



SAN DIEGO STATE
UNIVERSITY

APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT ASSOCIATION

Fall 2021

Meet Our First Year Students!

Name: Ezekiel Welsh

Hometown: San Diego, CA (I guess)

Attraction to SDSU: I chose SDSU over other schools because of the amazing professors, and the fact that the program was funded!

In my free time, I: Play video games, read comics, and work on personal creative writing.

An interesting fact about me: I have lived in two foreign countries (Japan and Singapore) for a total of six years.

My favorite San Diego grub: California Burrito

In ten years, I see myself: Working in consulting and hopefully starting a family! By then I also hope I've got enough experience that I will be working in the I-O field with the government.

Favorite quarantine hobby: Probably reading comics! I picked up the hobby while in quarantine and have really enjoyed it. Lots of new stories to explore.



Name: Cindy Li

Hometown: Orange County, CA

Attraction to SDSU: Diversity of the students/faculty and how supportive the faculty is. I also liked that an internship is required here.

In my free time, I: Take workout classes at the ARC, cook, look for new food places, and watch TV shows/movies.

An interesting fact about me: I was born on Friday the 13th!

My favorite San Diego grub: Tacos

In ten years, I see myself: In a stable career in the organizational development field and starting a family.

Favorite quarantine hobby: Paint by numbers.



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Additional Information:

THE STUDENT EDITOR OF
THIS ISSUE WAS
COLE MONROE

PHOTOS PROVIDED BY
ALEXA SAMANIEGO

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

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

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



Name: Brandon Tam
Hometown: San Diego, CA
Attraction to SDSU: I chose SDSU because the faculty support is absolutely amazing.
In my free time, I: like to go off-roading and generally participate in outdoors-type activities. I occasionally play video games as well.
An interesting fact about me: A while back, I received the triple crown medal for running three half marathons in one year, one of them at an 8 minutes a mile pace.

My favorite San Diego grub: Barbecue without a doubt.

In ten years, I see myself: More than likely in a learning and development or diversity, equity, and inclusion type job.

Favorite quarantine hobby: Video games really were fun for a while until quarantine lasted longer than I thought.

Name: Stephanie Figueroa
Hometown: I was raised in Montreal, Quebec, but I have lived in Riverside, CA for the last few years!

Attraction to SDSU: What most attracted me was the internship aspect since it offered more hands-on experience than other programs.

In my free time, I: enjoy going to the gym & yoga.

An interesting fact about me: Most people never suspect that I attended French school from kindergarten to the end of high school!

My favorite San Diego grub: Awash in North Park! Great authentic Ethiopian food.

In ten years, I see myself: Hopefully working in diversity & inclusion, making the lives of minority groups easier at work! But I'm open to wherever life takes me :)

Favorite quarantine hobby: I didn't really develop a hobby, but I did spend it falling in love with my new boyfriend!



Name: Andrew Tricarico
Hometown: Rochester, MN
Attraction to SDSU: It seemed to strike the best balance between the more academic and the more applied avenues of learning. I also liked the lower student-faculty ratio and the great assistantship opportunities!

In my free time, I: am usually watching (or thinking about) old horror movies.

An interesting fact about me: I can make my eyes vibrate.

My favorite San Diego grub: The California Burrito.

Highlights include La Perla

Cocina #2, LV's, and Colimas. I'd also like to shout out Jack in the Box, the platonic ideal fast food establishment.

In ten years, I see myself: Living modestly, with a burrito in one hand and (hopefully) a paycheck in the other.

Favorite quarantine hobby: I spent a significant amount of time mastering the art of sitting on the couch.

Recent Admissions Statistics for MS Program

Average number of applicants: 98
Average number of admission offers: 12
Average number of students enrolled: 6
Average GPA for enrolled students: 3.8

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Fall APSA Speaker

Patrick Zvara

By Andrew Tricarico

Patrick Zvara is an alumnus of SDSU's I-O Psychology master's program. Despite having ten years of work experience before going back to school, he still learned quite a bit in the program. In particular, he credits the program for giving him the ability to think very analytically and make data-driven decisions. After receiving his MS degree, he began his career doing policy work for the county of San Diego. Later, he moved on to a position at a mail-order pharmacy doing core HR work, where he "worked for three years, but gained ten years of experience." After moving on from that position, he began work at Hearst Health, where he began to experiment with I-O Psychology efforts including employee engagement and talent planning.



Now, he's the Executive Director of Talent Management and Organization Development at Cedars-Sinai Medical Center in Los Angeles, California. In his current position, Patrick builds teams for different groups within the organization and helps to integrate new leaders, among other organizational development duties. In his talk to the current SDSU psychology MS students, Patrick offered a great deal of helpful advice. Namely, he reminded us that not everyone knows data like we do, so any solutions or interventions need to be justified and implemented with that fact in mind. Additionally, he emphasized that building personal relationships is paramount to his role. It's important to be able to easily gather feedback, and executives and other employees will be far more receptive to interventions presented by someone they know and trust. Patrick was able to paint a vivid picture of what one can accomplish with an I-O Psychology Master's degree and offered a number of valuable insights into the triumphs and challenges related to our field.



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

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

April 27-30, 2022
Seattle, Washington
In-Person and Virtual Sessions

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Second Year Internship Experiences

By Cooper McAllister

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.

Josie Jacobson: I worked remotely at ServiceNow as a Training Operations Intern. I collected and analyzed qualitative data to help my team implement a new project management tool and then worked with my manager to implement the changes as smoothly as possible. My biggest knowledge gap (and something I learned throughout my time in the internship) was corporate speak. I didn't expect the way employees communicate their day-to-day thoughts to be so different from what we hear in the academic world. With that, I used a lot of the skills we learned during Dr. Kath's seminar with scientific communication and making I-O topics more interpretable for people without an I-O background to get my points across.

Cooper McAllister: I worked at 23andMe as a UX Research Intern this past summer. I led a qualitative research project focused on following new customers through their entire onboarding process to better understand the experience and the pain points that exist. One of the best things I learned through the experience was how to adapt my current academic research knowledge to fit the more industry-based research mold. When it comes to how my knowledge from the program fit into my internship, the two most important pieces were 1) my coursework in measurement when it came to building a research protocol and 2) my independent research work in the program, which helped me be prepared to lead a research project on day one of the internship.

Cole Monroe: Over the summer, I worked at a software company called ServiceNow as a Survey Analyst intern. My primary focus was applying advanced analyses to survey data in order to a) generate key insights for leaders and managers and b) provide a conduit for employees to voice their opinions anonymously. During my internship, I learned how to create live, updating dashboards, how to model large amounts of longitudinal data, and how to work with stakeholders/my team to design an effective survey program in areas such as Future of Work and Employee Experience. Most of the statistical analyses I conducted during my internship I learned through first-year graduate statistics classes. In addition, many of the recommendations I offered based on the survey data came directly from evidence-based practices I had learned through coursework and thesis work.

Jessica Robison: I worked as a Learning & Engagement Intern at Karl Strauss Brewing Company. My main roles at the organization were to develop performance management techniques and to create learning and development modules. I created modules on our internal employee website to update and inform employees and also develop my own training series called "Let's Talk About..." that informed employees about stress, sleep, and psychological safety. During my internship, I learned how to operate in a corporate environment, which I had not previously experienced. The program taught me about how organizations have nested structures within them, such as departments, managers, groups, and so on. These nested structures can impact employee sentiments, which we assessed during our people and culture meetings.

Bridging
the Gap
Between
Research
and
Practice

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Second Year Internship Experiences (Continued)

Alex Mangialardi: I'm currently an intern for Apex Performance Strategies, a boutique consulting firm specializing in organizational development and strategic planning. In this role, I assist experienced consultants in administering, analyzing, and presenting engagement survey results to a variety of clients in the private and public sector. I also help to facilitate team building sessions, focused on areas like conflict management, team composition, and workplace communication styles. Working with consultants, I've learned how to anticipate resistance to organizational change and speak up about what I-O psychologists can contribute! Additionally, I've been exposed to various assessment tools used in the OD space, like DISC (assessment of communication styles), TalentSmart (360 degree feedback platform), and StrengthsFinder (assessment of individual strengths and areas of improvement). The knowledge I've gained from the program helped me to actively participate in conversations regarding survey design and to recommend solutions/interventions based on survey results. Most importantly, my training in the program gave me the tools to think more critically about organizational issues, considering many different levels of context (i.e., individual, team, and organizational level).

Alexa Samaniego: I worked at Columbia Business School with two professors on organizational behavior research projects. One project examined different situations in which women choose to pursue career advancement opportunities, and the other examined how people prefer to receive personality feedback (more or less detailed). I learned a lot about how management and organizational behavior research is conducted in the context of a business school. I also learned how to mentally switch between time zones very quickly! Learning R with Dr. Helm really came in handy when professors wanted me to analyze data. The science communication work we did with Dr. Kath was also super vital in helping me stand out during research presentations! The faculty at Columbia were very impressed with our training.

Matthew Bayati: I worked as a Talent Analyst at Alexion Pharmaceuticals, working primarily with the Talent Acquisition and people analytics teams. I created and implemented interactive dashboards, analyzed talent data, and disseminated actionable insights to senior leaders and internal stakeholders to help make strategic decisions. I've learned a lot about working in a professional setting and about the work that I-O professionals do, which is valuable to me as I will be seeking full-time roles upon graduating in a few months. I've also gotten to meet different people in our industry and learn more about what they do and learn from them throughout my internship. I've also been able to apply a lot of what I've learned in the classroom to my internship. My courses in statistics have taught me how to analyze data and tell a story with it. The course in psychometrics has also proven to be valuable as I am developing a candidate experience survey for our company.

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Announcements

- **Ryan Mills** was promoted to Senior Manager, Data Analysis at Qualcomm.
- **Lacie Barber** was quoted in:

A VeryWell Health article titled, "[How Can Remote Workers Adapt to Office Life Again?](#)"
Posted on 07-08-2021.

A Washington Post article titled, "[What we learned about wellness from working from home, and how to use those insights.](#)" Posted on 6-25-2021

Faculty Publications and Presentations

- Conlin, A., Hu, X., & **Barber, L. K.** (2021). Comparing relaxation versus mastery micro-break activity: A within-task recovery perspective. *Psychological Reports*, 124(1), 248–265 .
- Hu, X., **Barber, L. K.** Park, Y., & Day, A. (2021). Defrag and reboot? Consolidating information and communication technology research in I-O psychology. *Industrial and Organizational Psychology*, 14(3), 371-396 .
- Hu, X., Park, Y., & Day, A., & **Barber, L. K.** (2021). Time to disentangle the information and communication technology (ICT) constructs: Developing a taxonomy around ICT use for occupational health research. *Occupational Health Science*, 5, 217-245.
- Hu, X., **Barber, L. K.**, & Santuzzi, A. M. (2021). Does active leisure improve worker well-being? An experimental daily diary approach. *Journal of Happiness Studies*, 22, 2003-2029.
- Leslie, S., Samaniego, A., & **Barber, L. K.** (2021, April). Workplace telepressure and work rumination: Evidence of incremental validity beyond workaholism. [Paper presentation]. Western Psychological Association, Las Vegas, NV. (Transitioned to virtual conference due to COVID-19)
- Samaniego, A., Leslie, S., & **Barber, L. K.** (2021, November). Workplace telepressure and employee performance: Are there any benefits that offset well-being costs? [Poster presentation]. Work, Stress, & Health Conference, Miami, FL. (Transitioned to virtual conference due to COVID-19)
- Scharf, T., Sawhney, G., Schneider, S., Taylor, J.A., **Kath, L.M.**, Haas, E.J., & Cunningham, T. (2021, Sept.). Continuous improvement in safety management systems is necessary for a strong safety culture and for a sustainable culture of prevention. Virtual Poster # 273 in: XXII World Congress on Safety and Health at Work 2021, September 20-23; Canada.

FALL 2021 HIGHLIGHTS

*We all had a fantastic (and in-person!) APSA Fall BBQ this year!
Lisa Kath graciously hosted, and we all enjoyed some food, drinks,
and a beautiful San Diego sunset on her patio!*

