

Spring 2022

## Second Year Experiences

### What has been your favorite part of this program?

**Cooper McAllister:** The mandatory internship forced me to pursue much needed professional experience while earning my degree and provided me a much clearer picture of the job and needed skill sets I wanted to develop during my second year in the program. Being able to set my goals around these skills and the bigger picture was invaluable in my career development.

**Cole Monroe:** I actually have two. First, I found the seminar class discussions very interesting and, practically-speaking, invaluable. Work in the real world requires engaging in open discussions of ideas with other experts to make decisions, rather than just sitting and absorbing information (AKA undergraduate courses), and these interactive seminars prepared me for that reality significantly. Second, I found the work as a TA incredibly rewarding and developmental. Not only is the best way to learn something to teach it, but I think a huge part of our responsibility as organizational psychologists is to be able to spread lesser-known information to those \*not\* in the know. Such a teaching role helped me develop those critical skills.

**Josie Jacobson:** My favorite part of the program has been being surrounded by fellow IO students and faculty. Given that the field is still relatively new, it's nice to have a close network of people who will also nerd out about things like psychological safety or recovery from work.

**Matthew Bayati:** Many things have made this program amazing for me. I'd definitely have to say the people within the program. I really enjoyed working with and getting to know my cohort, and learning from the amazing faculty. Really awesome people all around!

**Alexa Samaniego:** I really liked completing the internship part of the program! I also had a lot of fun getting to mentor undergrads, both in our lab and as a TA.

**Alex Mangialardi:** My favorite part of the program was our seminar courses with the I/O squad. Being able to collaboratively discuss ideas, receive immediate feedback, and learn from my peers was a new learning experience for me that I really enjoyed! It was always so encouraging to be surrounded by a cohort and faculty that shared my interests and goals.

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

**Cooper McAllister:** I wish I would have known that the full demands of the program (coursework, thesis, research, TAing, and the internship) would be too much to juggle all of them on a day-to-day basis. I needed to learn to get comfortable "setting a ball down" and focusing on juggling just a few each day to be successful in all of my endeavors.

**Cole Monroe:** The one thing I wish I had known when I started this program is how long it takes to actually write the thesis, beyond coming up with the ideas and the design of the study itself. Specifically, I thought the translation of the ideas in my head to an actual written document would be much easier than it turned out to be. Looking back, I would have started early on just writing the thesis first draft, knowing the amount of editing and revision that is necessary beyond that (and how the responsibilities pick up in the program during the second year).

### Inside this issue:

SECOND YEAR  
EXPERIENCES 1-3

THESIS DEFENSES/  
SDOPP 3

FACULTY/ALUMNI  
PUBLICATIONS/  
PRESENTATIONS/  
ANNOUNCEMENTS 4

FIRST YEAR  
EXPERIENCES 5

PHOTOS 6-7

### Additional Information:

THE STUDENT EDITOR OF  
THIS ISSUE WAS  
COLE MONROE

PHOTOS PROVIDED BY  
LACIE BARBER AND LISA  
KATH

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)

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

**Josie Jacobson:** Compared to undergrad, grad school has so much more of an emphasis on actual learning and not just memorizing information to get a good grade. It is a tough transition in the beginning to switch your mindset. But I think being genuinely curious and exploring that curiosity will yield much better results in both the short and long term.

**Matthew Bayati:** Good question. I'd say that I wish I was better at time management and prioritization. There are a lot of things to juggle in our program (classes, thesis, internship, teaching assistantship). It wasn't always easy managing everything together, especially early on in the program. However, with time I became better at managing my responsibilities, and I'm thrilled with the outcome!

**Alexa Samaniego:** I wish I knew that my interests and goals would change throughout my time in the program, and that's totally okay! It took me a while to realize my path was going to be slightly different, but it was definitely worth it. We all have to go on our own journeys.

**Alex Mangialardi:** I wish I had realized that there is no perfect way to tackle grad school and/or start your career. It's easy to get caught up in cultivating the perfect academic/career progression, but as long as you show up every day with a growth mindset, you're on the right track!

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

**Cooper McAllister:** I am continuing to work a remote contract with 23andMe, which is where I did my internship. I plan to pursue a salaried position with them by the end of the year, or to move on to another Biotech/Health tech company.

**Cole Monroe:** I am starting a role as a Survey Analyst at ServiceNow in August, working on turning large amounts of data into actionable insights for executives and other leaders. Besides that, I am playing a lot of guitar and soccer, and enjoying my time off.

**Josie Jacobson:** I am currently in the process of moving to Chicago where I will soon be starting to work at ServiceNow. I'll be working with the same team I interned with last summer and a couple of fellow SDSU IO psych alumni!

**Matthew Bayati:** A couple weeks after graduating I began working as a Talent Management Specialist at Thermo Fisher Scientific. I've really enjoyed the work I've been doing with our talent and leadership development programs, and getting to apply my I/O expertise and analytical knowledge.

**Alexa Samaniego:** I'll be at the Stanford Graduate School of Business, getting my PhD in Organizational Behavior!

**Alex Mangialardi:** After graduation I will be continuing to work in external organizational development consulting and hope to stay in beautiful San Diego! Ultimately, I want to land an internal role in L&D or organizational development where I can leverage all of the knowledge and skill that I learned throughout the program.

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

**Cooper McAllister:** While the thesis certainly demands a lot of immediate thought and planning, I actually would advise those just starting out to begin planning out the time and effort to earn their internship for their first summer. Companies are hiring for summer roles sooner than you may think.

**Cole Monroe:** Forget about what undergrad was like - think about this program like you would a job that's paying for your livelihood. Put in your consistent hours every single week, even when there isn't some external factor forcing you to. Show up to everything you can. There is a lot of freedom in a grad program, which is great if you are diligent in how you use that freedom, but bad if you aren't. So be driven by gratitude for the opportunity to be a part of a rapidly-growing and incredibly interesting area like organizational psychology, and let that internal fire guide you on your own, rather than just reacting to what others are doing or finding the easiest way to skate by.

**Josie Jacobson:** Enjoy the grad school experience. Grad school is tough, but there likely won't be a time again where your main job is to learn and absorb new information. Although spending hours reading a bunch of articles might not always be the most exciting thing to do, it's a staple grad school experience. Enjoy the journey!

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

### **Second Year Experiences (continued from page 2)**

**Matthew Bayati:** Take in every moment and enjoy it. Graduate school is an amazing time in your life and you get to learn and have some great experiences. Get to know your cohort and your faculty and stay in the moment. Also, don't forget to work on your thesis!

**Alexa Samaniego:** If you know what you want out of the program, set goals early on and stick to them! But also remember to prioritize yourself and your mental/physical health above everything else. There's no point in being "successful" if you're too stressed or burned out to enjoy it. :)

**Alex Mangialardi:** Make the most of your time in the program! This will likely be the only time in your life when you're fully immersed in learning all things I/O psychology with like-minded peers and mentors - and it goes by fast. Soak it all in, challenge yourself, and make space for fun & relaxation :)

### **Thesis Defenses**

#### **Matthew Bayati – May 3rd, 2022**

"Sleep and Counterproductive Work Behaviors: Exploring the Role of Technology-Mediated Communication"  
**Chair: Lacie Barber**

#### **Dishanki Savla – February 11th, 2022**

"Comparing SEM and its Robustness Adjustments to Student's and Welch's t-test"  
**Chair: Jonathan Helm**

### **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](mailto: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.

### Faculty and Alumni Publications & Presentations

*By Ezekiel Welsh*

- Bukin, S. C.**, Stawiski, S. A., & **Tran, A. Y.** (2022). Myth Busting Using Data: Do Beliefs About Virtual Leadership Development Have Merit? [Conference Session]. Society for Industrial Organizational Psychology Annual Conference, Seattle, WA, United States
- Conte, J. M.**, Robison, J. L., & Tricarico, A. J. (2022). In analyses of the gender pay gap, job analysis and O\*NET don't get a lot of respect, but they should. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15, 46-50.
- De Bruin, R., & **Barber, L. K.** (2022). Is Electronic Multitasking Always Viewed as a Counterproductive Meeting Behavior? Understanding the Nature of the Secondary Task. *Psychological Reports*, 125(1), 422-447.
- Grawitch, M. J., **Barber, L. K.**, Leiter, M. P., & Mazzola, J. J. (2022). Editorial: Stress and Stress Management - Pushing Back Against Existing Paradigms. *Frontiers in psychology*, 13, 859660.
- Harmata, R. K.**, **Conte, J. M.**, & Carter, N. T. (2022, April). A person-centered exploration of the HEXACO personality measure and work-related outcomes. In G. P. Yankov & R. Sherman (Chairs). *New frontiers in personality profiles: Extraction, interpretation, and validation*. Paper presented at the Thirty-Seventh Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Hatrup, K.** (in press). Review of the Inwald Personality Inventory-3. In J. F. Carlson, J. F. Geisinger, & J. I. Jonson (Eds.), *The twenty-second mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Hatrup, K.** (2021). Review of the NEO-PI-3 UK Edition. In J. F. Carlson, J. F. Geisinger, & J. I. Jonson (Eds.), *The twenty-first mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Hatrup, K.** (2021). Review of the Psychological Capital Questionnaire. In J. F. Carlson, J. F. Geisinger, & J. I. Jonson (Eds.), *The twenty-first mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Helm, J. L.**, Langenberg, B., Grossman, E., Poulin, J., & Mayer, A. (2022). Using Structural Equation Modeling in place of Between-Subjects Analysis of Variance. *Structural Equation Modeling: A Multidisciplinary Journal*, 0(0), 1-9.
- Kath, L. M.**, Schmidt, G. B., Islam, S., Jimenez, W. P., & Hartnett, J. L. (2022). Getting psyched about memes in the psychology classroom. *Teaching of Psychology*. Advance online publication.
- Langenberg, B., **Helm, J. L.**, & Mayer, A. (2022). Repeated Measures ANOVA with Latent Variables to Analyze Interindividual Differences in Contrasts. *Multivariate Behavioral Research*, 57(1), 2-19.
- Moy, J., H., Van Dyne, A., & **Hatrup, K.** (2021). The cross-cultural effects of job insecurity and employability on employee outcomes. Paper presented at the Annual Conference of the Association for Psychological Science, Online.
- Parra, L. A., **Helm, J. L.**, & Hastings, P. D. (2022). Adrenocortical responses of emerging adults in California in the two months following the Pulse night club massacre: Evidence for distal stress responses. *Comprehensive Psychoneuroendocrinology*, 10, 100129.
- Perpich, R., Brossoit, R., Fisher, G., **Kath, L.**, & Kunz, J. (2022). Going upstream: Recommendations for training the next generation of I-O influencers. *Industrial and Organizational Psychology*, 15(2), 294-297.
- Stasenko, A., Kaestner, E., Reyes, A., Lalani, S., Paul, B., Hegde, M., **Helm, J.**, Ben-Haim, S., & McDonald, C. (2022). Association Between Microstructural Asymmetry of Temporal Lobe White Matter and Memory Decline After Anterior Temporal Lobectomy. *Neurology*, 98.
- Tran, A. Y.**, Champion, H., Jeong, S. B., Craig, S. B., **Bukin, S. C.** (2022). Promising Directions in Leadership Development Program Evaluation [Conference Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

### Faculty and Alumni Announcements

*By Cole Monroe*

Amy Tran is working at Ernst and Young (EY) as a Senior Consultant doing Organizational Development.

Ryan Mills was recently promoted to Director, Talent Planning at Qualcomm.

### First Year Experiences

By Ezekiel Welsh

Looking back, the first year of the program has been an incredibly rewarding (and stressful!) experience. We have experienced amazing growth in just the first year that has prepared us for future positions in the workforce. Dr. Jon Helm has built up our knowledge in statistics while simultaneously teaching us how to apply that knowledge in R. Dr. Larissa Barber and Dr. Lisa Kath guided us through a rigorous exploration of organization psychology where we read both the foundational knowledge of the field and the latest findings in it (woo meta-analysis!). Dr. Kate Hattrup gave us sweeping introduction to psychological testing and measurement that greatly helped us decide about questions we should be asking about the measurements we use. All the assignments, readings, and discussions that arose from these courses led to some stressful nights, but also saw strong bonds of comradery form in our cohort and helped us take our first steps into being true professionals in the field.

Speaking of those bonds, beyond the academic experience, the program has also been an equally rewarding social experience. The professors, second years, and fellow MS first years have created a strong support system where everyone is available and wants to see each other succeed. It is a truly collaborative environment that strengthens everyone involved and has helped us push through the challenges of graduate school.

Looking forward to the summer and next year is both exciting and nerve-wracking. Over the summer we will not only be putting work into completing our thesis, but also gain valuable applied experiences in internships. In our final year, we look forward to building the same climate of trust and respect for the incoming first years that our second years did with us, gaining even greater knowledge in various areas of our field, and creating more wonderful memories. As a final note, the class of 2023 would like to wish our second year mentors (Alex, Alexa, Cole, Cooper, Dishanki, Jessica, Josie, and Mathew) great success in their future endeavors! Thank you for helping guide us, and we hope to be just amazing as you all were!



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

It's never too early to start  
planning for  
**SIOP 2023!**

April 20 –22, 2022  
**Boston, MA**

#### 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 2022 HIGHLIGHTS

*The first and second years enjoyed another successful (and mostly in-person) semester!*

**Top:** The cohort donned hard hats to promote psychological safety for their final day of seminar



**Bottom:** Jeff graciously hosted everyone at his home for the APSA Spring Social



## Dr. Lisa Kath took a number of fun selfies at the April 2022 SIOP Conference in Seattle:



Dr. Lisa Kath with alums Catie Jacobson (middle) and Simona Spiridon (right)



Dr. Conte, Dr. Barber, and Dr. Kath



Alums Thaddeus Demeke, Julianna Roy, and Zareena Shefa with Dr. Kath



Alum Bruce Griffiths with Dr. Kath



Alum Elisa Torres with Dr. Kath



Dr. Kath with alums Sol Bukin, Kat Dinershtyen, Julianna Roy, and Shalini Corzine