



SAN DIEGO STATE
UNIVERSITY

APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT ASSOCIATION

Spring 2020

Second Year Experiences

What has been your favorite part of this program?

Becky Harmata: My favorite part of the program was becoming a family with my cohort. I am so proud of how much everyone supported each other and grew together.

Christian Woodward: I really enjoyed getting to know faculty and classmates and working closely with them. As stressful as they were at times, I think the applied group projects we worked on with Jeff and Kate were really amazing experiences that will certainly prove useful in my future. Beyond the content, we worked with different group dynamics on long-term projects that I think have helped prepare us all a bit more for working with teams in our careers.

Julie Ton-Vuong: My new I-O toolbox and the life-long friends I've made along the way (shout out to arguably the best cohort ever)!

Mike Ferguson: Our final applied presentation in personnel psychology (the training development project), realizing how far we had come since the first presentation (job analysis). Each project was a lot of work, but looking back, it was really rewarding, and it was awesome to have a tangible product to point to.

Elizabeth Stewart: One of my favorite parts of the program has been the relationships I have made along the way. Although this program has been stressful at times, I wouldn't have been able to do it without my cohort. From nerdy conversations in our free time about topics from class to game nights, I enjoyed the friendship we built. Grad school pushes you in new ways, and it was nice to not go through it alone.

Cat Huyen: My favorite parts of the program have been 1) Kate's hamburger story, and 2) Jeff's rattlesnake and hamster stories.

Teddy Vassileva: Learning so much in such a short amount of time from our great faculty.

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

Becky Harmata: I wish I would have known to focus on the learning and not the grade attached to the learning.

Christian Woodward: I wish I had known what opportunities I would regret not taking during this program. The odd networking opportunity, volunteering to help on some supplemental project, or taking on more developmental opportunities. I wish I'd gone to SIOP last year, but honestly who could have seen this year coming (RIP SIOP 2020). It's hard to recognize what could be useful or what could help you before it's already past.

Julie Ton-Vuong: Seminar readings take 3x as long to do if you cling on to every word. Try to get an overall idea for the article, then focus on what you need!

Mike Ferguson: Not everything needs to be perfect and directly feeding into your career goals – progress is progress!

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Additional Information:

THE STUDENT EDITOR OF THIS ISSUE WAS
TEDDY VASSILEVA

PHOTOS PROVIDED BY
JULIANNA ROY

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)

Elizabeth Stewart: There will be times when you feel like you will never make it through. Like you will never be able to meet all of the expectations. But you will. And it will be okay.

Cat Huyen: I wish I knew that the knowledge we gain in this program has a sleeper effect, and that all of the information that's floating around in our brains doesn't form a complete picture until much later (during interviews, internships, etc.). Once that happens though, it's pretty awesome.

Teddy Vassileva: The thesis experience is more anticlimactic than you expect it to be—in a good way.

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

Becky Harmata: I will be pursuing a Ph.D. in I-O psychology at the University of Georgia with Dr. Nathan Carter.

Christian Woodward: I don't think retire to the forest and live a humble mountain life is what you're looking for here, so let's just say "I'm still figuring all that out."

Julie Ton-Vuong: Exploring the different fields of I-O and finding my career path!

Mike Ferguson: Hopefully working as an internal consultant, particularly as a member of a people analytics team!

Elizabeth Stewart: I will be moving back to Seattle (hopefully with a job, but COVID-19 has made that a bit more difficult). I would like to be in a role where I can utilize organizational data about employees to drive business decisions and impact the lives of employees. I want to help organizations understand that being good to their employees doesn't have to come at the expense of their bottom line. And in fact, it could even help the organization reach its goals.

Cat Huyen: I'm planning on taking a long climbing trip and going to Puerto Rico for fun. Afterwards, I'm hoping to find a job in San Diego that I love (preferably in OD).

Teddy Vassileva: Braving the COVID-19 job market.

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

Becky Harmata: Find an accountability buddy (and/or buddies!). Reaching out to people really helped me stay focused and on track to meet deadlines, especially when in the writing process of the thesis.

Christian Woodward: This master's program, like many periods of your life before this, is a period of learning and hopefully growth. Explore options and opportunities, but don't put too much pressure on yourself to do so. There are still so many different directions for you to take your life in, so don't feel pigeon-holed. You have a lot of options and, while that may feel overwhelming, it's a good thing.

Julie Ton-Vuong: Everyone moves at their own pace! Although imposter syndrome hits hard sometimes, remember all your accomplishments, and know that you can do it! One task at a time and make sure to set aside time for yourself.

Mike Ferguson: A little proactivity can go a long way – whether looking into internship opportunities, keeping an eye out for the topics that are most interesting to you, or even just figuring out what you need to keep yourself motivated and sane.

Elizabeth Stewart: This is a time in your life where your job is to learn. Don't forget that. Take this time to figure out what you like, what you want to study, what piques your interest.

Cat Huyen: Don't give in to imposter syndrome (even though you'll inevitably experience it), and don't be scared to ask for help!

Teddy Vassileva: Prioritize having fun every minute of every day for the rest of your life.

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

Thesis Defenses

Teodora Vassileva – February 13th, 2020

"Do Androids Dream of Unemployment? Examining Moderators of the Association Between Perceived AI Threat and Job Insecurity"
Chair: Jon Helm

Michael Ferguson – March 12th, 2020

"Which Differences Make a Difference? Comparing Diversity Metrics and their Relationships to Outcomes in Virtual Teams"
Chair: Jon Helm

Catherine Huyen – March 16th, 2020

"Sleep and Organizational Citizenship Behaviors: The Role of Citizenship Pressure and Organizational Identification"
Chair: Lacie Barber

Rebecca Harmata – March 19th, 2020

"A Person-Centered Exploration of the HEXACO Personality Measure and Work-Related Outcomes"
Chair: Jeff Conte

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, started by SDSU alumna Kristy Kay. 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.

Faculty and Alumni Publications

By Julianna Roy

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.

Rogers, A. P., Budnick, C. J., & **Barber, L. K.** (2019). Sleep and social behavior in organizations: Implications for task and contextual performance. In Z. Krizlan (Ed.), *Sleep and social behavior* (pp. 153-159). Springer Nature.

Lin-Hi, N., Kempen, R., Petrushevskaya, M., & **Hattrup, K.** (2020). 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, 12*(1), 58-84.

Faculty and Alumni Presentations

By Julianna Roy

Ampo, C., **Kath, L.M.**, Deal, J.J. (2019, April). Predictors and outcomes of how comfortable employees feel on taking a lunch break. Poster presented at the Western Psychological Association Conference, Pasadena, CA.

Ampo, C., **Kath, L.M.**, Stichler, J.F., Ehrhart, M.G., & Gates, M. (2019, April). Using relative weights analysis to determine the most important stressors for nurse managers. Poster presented at the Western Psychological Association Conference, Pasadena, CA.

Bachiochi, P.D., **Kath, L.M.**, & Brown, K.G. (2020, June). Teaching the way we're preaching: Informing our teaching with our I-O expertise. Panel presentation conducted at the annual meeting of the Society of Industrial and Organizational Psychology. (online)

Barber, L. K., Santuzzi, A. M., & Hu, X. (2019, November). Workplace telepressure in organizations: Are disconnection policies helpful? Poster presented at the Work, Stress, & Health Conference, Philadelphia, PA.

Brotsch, E.A., Nakahara, W.H., Ehrhart, M.G., **Kath, L.M.**, Stichler, J.F., & Gates, M. (2019, April). Stressors, stress appraisals, and strains: The buffering role of resilience. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Budnick, C., Rogers, A. P., & **Barber, L. K.** (2019, November). Is after-work message-checking really coping? Organizational support perceptions moderate relations between workplace FoMO and employee health and motivation. Paper presented at the Work, Stress, & Health Conference, Philadelphia, PA.

Ciarlante, K. E., Zhou, Z. E., Shoss, M. K., & **Barber, L. K.** (2020, April). What were you thinking? Personality and motives for counter-productive work behavior. Paper accepted for the annual meeting of the Society for Industrial-Organizational Psychology, Austin, TX. (Conference canceled)

Currie, R. A., Baz, G., Naranjo, A., Vermilion, B., **Kath, L.M.**, Stichler, J., Ehrhart, M. G., (2020, April). Job demands and burnout: The buffering role of relative leader-member exchange. Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)

Harmata, R. K., Roy, J. N., & Conte, J. M. (2020, February). A person-centric investigation of time urgency and related work outcomes. Poster presentation at the 13th Annual Student Research Symposium, San Diego State University.

Hu, X., Santuzzi, A. M., & **Barber, L. K.** (2020, April). Measurement invariance of the workplace telepressure measure across occupations. Poster accepted for the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)

Johnson, R.A., Eschleman, K., & **Kath, L.M.** (2020, June). Transformational leadership and safety performance: Testing a felt obligation model. Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)

Faculty and Alumni Presentations (Continued)

By Julianna Roy

Kath, L.M. (2019, November). (Discussant). Unique factors related to stress and its outcomes in healthcare workers. Symposium presented at the biannual Work, Stress, and Health conference, Philadelphia, PA.

Kath, L.M. (2019, November). (Chair). 20/20 vision session: What does the future hold for... Symposium presented at the annual conference of the biannual Work, Stress, and Health conference, Philadelphia, PA.

Kath, L.M., Ampo, C., & Deal, J.J. (2019, November). An exploration of lunch break pressures and perceptions as predictors of workplace outcomes. Paper presented at the biannual Work, Stress, and Health conference, Philadelphia, PA.

Kath, L.M. & Baranik, L.E. (2019, April). (Co-chairs). What you need to know now: Occupational health psychology updates. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Kay, K., Golbodaghi, A., & Poeppelman, T. (2020). Top Trends Roundtable Forum and Communities of Engagement Kickoff. Proceedings of the Society for Industrial and Organizational Psychology (SIOP). Virtual. (Session canceled due to COVID-19)

Kay, K. & Lucia, L. (2020). The Team-based Advanced Resilience Accelerator (TARA) System. National Defense Industrial Association (NDIA) Undersea Warfare Spring Conference. San Diego, CA. (Conference canceled due to COVID-19).

McCormack, R., **Kay, K.**, Sinatra, A. M., & Kilcullen, T. (2020). Measuring Teamwork Skills in a Virtual Environment for Intelligent Team Training. Proceedings of the Society for Industrial and Organizational Psychology (SIOP). Virtual.

Nakahara, W.H., DiStaso, M. Ehrhart, M.G., **Kath, L.M.**, Gates, M. & Stichler, J.F. (2019, April). Stress management climate as a buffer of stressor-strain relationships. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Orvis, K., Shenberger-Trujillo, J., **Kay, K.**, Ratwani, K., Sanders, A. (2019). Communication Skills Development for Non-Commissioned Officers (NCOs). Proceedings of the Interservice/Industry Training, Simulation, and Education Conference (I/ITSEC). Orlando, FL.

Rogers, A. P., **Barber, L. K.**, Thomas, C., & Hu, X. (2020, April). Emotional labor and sleep quality: A multimethod study of self-regulatory mechanisms. Poster accepted for the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)

Torres, E.M., Ehrhart, M.G., **McKnight, A.**, **Kath, L.M.**, & Aarons, G.A. (2019, April). Cross-validation of three implementation context measures in nursing. Poster presented at the Society for Industrial and Organizational Psychology, National Harbor, MD.

Van Laethem, M., & **Barber, L. K.** (2020, April). Daily work-related smartphone use and perceived job performance. Paper accepted for the annual meeting of the Society for Industrial-Organizational Psychology, Austin, TX. (Conference canceled)

Yamada, D., **Kath, L.M.**, Bulger, C.A., Namie, G., & Brownawell, A. (2019, November). In D. Ballard (Chairs), Going public: Sharing our work through the media. Panel presentation conducted at the biannual Work, Stress, and Health conference, Philadelphia, PA.

First Year Experiences

By Shalini Corzine

If someone told me that halfway through this program I would already have learned how to code in R, debate my classmates on organizational psychology topics, and dissect statistical analyses in the 'Results' sections of journal articles, I'm not sure I would have believed them. Looking back now, it's amazing to see how far the first years have come!

Although walking into an advanced statistics course felt daunting at first, Dr. Jon Helm quickly familiarized us with a number of statistical analyses and taught us so much in such a short amount of time. Similarly, Dr. Lisa Kath and Dr. Larissa Barber have given us a thorough dive into a variety of organizational psychology topics during our seminars. We have grown particularly fond of some authors (shout out to Benjamin Schneider), and at the same time, we have learned how to discern quality articles from questionable ones. This has helped the first years massively with gathering readings for our thesis work, which we've been making steady progress on over the last several months.

Despite the pandemic, we will be virtually cheering on the graduating cohort of 2020! In addition, several of the current first years will be working on their theses and completing their internships over the summer online. On the bright side, we'll have gained a lot of firsthand knowledge on the pros and cons of telecommuting!

From late nights in San Diego cafes to early mornings studying on campus, your first year in grad school can really test your discipline. Despite the group projects, R assignments, and hundreds of readings you have to take on as a grad student, what makes it all easier is the support system you gain along the way. The knowledge that the second years hold, the resources that the staff will provide, and the mutual feelings that your fellow first years share with you make the journey that much easier.

All in all, not only do first years gain an incredible amount of applicable knowledge, but lifelong friends and supporters in the process. All I can say is make sure to hold onto the experience as it's happening - your first year goes by quicker than you'd think. :)



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by liking us on Facebook!



Stay in the loop on:

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

Faculty and Alumni Announcements

By Julianna Roy

Lacie Barber received tenure and was promoted to Associate Professor — congratulations, Lacie!!!

Jeff Conte received a 2020 Textbook Excellence Award from the Textbook & Academic Authors Association for the 6th edition of “*Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*.” Textbooks are judged on their merits in four areas: pedagogy, content/scholarship, writing, and design. One judge noted that “*Work in the 21st Century* has been the 'bible' of industrial-organizational psychology since its debut in 2004. The sixth edition continues to provide the definitive portrait of I-O psychology.”

Edie Goldberg published a book that was released on April 7th: Goldberg, E. L & Steven-Waiss, K. (April 7, 2020). *The Inside Gig: How Sharing untapped Talent Across Boundaries Unleashes Organizational Capacity*. Publisher: LifeTree Media, Los Angeles, CA.



SCIENCE FOR A SMARTER WORKPLACE

It's never too early to start
planning for
SIOP 2021!

April 15 –17, 2021
New Orleans, LA

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 2020 HIGHLIGHTS

The spring semester was unprecedented in many ways and we were unable to hold many of our intended events, including our spring social. However, despite national lockdowns and social distancing, we found comfort through online socializing. From Zoom classes to impromptu video happy hours and game nights, we stayed connected and (fairly) sane through it all.



Above: First and second years attending their first virtual class session for Lacie's PSY 722 seminar.

Below: Second years catching up through a virtual happy hour—cheers!



Left: First years celebrating their last class and final for their first year!

