



SAN DIEGO STATE  
UNIVERSITY

# APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT ASSOCIATION

Fall 2023

## Meet Our First Year Students!

**Name:** Simran Bhatia

**Hometown:** Chandigarh, India

**Attraction to SDSU:** This city in the USA has my heart – it's just the best, in my opinion. The weather is fantastic, and winter here is like nowhere else. Plus, having my family around adds that extra special touch. The small cohort size and the chance for one-on-one mentoring with your advisor? That's the kind of support I was looking for. So, SDSU it is, and it's been a great choice. Cheers to family, great weather, and top-notch academic support at SDSU! :D

**In my free time, I...** absolutely adore photography—it's my passion! In my free time, you'll find me creating personal vlogs for my YouTube channel. Also, cooking is another love of mine, especially experimenting with dishes from different cuisines. Life's too short not to enjoy good food and capture beautiful moments! :)

**An interesting fact about me:** I was born with congenital anosmia, which means I've never experienced the joy of smelling anything in my life. Yep, not even the amazing food I love cooking!

**My favorite San Diego grub:** Vegan Sushi from The Yasai: Plant-Based Japanese Experience. "Little Italy" and "Stressed Out" are my top two recommendations. :)

**In ten years, I see myself...** sipping a glass of wine in the backyard of my own house, sharing that moment with my partner, and joyfully saying, "We did it!"

**What ice cream flavor sums up your personality?** Goopy Brownie (I love this ice cream from Salt and Straw in SD), because I think it perfectly captures the richness and depth of my extrovert and loving personality LOL.



**Name:** Maxwell Cain

**Hometown:** Medina, Ohio

**Attraction to SDSU:** Did my undergrad at SDSU and really liked how knowledgeable and personable the psychology faculty members were!

**In my free time, I...** write fiction stories, take wildlife photos, hike, and play soccer.

**An interesting fact about me:** I visited 46 of the 50 states before 9th grade (all with my twin sister)!

**My favorite San Diego grub:** Spicy basil fried rice (spice level 10) from Kiin Thai.

**In ten years, I see myself...** Working as a professional HR consultant (probably still living in San Diego).

**What ice cream flavor sums up your personality?** Wildberry Crumble (Homemade ice cream flavor with local wild berries and dairy from Ohio).

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### Additional Information:

THE STUDENT EDITOR OF THIS ISSUE WAS  
JENNIFER LE

PHOTOS PROVIDED BY  
SIMRAN BHATIA

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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:** Amanda Kellaris  
**Hometown:** Beaverton, OR  
**Attraction to SDSU:** Dr. Jeff Conte's research was exactly what I was doing in undergrad and was passionate about, so it was a no brainer that working with him was my first choice. Additionally, after talking with the second years from all of the schools I interviewed for, SDSU stuck out to me in terms of how deeply the faculty cares for their students as well as how close the cohorts are.  
**In my free time, I...** snow-

board, surf, and do crafts while watching reality tv shows.

**An interesting fact about me:** I went to the Jersey Shore house in Italy.

**My favorite San Diego grub:** Bahn Thai on Park

**In ten years, I see myself...** working and making a positive impact on the corporate level, having traveled to at least 25 countries, and having purchased my home!

**What ice cream flavor sums up your personality?**  
Mango sorbet

**Name:** Sofija Markovic  
**Hometown:** San Diego, CA  
**Attraction to SDSU:** I chose SDSU because my mentor is supportive, enthusiastic about sharing her expertise, and inspires me to be my best self.

**In my free time, I...** discover new music, go to concerts/shows, spend time outdoors and with animals

**An interesting fact about me:** I danced on the Coachella DoLab stage with Rufus du Sol.

**My favorite San Diego grub:**  
Hand rolls from Temaki

**In ten years, I see myself...** sitting on the beach, drinking water from a coconut.

**What ice cream flavor sums up your personality?**  
Raspberry sorbet



**Name:** Daniela Ortega  
**Hometown:** San Diego, CA  
**Attraction to SDSU:** I was attracted to the small cohort, engaging faculty, and financial support offered through an assistantship—this was definitely a plus for me!

**In my free time, I...** love going to the beach, finding cute coffee shops with my friends, walking with my dogs, and playing video games.

**An interesting fact about me:** I have a 15-year-old chihuahua who's been with me since I

was 8 years old!

**My favorite San Diego grub:** Carne Asada Fries

**In ten years, I see myself...** in a good-paying and full-time job that will allow me to grow as a scientist-practitioner and practice everything I will learn from this program.

**What ice cream flavor sums up your personality?**  
Rocky Road— not only is this my favorite flavor, but I see life as a rocky road with a lot of ups and downs.

**Name:** Rianna Roush  
**Hometown:** Waterloo, Illinois

**Attraction to SDSU:** Small cohort size, personalized touch, cost of attendance, and location!

**In my free time, I...** explore San Diego and the beaches, read, and watch movies.

**An interesting fact about me:** I worked at a movie theater for 5 years.

**My favorite San Diego grub:** The Friendly. They have a cheap, super greasy burger that's amazing.

**In ten years, I see myself...** working at a job I enjoy in a city I like to explore.

**What ice cream flavor sums up your personality?**  
Strawberry - not too flashy but always a good time.



## Recent Admissions Statistics for the MS Program

**Average number of applicants: 72**  
**Average number of admission offers: 8**  
**Average number of students enrolled: 6**  
**Average GPA for enrolled students: 3.7**

# APSA Newsletter

## Fall APSA Speaker

### Amy Y. Tran

Amy Y. Tran, an SDSU M.S. Applied Psychology: IO Psychology Track alumni, shared valuable insights and advice for current grad students during a guest speaker session held in Fall 2023. She highlighted the evolving nature of the workforce, emphasizing that layoffs are no longer a death sentence but rather a reality of change as well as encouraging students to relax and recover from burnout. Drawing from her diverse experience, including roles at consultancy firms like Ernst & Young and the Center for Creative Leadership, Amy stressed the importance of building strong relationships and adapting to different work environments.

By Simran Bhatia

She outlined seven key pieces of advice:

1. **Build Business Acumen:** Amy emphasized the importance of understanding financial statements and basic knowledge of other departments to navigate the corporate landscape effectively.
2. **Stay Well-Versed in Your Industry:** Regardless of your field, Amy advised staying updated on industry trends and developments, even if they may seem unrelated to your current role.
3. **Explore Different Industries:** She encouraged students to explore various industries to discover their true interests and strengths.
4. **Learn Necessary Skills:** Even if a skill doesn't align with your passion, Amy stressed the importance of acquiring basic proficiency in areas such as coding or public speaking, as they may be beneficial even if you don't like it.
5. **Embrace Continuous Learning:** In a rapidly changing world, Amy urged students to embrace change and continuously seek opportunities for personal and professional growth.
6. **Exercise Ethical Decision-Making:** Amy highlighted the importance of adhering to ethical standards, even in challenging situations, and using critical thinking skills to avoid harm to employees or organizations.
7. **Reflect and Set Goals:** Finally, Amy advised students to spend time reflecting on their values, strengths, and goals, continuously asking themselves what makes them happy and what challenges they face.



Amy also provided insights into her day-to-day life in consulting at Ernst & Young, emphasizing teamwork, client communication, and adapting to evolving project scopes. She emphasized the importance of staying organized, documenting projects, and continuously updating one's resume for future opportunities. We extend our heartfelt gratitude to Amy Tran for generously sharing her time, expertise, and invaluable advice with us. Her insights serve as a guiding light for current graduate students as they navigate the intricacies of the modern workforce.



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

**SIOP 2024  
Annual Conference**

**April 17-20, 2024  
Chicago, Illinois  
In-Person and Virtual Sessions**



# APSA Newsletter

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## Second Year Internship Experiences

By Jennifer Le

*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.*

**Brianna Camacho:** I was a Talent Acquisition and Development Intern at Neurocrine Biosciences in Del Mar. I had the opportunity to learn strategies regarding their selection process and resources to develop employees. My main intern project consisted of creating a new virtual Hiring Manager training program through the launch of a new learning management system at the organization.

**Anaid Ceron-Northcraft:** I had the opportunity to work remotely as a Graduate Intern for the Global DEI Talent Strategy team with the UnitedHealth Group, a Fortune 500 company with over 420,000 employees. I supported the implementation process of an executive sponsorship program, an ethnic relevant executive leadership development program, and the needs assessment process for organization-wide psychological safety. My day-to-day consisted of attending meetings, creating communication plans, synthesizing research, and attending company-wide intern trainings. On my final week I presented practical recommendation for each program and submitted a one-page info graphic to support my recommendations. It's worth noting that my role was posted for an "MBA Graduate Intern." The job description matched a lot (if not all) of my desired employer characteristics (large, international organization with a well established DEI strategy), and so I decided to apply anyway. My biggest take away from the experience was the power of story telling. While in a meeting with the organization's top learning and development executive, we were asked to identify how our DEI talent development program differed from existing programs offered by the organization. The representative from the vendor organization we hired to deliver the content answered the question with a story about their organization's recommitment to DEI after the death of George Floyd. Once she was done, the L&D executive requested that more internal resources and support be provided to participants of our program and put an end to ongoing internal resistance we were experiencing.

Bridging  
the Gap  
Between  
Research  
and  
Practice

**Jennifer Le:** I interned with Grocery Outlet this summer in the Bay Area for their Talent Acquisition and Organizational Development Teams. My main project was related to increasing the diversity of their applicant pool and improving employer branding. Parts of this project included examining the employee engagement survey, conducting interviews with employees, meeting with brands such as LinkedIn, assessing user experience, and redesigning their applicant website. Additionally, I created guideline documents to be distributed to managers based on my research with DEI and IO.

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## Second Year Internship Experiences

*By Jennifer Le*

**John Little:** For my internship I had the opportunity to work as an Evaluation Analyst at the Center for Creative Leadership (CCL). In this role, I was responsible for generating program evaluation reports, maintaining client-specific program evaluation dashboards, and conducting exploratory research on data collected from participants following their attendance at leadership development programs. Additionally, I contributed to process automation by implementing Qualtrics workflows and creating custom code in R. I also had the opportunity to attend several leadership development programs, which was probably my favorite part about working for CCL! This experience significantly improved my proficiency in R reporting and automation skills, and it deepened my understanding of leadership development.

**Alexis Rivkin:** This past summer I worked as a People Experience intern at Shield AI, a startup tech company in San Diego focusing on creating AI technology for the military. I worked on a variety of projects including a 3-year strategic HR plan, launching a new LMS system, and revitalizing a leadership development program to align with company growth trajectories. In addition to those projects, I also learned the ins and outs of the corporate world and how to communicate my skills and knowledge to non-I/O individuals. Overall, the internship was an incredible learning experience, and I am very grateful for the 10 weeks I spent there!

**Hannah Valley:** I was a rotational intern at Mirati Therapeutics. I supported the company that is committed to developing targeted therapies to meaningfully impact the lives of patients with cancer. One of my biggest contributions was delving into Mirati's employee engagement survey to identify areas for greater diversity and inclusion. My analysis led to tangible actions, including crafting inclusive onboarding practices and starting a mentorship program from scratch. I was also responsible for developing two LinkedIn Learning training programs for mid-year performance reviews. This involved understanding the needs of both managers and employees, and then curating engaging and effective learning modules. I was given the opportunity to see these programs adopted throughout the company and displayed on Mirati's intranet. Beyond specific projects, I also gained invaluable insights through multiple learning sessions with Mirati's C-suite and other program leaders. I got a glimpse into the life of managing a company and its people, as well as strengthening my scientific background, and I had a blast doing it!

# APSA Newsletter

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## Announcements

- **Cindy Li** started a new role at MicroVention-Terumo as a Specialist I, Global Talent.
- **Lacie Barber** was promoted to Full Professor at SDSU.

## Faculty Publications and Presentations

- **Barber, L. K.**, & Budnick, C. J. (2024). Sleep and fatigue in occupational health psychology research. In L. E. Tetrick, G. G. Fisher, M. T. Ford, & J. C. Quick (Eds.), *Handbook of occupational health psychology* (pp. 229–248). American Psychological Association. <https://doi.org/10.1037/0000331-012>
- **Barber, L. K.**, Santuzzi, A. M., & Hu, X. (2023). Tackling the problem of workplace telepressure: Are disconnection policies helpful? *Group & Organization Management*. Advance online publication. <https://doi.org/10.1177/10596011231206206>
- **Barber, L.K.**, Kuykendall, L. E., & Santuzzi, A. M. (2023). How managers can reduce always-on work stress in teams: An Optimal Work Availability framework. *Organizational Dynamics*, 52 (3), 100992. <https://doi.org/10.1016/j.orgdyn.2023.100992>
- Hu, X., & **Barber, L. K.** (2023). Understanding the role of information and communication technology in psychological well-being through the lens of self-regulation. In A. Day & C. Cooper (Eds.), *Mental Health at Work*. Routledge. <https://doi.org/10.4324/9781003255574-8>
- **Barber, L. K.** & Tedone, A. M. (2023, November). Innovative and inclusive teaching in occupational health psychology. [Panel] Work, Stress, & Health Conference, Virtual.
- **Barber, L. K.**, Hu, X., & Jang, S. (2023, November). The elusive link between sleep and organizational citizenship behavior: Are we looking in the wrong direction? [Poster presentation]. Work, Stress, & Health Conference, Virtual.
- Burton, J. P., Buis, B. C., & **Barber, L. K.** (2023, November). A new hope? Restoring self-compassion in response to abusive supervision. [Poster presentation]. Work, Stress, & Health Conference, Virtual.
- **Conte, J. M.**, & **Harmata, R. K.** (2023). Person-centered study of cognitive ability dimensions using latent profile analysis. *Journal of Intelligence*, 11(5), 1-12.
- Emaminejad, N., **Kath, L.**, & Akhavian, R. (2023). Assessing Trust in Construction AI-Powered Collaborative Robots using Structural Equation Modeling. arXiv preprint arXiv:2308.14697.



# FALL 2023 HIGHLIGHTS

*The cohort had a great fall semester! Highlights include celebrating Diwali and gathering for the Annual Fall Social!*



**Top Left:** A section of the cohort celebrate Diwali.  
**Top Right/Bottom:** Lisa Kath hosted another great Fall Social!



## FALL 2023 HIGHLIGHTS

*The cohort had a great Fall semester! Highlights include several social gatherings as well as wearing Dr. Lisa Kath's signature bangs for Halloween!*



**Top Left/Right:** First years enjoy some relaxing free time together.

**Bottom:** The cohort put on her signature bangs and dressed up as Dr. Kath for Halloween!