



SAN DIEGO STATE
UNIVERSITY

APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT ASSOCIATION

Spring 2021

Second Year Experiences

What has been your favorite part of this program?

Shalini Corzine: My favorite part of this program was being connected with such a great network of people! I've always felt supported throughout this program, whether it be by my cohort, the cohorts before and after me, or the faculty. It's been amazing to be able to reach out for guidance and feel assisted, and I appreciate everyone I've met along the way for their help in getting me where I'm at today.

Zareena Shefa: I've really enjoyed meeting amazing people who have similar interests and goals. I also reflect on how much I've learned, and it feels rewarding to see how far I've come.

Sol Bukin: Having a supportive, collaborative cohort!

Thaddeus Demeke: The people! I really enjoyed having tight-knit cohorts, caring professors, and an amazing network of alumni. The community at this program is one-of-a-kind and super fun to be around.

Kat Dinershteyn: My favorite part of this program has been the bond that our cohort has created with each other and with our faculty mentors. We were lucky enough to get to know each other before the pandemic, but I am so glad that we were able to continue our close relationships virtually and add our first year students into the family! The support I have felt from my cohort and our faculty was a big part of my grad school experience and I couldn't have made it this far without them! These last two years have been challenging, but I wouldn't have traded my experiences at SDSU for the world.

Julianna Roy: I love being surrounded by people who share a passion for this field! Every class was filled with new and interesting conversations, and the learning environment was always supportive and collaborative.

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

Shalini Corzine: One thing I wish I knew before starting this program is that everyone is learning and it's ok to not understand something right off the bat. The point of this program is to introduce you to new information, and so as long as you ask the right questions, take the time to do your research, and are open to making mistakes, you'll get to understanding in no time!

Zareena Shefa: I wish I had been more in tune with the concept of "it depends." I was always so used to learning the textbook definition of something or knowing the right answer. It isn't always so clear cut, and I think it would have been less jarring had I known that sooner.

Sol Bukin: If you want to officially graduate in Spring, you basically have to finish your thesis by late February of your 2nd year. If I would've realized that sooner, February would have been a much more chill month.

Thaddeus Demeke: The tools and software programs I-O practitioners used in certain roles. I didn't know this at the start of the program, but as I connected with more alumni and I-O professionals, I asked about programs and skills used in their roles and was able to learn over time.

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Additional Information:

THE STUDENT EDITOR OF THIS ISSUE WAS JULIANNA ROY

PHOTOS PROVIDED BY SHALINI CORZINE

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)

Kat Dinershteyn: I wish I would have known how quickly the thesis timeline and deadlines sneak up on you as soon as you finish your first year in the program. There is a lot of focus on our classes, finding an internship, and assistantship work in the first year, but then second year hits, and you need to be ready to propose pretty soon if you want to graduate in the Spring. Time really flies when you are immersed in the program, and I still can't believe that we are almost done.

Julianna Roy: I wish I would have known that things can change in an instant (for instance, pandemics) and the program moves by so quickly, so it's important to take advantage of your time here!

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

Shalini Corzine: I am starting a job at a tech company called ServiceNow in La Jolla. I will be working there as a training coordinator in July, as I got hired after completing my training operations summer internship. I am very excited to be rejoining the team, and they seem very interested in incorporating I/O knowledge into their practices.

Zareena Shefa: Living my best life! I'd love to take some time to enjoy weekends off and be outside again (safely). I'm currently working with a consulting firm, although I would like to branch out in the future and work in L&D.

Sol Bukin: Land a full-time job that challenges me & allows me to leverage some of the stats or psychometric skills I've learned in the program.

Thaddeus Demeke: After graduation, I plan to continue applying research and data analytics (i.e., People Analytics) within the Tech industry. I'll most likely stay somewhere in California, although I'm not sure where exactly. Also, I plan to continue honing my music production skills in my free time and want to record and produce music for myself, as well as other musicians, in the future!

Kat Dinershteyn: After graduation I will be working in my second internship, this time on the people analytics team at Activision Blizzard! My goal is to ultimately work full-time in talent development and organizational development. I plan on staying in San Diego, and I am excited for the opportunity to apply all of the knowledge, skills, and abilities I have learned in the program in the workplace!

Julianna Roy: I will be working as an intern on the people analytics team at Activision Blizzard along with Kat. Ultimately, I hope to find a full-time role in the Bay Area in people analytics where I can apply my love of working with data!

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

Shalini Corzine: Connect with your peers and staff! It's hard to meet people that are as passionate about I/O as the people who surround you when you're in this program, so take advantage of your time and enjoy the ride :)

Zareena Shefa: Imposter syndrome is totally normal, but you are here for a reason. Use your time wisely and ALWAYS leave room for rest, recovery, and self-care. You got this!

Sol Bukin: Don't compare yourself too much to your cohort! Everyone is on different timelines with their thesis progress, everyone tends to get different types of internships, and everyone's assistantship will have different workloads. Enjoy having a tight-knit, supportive community and don't get too caught up in whether your experience looks like theirs!

Thaddeus Demeke: Be proactive in discovering what you want! Explore different areas of I-O and take the time to talk to your professors, meet with 2nd year students, and connect with alumni/working professionals to learn more. Bonus tip: when the time comes, always politely check if the salary you are offered for a position is negotiable (worked for me!). Also... HAVE FUN!

Kat Dinershteyn: The best advice I can give someone just starting out in the program is to take it day by day. It can be very overwhelming when you start to look too far in advance and think about every single thing you will need to do. My planner and checklists have kept me organized and on top of my work daily. You should also celebrate small accomplishments and try not to go down the shame spiral when you get a little behind on some work. You will get everything done and you will be successful! Remember that you were selected for this program because you are capable and deserve to be here :)

Julianna Roy: Treat every class as an important learning opportunity, and participate to get the most out of it! Get to know your cohort and use them as your support system. Everyone has their own strengths and weaknesses, but you can lean on each other and grow as a group!

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

Thesis Defenses

Sol Bukin – March 9th, 2021

"Technological demands and work fatigue: The moderating effects of personality"
Chair: Lacie Barber

Shalini Corzine – March 12th, 2021

"Display Rules and Self-Monitoring: What Makes for a More Effective and Less Exhausted Employee?"
Chair: Lacie Barber

Julianna Roy—May 27th, 2021

"The Moderating Effect of Polychronicity in the Relationship Between Job Demands and Work Outcomes"
Chair: Jeff Conte

Kat Dinershteyn—June 18th, 2021

"The Effect of Gender and Social Class on Work Values: Mediated by Person and Thing Orientation"
Chair: Dustin Thoman

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 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.

Spring APSA Speaker

By Shalini Corzine

Bryan Aasen was a graduate of SDSU's I/O Class of 2014 and came to speak to us about job search and interview advice. Seeing as a lot of us are applying to internships and jobs right now, this presentation came at the perfect time!

Bryan began by giving us some helpful resume tips, and provided examples of resumes that could be improved upon in comparison to those that were of better quality. He also noted that a common mistake is to only list the tasks you performed at various positions rather than the impact of those tasks in the grander scheme of things. He then emphasized that we should not shy away from making our past experiences sound as advanced as possible, and reassured us that it is ok to highlight the more exciting parts of a given job while leaving out the blander aspects.

As for the job search itself, something that stuck with us is that we should be treating the job search like a full-time job. He recommends applying to roughly 10 positions a week, and he noticed that he had a significantly higher success rate of scoring interviews after he gained some relevant experience within his field.

Finally, he went over some common interview mistakes he made when he was a job applicant. He told us that you don't have to be too long-winded with interview answers – in fact, concise and straight to the point answers are actually valued. He noted that for I/O students, saying that you are able to “tell a story with data” is a good catchphrase. He also thinks that he could have improved upon his interview skills by being more confident and talking about his experiences in terms of achievements rather than tasks completed.

This presentation was extremely relevant for both the first years looking for internships and the second years looking for full-time jobs. We are all incredibly thankful for his time and his detailed presentation, and we will definitely be using these tips in our near future.

The Qualcomm logo is displayed in a blue, sans-serif font.

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SIOP Student Experiences

By Julianna Roy

This year's SIOP Conference was held in a virtual version of New Orleans, Louisiana. Despite the challenges of holding a conference during a pandemic, the virtual offerings were still captivating! There were both live and pre-recorded sessions, opportunities to network in the video-calling space, "Gather," and virtual tours of New Orleans. Below, student attendees reminisce about their experiences at this year's conference.

What did you enjoy most about the conference?

Alexa Samaniego: I loved meeting other grad students from around the country and getting to attend sessions by psychologists that I've admired for a while now!
Virtual Edition note: I also appreciated that I could wear sweatpants the whole time.

Julianna Roy: I loved being in a "room" with so many I-O psychologists! It's one thing to learn about these topics in class, but it's another to hear hundreds of people talking about them. It really confirmed my interest in the field and got me excited about the various paths my career can take!

What was your favorite session?

Alexa Samaniego: There were a lot of great sessions, but I think my favorite was on negative emotions in the workplace. Different researchers spoke about boredom, anger, and schadenfreude at work, and it was really interesting!

Julianna Roy: I enjoyed the IGNITE! Selection Showcase Showdown. Several participants proposed a selection system to hire the president of the US, and then the audience got to vote on their favorite. We had just learned how to conduct a job analysis and selection systems, and it was so interesting to hear those concepts applied to that position.

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

Alexa Samaniego: You won't be able to watch/do all the cool things (because there are so many), and that's okay! Have a SIOP buddy who can fill you in on the exciting sessions you missed and vice versa. :) Would also recommend little breaks and micro-naps for the introverts.

Julianna Roy: Definitely split up and attend different sessions than your friends! Plan ahead and choose some sessions that wouldn't normally be on the top of your list. Take breaks and use the conference as a chance to network and reconnect with peers.

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

Alexa Samaniego: I attended a couple networking sessions (internship networking & grad student networking), and I would absolutely recommend them! We practiced elevator pitches, and I met a lot of awesome students, as well as some helpful professional contacts. LinkedIn is definitely your friend.

How was your experience with the virtual conference?

Alexa Samaniego: The virtual format took a little while to get used to, but it was great being able to switch between sessions easily and view all the asynchronous content afterward. I also thought the little video game version of New Orleans they created was super cute!

Julianna Roy: It went much more smoothly than I expected! The live sessions were based on New Orleans time, so attending the 7am sessions were tough, but I was able to attend all of the sessions on my list without getting lost in a big conference center. Although I enjoyed the virtual setting, I am definitely looking forward to attending in person next year!

Bridging
the Gap
Between
Research
and
Practice

Faculty and Alumni Publications

By Cole Monroe

Ehrhart, M. G., Shuman, C. J., Torres, E. M., **Kath, L. M.**, Prentiss, A., Butler, E., & Aarons, G. A. (2021). Validation of the Implementation Climate Scale in nursing. *Worldviews on Evidence-Based Nursing*, 18(2), 85-92.

Kath, L.M., Salter, N.P., Bachiochi, P., Brown, K.G., & Hebl, M. (2021). Teaching I-O psychology to undergraduate students: Do we practice what we preach? Focal article published in *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(4), 443-460.

Shuman, C. J., Ehrhart, M., Torres, E., Veliz, P., **Kath, L.M.**, Powers, K., Banaszak-Holl, J., Titler, M., and Aarons, G. (2020). EBP implementation leadership of frontline nurse managers: Validation of the Implementation Leadership Scale (ILS) in acute care. *Worldviews on Evidence-Based Nursing*, 17(1), 82-91.

Faculty and Alumni Presentations

By Cole Monroe

Church, A. H., Poepelman, T. R., Ginther, N. M., King, E. B., Pulakos, E. D., Ruggs, E. N., Rogelberg, S., Brown, S. G., Goro, M. L., & **Jacobson, C. J.** (2021, April). A discussion: SIOP membership trends then, now, and beyond. Panel session presented at the Thirty-Sixth Annual Conference of the Society for Industrial and Organizational Psychology, virtual.

Harmata, R. K., Roy, J. N., & Conte, J. M. (2021, April). A person-centric investigation of time urgency and related work outcomes. Poster presented at the Thirty-Sixth Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA (Virtual Presentation).

Jacobson, C. J., Oki, T., Poepelman, T. R., Reburn, Z., Wester, A., & Zemen, B. G. (2021, April). Getting social with it: Leveraging social media to promote inclusive recruitment. Panel session presented at the Thirty-Sixth Annual Conference of the Society for Industrial and Organizational Psychology, virtual.

Kath, L.M., Aiken, J., Butina, B.L., Cheeks, M.E., Gray, C.J., Holman, S., Islam, S., Kim, B.H., Magana Corona, Z., Ochoa, A., & VanRonk, S. (2021, April). Creative ways to get the word out about I-O psychology. Panel presentation and roundtable discussion at the annual meeting of the Society of Industrial and Organizational Psychology. (online)

Kay, K., Poepelman, T., Goro, M. (2021, April). (Co-chairs). Top10 work trends roundtable. Alternative session conducted at the annual conference of the Society for Industrial and Organizational Psychology, Virtual.

Kay, K. & Lucia, L. (2021). The Team-based Advanced Resilience Accelerator (TARA) System. National Defense Industrial Association (NDIA) Undersea Warfare Spring Conference, Virtual.

Weiss, C., Freiman, M., Bruni, S., Lynch, S., **Kay, K.** (2021, July). Information ergonomics: Expediting maintenance workflow using mixed reality. 12th International Conference on Applied Human Factors and Ergonomics (AHFE 2021), Manhattan, NY.

Faculty and Alumni Announcements

By Cole Monroe

Zack Girgis was recently promoted to Director, HR Business Partner at LinkedIn.

Edie Goldberg was elected to be a SIOP Fellow in 2020.

Kristy Kay will be starting an MBA program at Duke University this summer.

Lisa Kath participated in the National Academies of Science, Engineering, and Math's meeting to help develop evaluation metrics for sexual harassment prevention efforts on April 20-21, 2021.

Leah Mertz welcomed a baby boy with her husband. Joshua Robert Mertz was born on November 23, 2020.

First Year Experiences

By Cole Monroe

Entering SDSU's Masters program in the midst of a pandemic has certainly been an interesting experience, but the amount of growth the first year students have experienced over the past year has made it all worth it. We've been able to develop technically with new statistical analysis coding skills, cognitively with deep knowledge of personnel psychology, and professionally with numerous opportunities for collaboration/application.

The coursework has been challenging in the best way, with teachers that are masterful experts not only in the field but also in their ability to educate effectively. Learning graduate statistics with Dr. Jon Helm using R has been a very beneficial experience, and his ability to take complex statistical concepts and simplify them has made a daunting topic much more accessible. Similarly, Dr. Lisa Kath and Dr. Jeff Conte took us on a journey through the variety of industrial and organizational psychology concepts, challenging us to not only read and learn, but also apply the concepts through projects and activities. Overall, our teachers have given us first years the skills to engage with complex research topics that will help us stay on the cutting-edge throughout our career.

Looking back, the first years did a wonderful job of getting things done through a pandemic, making headway on thesis projects, attaining summer internships, and dealing with the challenges of remote learning with positive attitudes. Looking forward, it is a very exciting time to be in this field, and I have no doubt that all the first years will be successful in their careers after how they've performed over this last year.

Graduate school requires discipline, perseverance, and sacrifice. However, the culture of enjoyment and cooperation in this program takes the edge off of having that much responsibility. Everyone supports each other, understands the importance of treating each other well, and there are tons of resources to make the journey that much smoother and intrinsically motivating.

All in all, as a first year, I can say we've all gained an incredible amount of applicable knowledge, as well as built many great connections with each other. The first year has flown by, and probably so will the second. All I know is I'm very happy that I chose SDSU's Masters program. :)



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

It's never too early to start
planning for
SIOP 2022!

April 28 –30, 2022
Seattle, WA

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 2021 HIGHLIGHTS

Despite meeting over Zoom at the start of the year, many first and second years had a chance to socialize in person after getting vaccinated! We are excited for the non-local first years to move to San Diego in the Fall so we can have a delayed social.



Above: Lisa and Jeff led us in a heated game of Codenames!



Above: Second years took a cohort trip to Big Bear to celebrate all their accomplishments!



Left: Local first and second years finally got to escape Zoom for a night and met in person!