



SAN DIEGO STATE  
UNIVERSITY

# APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT ASSOCIATION

Fall 2020

## Meet Our First Year Students!

**Name:** Cooper McAllister

**Hometown:** Wilmington, DE

**Attraction to SDSU:** The specific nature of the program and the location!

**You know you're in graduate school when:** You measure time by the number of research articles you could have read.

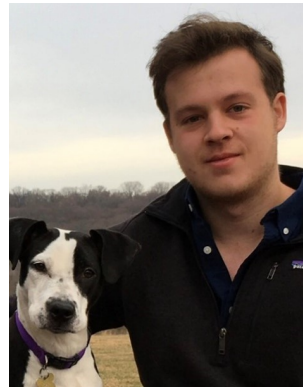
**In my free time, I:** Like to work out and be at the beach.

**An interesting fact about me:** I have spent most of quarantine learning to be an excellent cook.

**My favorite San Diego grub:** Areli's Taco Shop

**In ten years, I see myself:** Happy and working on projects that make a difference.

**Favorite quarantine hobby:** Watching literally any sport that is on TV.



**Name:** Alex Mangialardi

**Hometown:** Phoenix, AZ

**Attraction to SDSU:** Amazing I/O faculty and program with built-in opportunities for both research and professional development.

**You know you're in graduate school when:** You spent the entire day on your laptop, just in different areas of the house with a different coffee mug :)

**In my free time, I:** Spend as much time outside as possible! Hiking, yoga, and weekend road trips.

**An interesting fact about me:** I've lived in 5 states (NY, NV, TX, AZ, and CO, hopefully soon CA!).

**My favorite San Diego grub:** Anywhere I can get tacos and an ocean view.

**In ten years, I see myself:** Growing in a meaningful career as a consultant or training and development specialist. Plus, traveling the world!

**Favorite quarantine hobby:** Board games and raiding the pantry.

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### Additional Information:

THE STUDENT EDITOR OF  
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JULIANNA ROY

PHOTOS PROVIDED BY  
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COOPER MCALLISTER

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

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

# APSA Newsletter

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## Meet Our First Year Students! (continued from page 1)



**Name:** Dishanki Savla  
**Hometown:** Mumbai, India  
**Attraction to SDSU:** The opportunity to do an internship as well as a thesis and the amazing faculty at SDSU!  
**You know you're in graduate school when:** Your humor gets nerdy and you enjoy what you learn!  
**In my free time, I:** Play tennis/board games and spend time with my family.  
**An interesting fact about me:** I had never lived or travelled by myself, but I moved to the United States by myself when I was 18.

**My favorite San Diego grub:** Unfortunately, because of Covid I haven't been to San Diego yet, but I hope that I will be able to move there soon and find my favorite San Diego grub.

**In ten years, I see myself:** Excelling in my career and helping other students.

**Favorite quarantine hobby:** Playing board games with my cousins.



**Name:** Cole Monroe  
**Hometown:** San Diego, CA  
**Attraction to SDSU:** It is very industry-oriented without sacrificing the research side, and it's also in a great location that I am familiar with and which is close to my family.  
**You know you're in graduate school when:** you consider caffeine to be your favorite food group.  
**In my free time, I:** play soccer, go to beach bonfires, play Among Us, and write.  
**An interesting fact about me:** I have spent the last few months

perfecting eggs and toast, and I think I have finally cracked the code. That secret stays with me, though.

**My favorite San Diego grub:** This semester it has been mostly Wendy's, but normally Todo Sushi or Sushi Ota are my favorites.

**In ten years, I see myself:** I'm not sure exactly where I'll be in ten years but I'm definitely going somewhere.

**Favorite quarantine hobby:** Painting with my roommate. I suck but it's fun.

**Name:** Josie Jacobson  
**Hometown:** Palos Verdes, CA  
**Attraction to SDSU:** The research interests of the professors and the warm weather :)  
**You know you're in graduate school when:** you procrastinate one class by doing work for another class.  
**In my free time, I:** like to listen to music, workout, and read.  
**An interesting fact about me:** I have lived in three countries (the US, Japan, and Sweden).  
**My favorite San Diego grub:** Plant Power <3

**In ten years, I see myself:** having a career I am passionate about and hopefully having lived abroad a couple more times.

**Favorite quarantine hobby:** watching really bad reality TV.



**Name:** Alexa Samaniego  
**Hometown:** San Diego, CA  
**Attraction to SDSU:** The amazing research opportunities & the chance to spend a few more years in my favorite city!  
**You know you're in graduate school when:** You're no longer bored during quarantine :)  
**In my free time, I:** Watch \*a lot\* of horror movies, take photos, write, and hang out by (but never in...) the ocean.  
**An interesting fact about me:** I've had a year-round flip flop tan since 2010.

**My favorite San Diego grub:** Acai bowls from Swami's & literally anything from Pizza Port.

**In ten years, I see myself:** Peaceful, healthy, and living near the beach!

**Favorite quarantine hobby:** Making all the crafts.



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# APSA Newsletter

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## Meet Our First Year Students! (continued from page 1)



**Name:** Jessica Robison  
**Hometown:** Tracy, CA  
**Attraction to SDSU:** The great professors, the small program, and the location!  
**You know you're in graduate school when:** People ask you what industrial-organizational psychology is.  
**An interesting fact about me:** I am a big fan of horror and thriller movies.  
**My favorite San Diego grub:** Panchitas Kitchen  
**In ten years, I see myself:** Having a good career, living by water, and owning cats.

**Favorite quarantine hobby:** anything outdoorsy!

**Name:** Mathew Bayati  
**Hometown:** Irvine, CA  
**Attraction to SDSU:** The I/O program at SDSU is selective, and the faculty here are extremely supportive of the students and are awesome in general! Plus, the great location of the school is a bonus.  
**You know you're in graduate school when:** You check your email 50 times a day, and it seems like you have a class or a meeting every hour.  
**In my free time, I:** Write and record music, play video games with friends, and watch a ton of sports (basketball, football, baseball, soccer, you name it!). Hopefully my fantasy football team will win this year!

**An interesting fact about me:** I coach youth basketball. It's a fun and rewarding experience.

**My favorite San Diego grub:** I love Japanese and Mexican food! I also have a sweet tooth, so I love pretty much every type of dessert, especially if it includes chocolate.

**In ten years, I see myself:** Working in a fulfilling job in People Analytics or Organizational Development consulting at a large company.

**Favorite quarantine hobby:** Playing video games with friends, and more recently, watching baking competition shows (they can be quite fun to watch!).



## Recent Admissions Statistics for MS Program

**Average number of applicants:** 96  
**Average number of admission offers:** 12  
**Average number of students enrolled:** 6  
**Average GPA for enrolled students:** 3.7

# APSA Newsletter

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## Fall APSA Speaker

### Dr. Dev Dalal

By Shalini Corzine

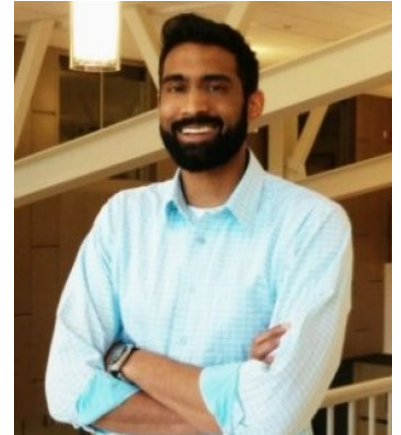
Dr. Dev Dalal is a professor at University at Albany (State University of New York) and is currently doing research on COVID-19 and contact tracing. He walked us through the importance of looking at trends, hiring contact tracers, and ways that I-O psychology can contribute to reducing COVID-19.

He began by highlighting how we can halt the spread of COVID-19 by maintaining hygiene, distancing, testing, and tracing/isolating. He then walked us through the purpose of contact tracing, and explained that when a person tests positive, a contact tracer calls this person to get information about where they have been, who they interacted with most, how long the interactions were, and then they contact the individuals who have been in contact with the infected individual.

However, contact tracing is an incredibly difficult process given that people often do not always pick up the phone, individuals may choose not to abide by the rules, and primarily: there are not enough contact tracers. Dr. Dalal then explained how this quickly becomes an I-O problem, and more specifically, a selection problem. There is a need to rapidly find, select, and train contact tracers, and in this case, a job analysis for contact tracers is incredibly important. Using a combination of strategic job analysis and worker-oriented job analysis, Dr. Dalal identified KSAOs essential to being a successful, high-performing contact tracer using current SMEs in the field.

Furthermore, COVID-19 is disproportionately affecting communities of color for a number of reasons (health literacy, financial strain, etc.). Dr. Dalal then did further research on the minority health disparity in the context of COVID-19, and found it to be incredibly important to build trust in communities of color in order to increase contact tracing compliance (given that trust in the current healthcare systems is very low).

This presentation was extremely eye-opening in terms of how versatile the field of I-O psychology truly is, and it was amazing to hear about how I-O psychologists can employ their skills to aid individuals who are impacted by the pandemic. We want to thank Dr. Dalal for the informative presentation, and we look forward to our next APSA speaker!



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

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

April 15-17, 2021  
**New Orleans, Louisiana**  
**In-Person and Virtual Sessions**



# APSA Newsletter

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## Second Year Internship Experiences

By Cole Monroe

*Internships provide our students an opportunity to practice their skills and apply their knowledge within an organization. This year, we had 6 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.*

**Shalini Corzine:** I worked as a training operations intern for a tech company called ServiceNow located in La Jolla, San Diego. The internship was completely digital, and I was assigned both a mentor and a boss to report to for the various projects on which I worked. My main focus of the summer involved running focus groups to assess what employees wanted out of trainings, coding the qualitative data from these focus groups, and improving various surveys that the training operations team sent out to external clients.

**Kat Dinershteyn:** I spent the summer interning at Qualcomm Inc. with the Change Management Office within IT. One of my projects was completely revamping IT's competency mapping model, which included anywhere from 5-9 competencies per job family (16 job families total) and displaying each competency skill level appropriately according to job title. The primary objectives of my Career Pathing project were to provide guidance to IT employees on how to develop for their next career move within IT, map transitions across similar job families within IT, build learning paths for each job family, build a socialization and change management plan, incorporate Career Pathing onto IT's Talent Development Portal, and provide guidance and training for internal transitions. I felt that my background from the I-O program prepared me well for the role and I was able to apply concepts I read about in seminars in the virtual workplace. I absolutely loved my internship and was so sad when the summer was over. I had an amazing experience with my team despite the virtual setting and learned something new each and every day. My internship solidified my interests in organizational development and talent development!

**Julianna Roy:** I completed my internship at Lumentum on the Talent Development team this past summer. My main project involved researching, developing, and rolling out resources to help employees prepare for quarterly performance conversations with their managers. I created resources such as a self-assessment document, individual development plan, and sample performance conversation videos. Additionally, I audited and monitored the progress of COVID-19 prevention training in the U.S. and Canada, as well as the workplace harassment training for employees and managers. This internship gave me a chance to explore new areas of human resources that I had not experienced in my previous jobs, and it helped me confirm that I am passionate about this field!

**Sol Bukin:** I interned with a local organizational development consulting firm called Apex Performance Strategies. I worked on projects for a variety of clients in areas that are relevant to I-O Psychology. One project where I heavily leaned on the knowledge I learned from this program was in helping design and execute a custom survey. I used my knowledge of testing and measurement to help design items, used my stats skills to analyze the results, and considered the feedback on seminar/lab presentations when putting together a presentation that was rolled out to the entire organization. I also helped the firm and their clients navigate the transition to working from home through writing blog posts on the importance of work-life boundaries, thinking of creative ways to deliver team building services using breakout rooms, and more. Working for a consulting firm has allowed me to experience many different areas of I-O across several different industries.

Bridging  
the Gap  
Between  
Research  
and  
Practice

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## Second Year Internship Experiences (Continued)

**Thaddeus Demeke:** I spent this past summer interning at Spotify in NYC on the Technical Learning team. The Tech Learning team develops and manages programs to grow the breadth and depth of skills within Spotify's technical employees. For my main internship project, I tackled engineer learning engagement: I developed and conducted surveys and focus interviews, and I identified challenges in Spotify's internal technical learning programs. After conducting qualitative and quantitative analyses, I identified opportunities to improve engineer engagement, recognition and use of best practices among program managers, such as standardizing course feedback surveys. To wrap up my summer, I presented my findings and recommendations at a company-wide event. Despite the COVID-19 pandemic causing the internship to be a virtual experience, I had a blast getting to apply I-O skills to my role! Shoutout to the Tech learning team and my manager, Morgan Da Costa (a graduate of SDSU's MS program), for supporting me in a truly rewarding experience!!

**Zareena Shefa:** I worked as an intern for SkillSource Learning Partners, an external consulting firm. We started a project with a global, multibillion-dollar organization and partnered with their Talent Assessment division to evaluate their current workforce on specific competencies. Their competency model reflected constructs we have extensively discussed but were measured in an innovative way using qualitative data. My biggest takeaway is the added value of incorporating qualitative measurements into a research design. Specifically, I was able to see how individuals can have similar strengths (e.g., social influence, adaptability), although these competencies can manifest in unique ways.

### Announcements

- **Amy Tran** is now working as a Senior Research Analyst for the Center for Creative Leadership as of April 1, 2020.
- **Bahareh “Berry” Soltani** made the move in November from consulting to in-house work and is now an Inclusion & Diversity Advisor at Twitter.
- **Bryan Aasen** was promoted to Senior Data Analyst II, People Analytics at Qualcomm.
- **Caitie Jacobson** started a new job in January 2021 as a Senior Advisor of Talent Analytics at Dell Technologies.
- **Elizabeth Davies** got married to Dr. Peter O. Weigel this past August in Black Butte Ranch, OR.
- **Lacie Barber** received the 2020 Reviewer of the Year Award for the Journal of Business and Psychology.
- **Lisa Kath and Lacie Barber** are both quoted in the following article:  
Aschwanden, C. (2020, Sep. 12) Uncertainty fuels anxiety, causing your mind to conjure up scary scenarios. The pandemic can magnify the angst. Washington Post. Retrieved from [https://www.washingtonpost.com/health/covid-anxiety-how-to-cope-uncertainty/2020/09/11/fae65832-d1b2-11ea-8d32-1ebf4e9d8e0d\\_story.html](https://www.washingtonpost.com/health/covid-anxiety-how-to-cope-uncertainty/2020/09/11/fae65832-d1b2-11ea-8d32-1ebf4e9d8e0d_story.html)

# APSA Newsletter

## Faculty Publications and Presentations

- 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.**, & Hu, X. (2020). Implications of technological work practices for employee affect. In L. Yang, R. Cropanzano, C. Daus, & V. Martínez-Tur (Eds.), *The Cambridge Handbook of Workplace Affect (Cambridge Handbooks in Psychology)*, pp. 497-510. Cambridge: Cambridge University Press. doi:10.1017/9781108573887.038
- Budnick, C.J., Rogers, A.P., & **Barber, L.K.** (2020). The fear of missing out at work: examining costs and benefits to employee health and motivation. *Computers in Human Behavior*, 104, 106161.
- Ciarlante, K. E., Zhao, E., Shoss, M. K., & **Barber, L. K.** (2020, June). *What were you thinking? Personality and motives for counterproductive work behavior*. Paper presented at the annual meeting of the Society for Industrial-Organizational Psychology, Austin, TX. (Transitioned to virtual conference due to COVID-19)
- Currie, R. A., Baz, G., Naranjo, A., Vermilion, B., Stichler, J., **Kath, L.M.**, Ehrhart, M. G., (2020, April). *Job demands and burnout: The buffering role of relative leader-member exchange*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (online).
- Hu, X., Santuzzi, A. M., & **Barber, L. K.** (2020, June). *Measurement invariance of the workplace telepressure measure across occupations*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Transitioned to virtual conference due to COVID-19)
- Jimenez, W.P., **Kath, L.M.**, Islam, S., Schmidt, G.B. (Summer 2020). I-O can has meme? Using memes to engage others with I-O psychology content. *The Industrial-Organizational Psychologist*, 58(1). Published online at <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4594>.
- Johnson, R.A., Eschleman, K., & **Kath, L.M.** (2020, June). *Transformational leadership and safety performance: Testing a felt obligation model*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
- Lee, C., Bokhari, A., & **Hatrup, K.** (2020). The impact of sexual harassment reporting on job performance evaluations. Paper presented at the 100<sup>th</sup> Annual Conference of the Western Psychological Association (online).
- Leslie, S., & **Hatrup, K.** (2020). Perceptions of employees who report sexual harassment in the workplace: Double victimization? Paper presented at the 100<sup>th</sup> Annual Conference of the Western Psychological Association (online).
- Rogers, A. P., **Barber, L. K.**, Thomas, C., & Hu, X. (2020, June). *Emotional labor and sleep quality: A multi-method study of self-regulatory mechanisms*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Transitioned to virtual conference due to COVID-19)
- Sinclair, R.R., Allen, T., **Barber, L.K.**, Bergman, M., Britt, T., Butler, A., Ford, M., Hammer, L., **Kath, L.M.**, Probst, T., & Yuan, Z. (2020) *Occupational Health Science in the time of COVID-19: Now more than ever*. Editorial/Commentary for *Occupational Health Science*, <https://doi.org/10.1007/s41542-020-00064-3>.
- Straatmann, T., Koenigschulte, S., & **Hatrup, K.**, & Hamborg, C.K. (2020). Analyzing mediating effects underlying the relationships between P-O fit, P-J fit, and organizational commitment. *International Journal of Human Resource Management*, 31(12), 1533-1559.
- Van Laethem, M., & **Barber, L. K.** (2020, June). *Daily work-related smartphone use and perceived job performance*. Paper presented at the annual meeting of the Society for Industrial-Organizational Psychology, Austin, TX. (Transitioned to virtual conference due to COVID-19)
- Varghese, L.S., Rogers, A.P., Finkelstein, L., & **Barber, L.K.** (2020). Examining mentors as buffers of burnout for employees high in neuroticism. *Human Resource Development Quarterly*. <https://doi.org/10.1002/hrdq.21390>

# FALL 2020 HIGHLIGHTS

*Despite having a completely virtual semester, we still made the best of it!  
We are so grateful that technology like Zoom can make it possible for us  
to enjoy game nights and classes together.*



**Above:** We hopped on the Among Us bandwagon and spent an evening lying to each other!



**Right:** A few of us took advantage of San Diego's beautiful weather to have small, socially-distanced outings!