



SAN DIEGO STATE
UNIVERSITY

APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT

Fall 2019

Meet Our First Year Students!

Name: Julianna Roy

Hometown: Santa Clara, CA

Attraction to SDSU: The amazing faculty and the effort and support they put into every step of the process, from applications through graduation (and beyond!).

You know you're in graduate school when: You can read research articles without getting a headache, and when you're excited to have a day off so you can be more productive.

In my free time, I: Read, play video/board games, explore new restaurants, play piano, and travel.

An interesting fact about me: I speak French and Spanish, and I have been teaching myself Japanese.

My favorite San Diego grub: Carne asada fries from Santa Ana!

In ten years, I see myself: Working in People Analytics at a large company while starting a family.

If you could live in a movie (or book), which one would you choose?: The Name of the Wind



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Name: Thaddeus Demeke

Hometown: San Diego, CA

Attraction to SDSU: The strong success of the alumni of the I-O program and amazing industry connections available. Also, San Diego has the best California burritos, great weather and my family is here!

You know you're in graduate school when: When your idea of a fun day is spending many hours at a coffee shop and getting things done :)

In my free time, I: Arrange and write vocal music, as well as binge-watch the Friends series (very sad about it leaving Netflix). I'm also an ice cream connoisseur so trying new spots is a delicious hobby of mine.

An interesting fact about me: I sing in an a cappella group here, SDSU's SoundWave, so catch us performing around town!

My favorite San Diego grub: Cali burrito from Taco Stand

In ten years, I see myself: Working in a tech company within

a People Analytics team or a consulting firm as a OD/Change management consultant. I also hope to produce music in my free time.

If you could live in a movie (or book), which one would you choose?: The good Pitch Perfect movie... just the 1st one.

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Additional Information:

THE STUDENT EDITOR OF
THIS ISSUE WAS
TEODORA VASSILEVA

PHOTOS PROVIDED BY
SHALINI CORZINE, JULIANNA
ROY, AND CAT HUYEN

If you would like additional
information on the
Applied Psychology
Student Association (APSA)
or anything discussed in
this newsletter, please e-
mail

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Don't forget to join the APSA LinkedIn Group.
For more information, contact Dr. Lisa Kath
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Meet Our First Year Students! (continued from page 1)



Name: Sol Bukin
Hometown: Miami, FL
Attraction to SDSU: Selective program, good balance of research & practice, location
You know you're in graduate school when: You start off most sentences with "yeah that's like this article I read for seminar"
In my free time, I: spend time outside in the mountains or on the beach
An interesting fact about me: I make killer balloon animals

My favorite San Diego grub: tacos everywhere

In ten years, I see myself: working a job that brings me meaning, growing in my career, and attending my cohorts' weddings

If you could live in a movie (or book), which one would you choose?: HGTV Love It or List It

Name: Zareena Shefa
Hometown: San Diego, CA
Attraction to SDSU: I'm excited about having a tangible outcome (my thesis) once I graduate. Also, location!
You know you're in graduate school when: You make IO memes while procrastinating
In my free time, I: Practice yoga and spend time with family
An interesting fact about me: I'm a Capricorn sun and Leo moon
My favorite San Diego grub: Blue Water's sesame crusted seared Ahi tuna sandwich

In ten years, I see myself: Excelling in my career and traveling the world

If you could live in a movie (or book), which one would you choose?: Harry Potter, House Ravenclaw



Name: Kat Dinershteyn
Hometown: San Diego, CA
Attraction to SDSU: Amazing faculty and split between research and applied work!
You know you're in graduate school when: You refer to faculty members by their first name and constantly think about your thesis
In my free time, I: like exploring new brunch places, spoiling my beagle named Bobby, and going to Disneyland
An interesting fact about me:

I've been playing piano since I was four years old

My favorite San Diego grub: Tacos el Gordo

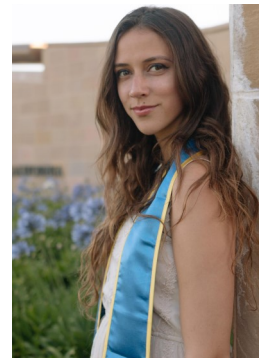
In ten years, I see myself: Hopefully working for a large company either as a consultant or talent management specialist

If you could live in a movie (or book), which one would you choose?: I would live in Charlie and the Chocolate Factory and live my best life exploring and eating all of the chocolate

Name: Shalini Corzine
Hometown: Sunnyvale, California
Attraction to SDSU: The beautiful campus, the weather, and the amazing I/O Program!
You know you're in graduate school when: You feel proud after going a day without caffeine.
In my free time, I: am at the beach around sunset.
An interesting fact about me: I am double jointed!
My favorite San Diego grub: This is tough... but I will say that Trujillo's is my most consistent favorite.

In ten years, I see myself: Living in California, hopefully walking distance to the ocean!

If you could live in a movie (or book), which one would you choose?: Harry Potter and the Sorcerer's Stone without a doubt.



APSA Newsletter

Second Year Internship Experiences

By Teodora Vassileva

Internships provide our students an opportunity to practice their skills and apply their knowledge within an organization. This year, we had 7 students complete engaging internships. Oftentimes, these internships build a foundation for our students' careers, building upon knowledge gained throughout the M.S. program, and supporting our success in future career opportunities.

Cat Huyen: Over the summer and throughout the Fall semester, I was able to be a part of the Global Inclusion & Diversity (GID) team at Qualcomm, a global tech company headquartered in San Diego. As a Diversity and Inclusion analyst, I was tasked with doing research to bolster diversity and inclusion goals at Qualcomm in order to create a work environment of psychological safety for all employees. Some of my other projects included creating surveys and improving self-ID campaign efforts within the company. At my time with GID, I completed a rotation through all of the different components that made up this team, including compliance. Overall, my experience at Qualcomm allowed me to gain invaluable knowledge about workplace culture and climate. It was rewarding to apply the skills that I've learned during this program to real-world organizational problems.

Rebecca Harmata: I completed my internship with the Academic Studies and Institutional Research (ASIR) division at San Diego State University as a data analyst. I was given the autonomy to create an internal job satisfaction survey in addition to conducting institution-wide data analysis and visualization, and developing workshops for our Data Champions teams. Through this internship, I was able to transform our round-table seminar discussions into tangible results. I am continuing this internship through the academic year as my assistantship, and it has continued to be a rewarding experience!

Christian Woodward: I am currently completing my internship at the Center for Creative Leadership (CCL). CCL is a nonprofit organization that specializes in leadership development research and training. I am a part of the Insights & Impact team, where my main project has me looking across evaluation reports and data for various CCL clients to assess what outcomes CCL's training programs have across clients. I have also been pulled onto projects where I help develop elements of evaluation designs and materials to present evaluation findings. I also won a raffle for a yoga mat my second day there, so that was pretty chill.

Mike Ferguson: I completed my internship at Activision Blizzard on the People Analytics team, focusing primarily on talent acquisition analytics. My internship project was to manage the distribution and develop an analytics strategy for talent acquisition feedback surveys. In addition to the internship project, I supported other projects on the People Analytics team, including: assisting with analyzing engagement survey data; analyzing candidate source data to determine the relative effectiveness of primary applicant pipelines and their impact on organizational diversity and inclusion objectives; and developing an evidence-based proposal for an enterprise-wide Quality of Hire metric that will be presented to the HR leadership team. Working on these projects helped confirm that I am in a field that I'm passionate about and validated all the work I've put into mastering the material I've learned in the program so far.

Teodora Vassileva: I spent the summer interning at Intel in Portland, OR. I had a variety of projects but spent the bulk of my time working as an analyst for the Culture Strategy Team to help implement Intel's first ever culture transformation in its 50 year history. This work entailed compiling, coding, and analyzing qualitative feedback from employees and summarizing findings to senior leaders to guide strategy. I also helped lead manager training programs to explain how culture will map onto Intel's redesigned performance management system, taught a workshop on conducting focus groups, and reported on HR metrics for various business groups. I gained a lot of knowledge in applying the O-side to a large, global tech company and the trials and tribulations that come with that!

Bridging
the Gap
Between
Research
and
Practice

(Continued on page 4)

Second Year Internship Experiences (Continued)

Julie Ton-Vuong: This summer, I had the honor of joining the People Analytics team at Qualcomm. The team analyzes all of Qualcomm's HR related data and strives to deliver data driven insights to aid in decisions at all levels of the organization. My main project revolved around the recently administered climate survey, which measured employee attitudes and perceptions of culture. I crafted stories driven by the data and delivered these in presentations to the legal team, global diversity and inclusion team, and learning and development team, and HR executives. I was well mentored from all members of the team. Ryan, Micah, Bryan, and Linden were exceptionally supportive by helping to frame insights, giving professional and academic advice, and providing extensive networking opportunities. It was a fantastic experience where I was able to learn key skills in data analysis and gain valuable professional experience!

Elizabeth Stewart: Since June, I have been working with SDSU's Graduate Research Affairs department doing workforce development analysis. Although it is not a traditional I/O role, I utilize many skills that the program has taught me and that I will continue to use in the workplace once I graduate. My main focus was on identifying institutional and publicly available data that would help us understand the growing need for those with STEM graduate degrees both in San Diego and California. After identification of this data, I spearheaded efforts to combine the data into a coherent narrative and presentation that those with limited knowledge of the data could understand. In this second phase, I focused on methods to most effectively communicate the data and explain what the data mean to those with little understanding of the content. This internship has strengthened my ability to explain very complicated datasets and results. Simplifying complex aspects of data analysis is something I hope I can continue to do in the workplace. I enjoyed getting to leverage human capital data to demonstrate what role SDSU STEM graduate programs can play in the development of the innovation economy.

Fall APSA Speaker

By Shalini Corzine

Melissa Cutting (Oates)

Melissa is an alumna of the Industrial/Organizational Psychology Graduate Program at SDSU. She walked us through her academic history, starting with her experience as a member of Mark Ehrhart's lab and how the knowledge she gained through this program helped her be successful in her career. Her thesis centered on transformational leadership and managerial stress, and upon graduating, she was interested in multiple areas within I/O Psychology.



Melissa's first job post-graduation was at Talentsmart as a Manager of Coaching and Assessment. She then moved on to become the Director of Training; however, she wanted to continue to explore her options in order to grow professionally and was always looking for new ways to expand her skills.

Currently, Melissa works at Cubic Corporation as a Senior Learning and Development Manager. She has been with Cubic for roughly four years now, first starting as a Senior Learning and Development Advisor and working her way up to where she is today. She has had a diverse set of experiences at Cubic, and finds herself constantly seeking new opportunities that allow her to learn even more about what her job has to offer—a true learning-oriented mindset. Melissa gave us an important tip to always perform at our best, no matter the role we are in, because we are always presenting our capabilities on the job to people who might refer us to new positions in the future!

Ultimately, her talk was as useful as it was inspiring for the current I/O students in the program. She gave us confidence for our future job searches and empowered us to be vocal about what we know and what we can do. It was wonderful to hear about what opportunities this degree has the potential to lead us to, and we're looking forward to our next APSA speaker!

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Student Exchange: An Interview with Lena Greschner

By Shalini Corzine

What is your home institution?

My home university is the University of Basel in Switzerland. I'm in my first semester of my Master of Science in Clinical- and Neuropsychology. I live in Germany, right on the border to Switzerland and France, that's why even though my University is in a different country, it's only a short train ride away.

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

I was really excited about experiencing college here in America, just because I think that the education system is quite different than back home. And obviously, the great weather here in San Diego compared to the cold winter in Germany.

What is something that has surprised you upon arriving to California?

Everybody was shocked when it rained and talked about it, as if it was something extraordinary! Back home, it rains so often, people don't even mention it anymore.

What do you like most about San Diego?

I love the weather, the beaches and the laid-back vibe of San Diego. It's for sure one of the most beautiful places I have ever been.

What are your favorite places in the U.S. so far?

I got to visit the Grand and Bryce Canyon, which was really amazing and breathtaking. I will go to Hawaii before I go back home and I'm sure that will be amazing as well.

What do you like to do in your free time?

I like to go hiking and running and explore the beautiful San Diego.

What is some advice you would give to people studying abroad here?

I would advise people to be open to experiencing the different culture here in the U.S. and to not be afraid to approach people. People here are so open and friendly, that it's easy to get in contact with them. Just enjoy your time here, it goes by so fast!

What has been your favorite food to eat during your exchange?

Acai Bowls! I could eat one every day!

What's the strangest thing about American culture?

For some reason, everybody is obsessed with pumpkins. The first day of October came and suddenly everything was pumpkin flavored and shaped like a pumpkin. It's pretty funny (and delicious), but also kind of strange...



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Faculty and Alumni Publications

- **Barber, L. K.**, Conlin, A. L., & Santuzzi, A. M. (2019). Workplace telepressure and work-life balance outcomes: The role of work recovery activities. *Stress & Health*, 35(3), 350-362.
- Burton, J. P., & **Barber, L. K.** (2019). The role of mindfulness in response to abusive supervision. *Journal of Managerial Psychology*, 34(5), 339-352.
- **Conte, J. M.**, Aasen, B., Jacobson, C. J., O'Loughlin, C., & Toroslu, L. (2019). Investigating relationships among polychronicity, work-family conflict, job satisfaction, and work engagement. *Journal of Managerial Psychology*, 34(7), 459-473.
- 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.
- Rogers, A. P., & **Barber, L. K.** (2019). Workplace intrusions and employee strain: The interactive effects of extraversion and neuroticism. *Anxiety, Stress, & Coping*, 32(3), 312-328.
- 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.
- Shuman, C. J., Ehrhart, M. G., Torres, E. M., Veliz, P., **Kath, L. M.**, Powers, K., Banaszak-Hall, J., Titler, M. G., & Aarons, G. A. (2019). Implementation leadership of frontline nurse managers: Validation of the Implementation Leadership Scale in acute care. *Worldviews on Evidence-Based Nursing*.



SCIENCE FOR A SMARTER WORKPLACE

SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

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

April 23-25, 2020
Austin, Texas



Announcements

- **Bahareh “Berry” Soltani** was promoted to Senior Consultant at Paradigm.
- **Edie Goldberg** co-authored [*The Inside Gig*](#), a book coming out on April 7, 2020.
- **Elisa Torres** was awarded the 2019 Leonard P. Gollobin Scholarship at Interservice/ Industry Training, Simulation, and Education Conference in Orlando, Florida. She was awarded this scholarship for her research, which focuses is on the dynamic interplay of team and multiteam system coordination, leadership, and shared perceptions held within complex systems.
- **Elizabeth Davies** got engaged to Dr. Peter O. Weigel this past September. They are tying the knot next August!
- **Jeff Conte** discussed his research on Type A Behavior Pattern and individual differences in perceptions of the passage of time on the July 4, 2019 broadcast of NBC Nightly News in a segment called “Psychology of airport anxiety: Are you relaxing at the gate or speeding through security?”
- **Kristy Kay** was promoted to Scientist (level 2) at Aptima. Kristy and her husband, Caleb, bought their first home in Oceanside.

Recent Admissions Statistics

Average number of applicants: 97
Average number of admission offers: 11
Average number of students enrolled: 6
Average GRE Verbal for enrolled students: 157
Average GRE Quantitative for enrolled students: 156
Average GPA for enrolled students: 3.8

FALL 2019 HIGHLIGHTS

A great APSA Fall BBQ this year! We were able to enjoy Lisa's beautiful view once again, play fun games on the remodeled patio, and enjoy delicious food before we got back to our last week of classes.



Above: The students posing after seminar presentations. A special thanks to Dr. Kath for coming back to lead seminar after a 2-year hiatus!



Above: The whole I-O squad smiling through their taco food comas.



Below: Becky and Mike battling it out on the adult-size Connect 4 game.



Above: First years are all smiles as the end of their first semester approached.