrup, K.** (2019). The moderating role of cultural differences in mastery orientation on the spillover between job satisfaction and life satisfaction. Paper presented at the 99th Annual Conference of the Western Psychological Association, Pasadena, CA.

Burton, J. P., **Barber, L. K.**, & De Bruin, R. (2019, April). Linking supervisor psychopathy to abusive supervision: The role of compassion. Poster presented at the annual meeting of the Society for Industrial-Organizational Psychology, Washington, DC.

Conlin, A., Hu, X., & **Barber, L. K.** (2019, April). Comparing relaxation versus mastery micro-breaks: A within-task recovery perspective. Poster presented at the annual meeting of the Society for Industrial-Organizational Psychology, Washington, DC.

De Bruin, R., Finkelstein, L., & **Barber, L. K.** (2019, April). Does age influence judgments of workplace electronic multitasking? Poster presented at the annual meeting of the Society for Industrial-Organizational Psychology, Washington, DC.

Hu, X., Santuzzi, A. M., & **Barber, L. K.** (2019, April). Disconnecting to detach: Unpacking negative consequences of workplace telepressure. Poster presented at the annual meeting of the Society for Industrial-Organizational Psychology, Washington, DC.

Oshana, A., & **Hatstrup, K.** (2019). Effects of gender-role violations, sexual orientation, and race on performance evaluations of male targets. Paper presented at the 99th Annual Conference of the Western Psychological Association, Pasadena, CA.

Tam, B., & **Hatstrup, K.** (2019). The effect of cultural values on facet satisfaction and affective commitment. Paper presented at the 99th Annual Conference of the Western Psychological Association, Pasadena, CA.

# APSA Newsletter

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## First Year Experiences

*By Julie Ton-Vuong*

The first year has been a whirlwind experience filled with building bonds, stressing out, but most of all, continuous growth. Seven strangers came together, and after only two short semesters, became close comrades in our journey through the graduate program. Early mornings were spent eagerly soaking in all the knowledge from Dr. Melody Sadler's and Dr. Jon Helm's statistics courses would turn into late night study sessions. There we built up our statistics muscles, which will aid us all in our theses, next semester's coursework, and our future careers. Our daily bonding time at lunch would be followed by engaging seminars with Dr. Jeff Conte or Dr. Kate Hattrup. Here we learned the theory and practices of personnel psychology. We worked together to hone our budding consulting skills with projects developing elaborate job analyses, selection systems, training programs, and program evaluations. Finally, we all headed Alvarado to further develop our statistical and theoretical skills with Dr. Miguel Villodas, who taught us about psychological testing and measurement.

This summer, we will each be pursuing our own growth path. Some of us will be completing applied internships at Qualcomm, Activision, Intel, and SDSU's own research foundations. Some of us will be dedicating our time to cover some more ground on the thesis. Hopefully, we will all be finding chances to emerge from the graduate student hermit shell and reconnect with family and friends.

Before we know it, our summers will have flown by. We'll all come back from our journeys, ready to take on another year of grad school. Ready see the familiar faces from the cohort every day again. Ready to meet some new faces from the incoming cohort. Ready to tackle the coursework from Dr. Lisa Kath and Dr. Lacie Barber. Finally, ready to propose and defend our theses.

We would like to give the graduating cohort of 2019 a special thank you for the mentorship and advice you have all given us. Thank you to Brandon Himes, Maria Tolstykh, Amy Tran, Marissa Morrison, and Lukas Toroslu. You all have contributed to our growth throughout this year and we wish you the best as you take the I-O world by the reins!



# APSA Newsletter

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## Faculty and Alumni Announcements

*By Teddy Vassileva*

Aaron McKnight will start work as a Senior Change Management Specialist with Collins Aerospace.

Rene Kusch held a JAM SESSION (conference) on July 4th, 2019 together with Odgers Berndtson in Frankfurt, Germany titled “NEW LEADERSHIP? Staying authentic in turbulent times”. More information can be found here: <https://relevant-mb.de/en/jam-session-with-robert-hogan/>

Bryan Aasen welcomed a baby girl named Amy, born on January 19, 2019.

Lisa Kath has stepped down from her role as Director of Undergraduate Research and Creative Activities and will be returning to the psychology department to take up teaching starting Fall 2019.



It's never too early to start  
planning for  
**SIOP 2020!**

April 23 –25, 2019  
**Austin, Texas**

### 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 2019 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 1st year Cat Huyen's house.*



**Left:** The APSA Spring Social with the first and second year students and faculty

**Right:** A photo after the final seminar in PSY 721.



**Left:** First and second years gather for a fun picture at SIOP. Def Instagram worthy!



## SPRING 2019 HIGHLIGHTS



**Left:** First and second year students led by Dr. Lisa Kath and Dr. Lacie Barber visit alumni, Zack Girgis and tour LinkedIn

**Below:** First and second year students having lunch together in the POWER lab before seminar. Hope there's enough potato salad and orange juice for everyone.. YUM!



**Right:** First and second year students pose next to the android mascot (Bugdroid) on our field trip to Google!

