

Spring 2025

New Additions to This Edition

We've added fun superlatives—celebrating each grad student's unique vibe! Plus, don't miss our Graduation Video for the Class of 2025, featuring special highlights from SIOP 2025 in Denver and a nostalgic look back at the two incredible years our grads spent in the program. Congrats again, Table lovers!



Second Year Experiences

What has been your favorite part of the program?

Amanda Kellaris: Making friendships that will last a lifetime :)

Daniela Ortega: The faculty has been my favorite part, hands down. Their mentorship is what originally drew me to this program, and I'm so grateful to have had the chance to learn from such an inspiring group of people. One of the most beautiful parts of this experience has been seeing how genuinely well the faculty get along with each other. That positivity radiates throughout the cohort. Their warmth, kindness, and passion for helping students have made such a difference, not just in my education but in my personal growth. Lacie, Lisa, Jeff, and Wiston, if you're reading this, thank you from the bottom of my heart. I'll always be grateful to have crossed paths with you.

Maxwell Cain: I really enjoyed how personal the entire program felt. The small cohort size allowed me to get close with everyone and even get to know my professors really well too. The number of times I would walk with professors or my cohort to cars was numerous, and the fact I got to do this with them all will always be a treasured memory of my time in the program.

Rianna Roush: The community! I was nervous to move across the country for school, but I've felt so welcomed and at home at SDSU. I love that we support each other through all the chaos that is grad school and still manage to have a little fun.

Simran Bhatia: Definitely the community we've built. From the faculty—to my friends in the cohort, second-years, and the first-years, everyone's been super friendly and supportive. The culture here is so collaborative, not competitive at all, and that's honestly what I love the most.

Sofija Markovic: My favorite part of the program has been seminar discussions! I've enjoyed the weekly opportunity to expand my I-O knowledge and engage with others who share the same interests. Through seminars, I have learned to critically evaluate information, synthesize research, and effectively convey complex information, which are all skills I am proud to have honed. Most importantly, every person I have connected with throughout seminar has played a special role in my personal and professional growth. The sense of community and support within this program has been exceptional, and I'm incredibly thankful to have experienced it!

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Additional Information:

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PHOTOS PROVIDED BY
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If you would like additional
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Second Year Experiences (continued from Page 1)

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

Amanda Kellaris: Don't stress too much about grades, it's not like undergrad. Grad school is really about learning and being able to apply what you've learned in practical, real-world situations. Focus on understanding the material and connecting it to your future work, rather than just aiming for perfect scores!

Daniela Ortega: I definitely wish I had known how intense and rigorous the program would be. It's totally doable and you can still have a good work-life balance, but your time management skills have to level up fast. I wish I had started using Google Calendar from day one instead of waiting until the end of my first year (seriously, your calendar will become your best friend and unofficial life coach!). Looking back, I'm really proud of how much I've grown in that area because strong time management is something I'll carry with me into my career.

Maxwell Cain: How important staying on top of time management was. It is an area I think most people could use work on, but was not a strength of mine before the program. I have slowly been improving in this area, and I credit a lot of this growth to the program and my cohort!

Rianna Roush: That two years is basically no time at all. It feels like I just started the program, but now I'm about to defend my thesis and graduate and never be in school again. I wish I knew to savor every minute of being a student.

Simran Bhatia: First, that everything eventually falls into place. You really don't have to stress over every little thing. Sometimes things won't go the way you planned, but it's totally okay to pivot and adjust—it all works out. Secondly, the moment you start truly loving what you do—whether it's TA-ing, seminar discussions, readings, social events, or labs—that's when your time's almost up. I had no idea these two years would fly by sooooo fast. If I'd known, I think I would've slowed down and really appreciated every part of the program even more. Lastly, I didn't expect to get so attached to the people I've met through this program. (Lisa, Daniela, & Max—I'm really going to miss you :(...even though I know I'll still be around and see you often!).

Sofija Markovic: One thing I wish I had known is that everyone will offer different advice on how to approach your thesis, manage your time, and navigate research. It's helpful to try out different strategies to see what works for you, but it's also important to trust yourself. You were accepted into this program because you're capable. You know how to manage your time and get the work done. Ultimately, there's no one "right" way to succeed in grad school. Everyone has their own style, as some thrive with structured routines, while others prefer a more flexible approach. The key is to honor what works best for you.



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Second Year Experiences (continued from Page 2)

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

Amanda Kellaris: Traveling within the U.S. as well as internationally, spending a lot of time with family and friends, and crafting a lot!

Daniela Ortega: The goal is to get a full-time job where I can actually apply everything I've learned over the past two years. I'm excited to bring all of that knowledge into the real world and keep growing professionally. Once that's in place, I plan to relax a little, spend quality time with my cat and my family, and just enjoy the little things.

Maxwell Cain: I am hoping to travel around, probably head back to Ohio for a bit and see family and friends I haven't seen since I started. I am also hoping to find a solid place to work, preferably one where I can make a difference in the employees' well being.

Rianna Roush: Right after graduation I'm going on a week and a half trip to Europe! After that, I will be an on-call Human Capital Consultant with ICF while looking for full-time roles in consulting, talent management, or learning and development.

Simran Bhatia: LOL—first up, I'll be editing this giant newsletter (haha), then I'll be prepping for my thesis defense, and diving rigorously into the job search (F1 student struggles are real!). Once I land a job sponsor, I'm throwing a giant pool party for all my friends and family to celebrate my actual graduation. After working for a bit, I'm planning a vacation to India with my partner to celebrate us! ;)

Sofija Markovic: First things first- I am going to relax :) After recharging, I would like to start working as a consultant. So far, I've found that it's been easier to identify what I DO NOT want to do through my experience. I've discovered that I enjoy people strategy and data analysis, while I'm less drawn to learning and development. Performance management and organizational development are areas I want to explore.



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Second Year Experiences (continued from Page 3)

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

Amanda Kellaris: I know the beginning can feel overwhelming, but try to enjoy every moment, time really does fly! One of the best things you can do is study and co-work with your cohort, whether it's at a coffee shop, in the lab, or at someone's house. It makes the process so much more fun and less stressful, and you'll build strong friendships along the way.

Daniela Ortega: Okay, this might sound a little nerdy, but seriously, don't underestimate the value of our seminar projects. Each semester's final project was such a great opportunity to grow, and looking back, I wish I had appreciated that even more in the moment. These projects taught us so many real-world skills that I now bring up all the time in job interviews and in my internship. So don't rush through them just to get them done. Treat them as the professional development tools they are. You'll thank yourself later.

Maxwell Cain: Things out of your control will happen, and when they do, it is best to lean on your support system, including your cohort, who should always be there to help out as well. It can be hard to reach out at first, but everyone is there to help you up and get you moving towards your goals.

Rianna Roush: It's your education, so feel free to ask for what you need. If you aren't getting enough of one kind of experience, ask for more in your lab or ask another professor! You are able to shape your experiences to get what you need out of the program.

Simran Bhatia: Trust your thesis advisor—they've been doing this a long time and really know what they're doing. Put time and effort into group projects; they teach you a lot. Throughout the program, try to identify your strengths and areas you want to grow in—and actually work on them. Ask people you trust for honest feedback on your strengths and areas for improvement. That kind of self-reflection really shapes who you are and who you want to become. Network as much as you can, even if it feels intimidating at first—it really pays off. Make the most of the applied projects too—they're super helpful once you start working as a practitioner. Be a good teammate during group work; it genuinely reflects your work ethic. And from day one, embrace the culture of this program: be kind, inclusive, and supportive of one another. Build strong connections with your faculty, cohort, second-years, and first-years—you'll make friendships here that truly last.

Sofija Markovic: I have two pieces of advice. First, know that the most challenging part of the thesis process is often getting started and writing the introduction. It can feel overwhelming at the beginning, but it truly gets easier with time and experience. Once you get past that initial hurdle, the rest starts to flow more naturally. Secondly, and most importantly, ALWAYS prioritize your mental, physical, and social health. Grad school can be demanding, but taking care of yourself, engaging with your support systems, and spending time doing hobbies that allow you to psychologically detach from work is what will allow you to show up fully, stay focused, and enjoy the journey.



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Second Year Experiences (continued from Page 4)

As a small bonus question, what has been an impactful moment or memory from the program or because of the program that has shaped who you are today?

Amanda Kellaris: I'd say our SIOP trip to Chicago was a really impactful experience. It checked off a bucket list city for me, which satisfied my love for travel, but more importantly, it brought me closer to both my own cohort and the second-years. We bonded over shared experiences and got to deepen our knowledge in a field we're all passionate about. It was a perfect mix of personal and professional growth!

Daniela Ortega: Going to SIOP has definitely been one of the most impactful experiences. I feel so lucky to have been part of one of the first cohorts that got to attend two years in a row. It was such a meaningful experience, not only because of the amazing professional opportunities, but also because of the friendships and bonding that happened while we were there. Since no one is stressed about school that week, it's such a great time to connect more deeply with your peers and faculty. I got to meet so many incredible people, build new connections, and truly feel part of the larger I-O Psych community. The memories from those trips will always have a special place in my heart.

Maxwell Cain: Honestly the most impactful memory was heading to the library after our first class. I met up with Amanda and Simran, and we began talking about the program and our expectations for the next two years. We talked for hours easily, and it was then I knew we were going to be close friends for the next two years.

Rianna Roush: Our trips to SIOP! There's nothing that bonds people like group travel. While both SIOPs were totally exhausting, I loved getting to explore new cities with my cohort and overdose on information about I-O at the conference.

Simran Bhatia: Back in Fall 2023, right when I had just started this program, I was invited to be a panelist at Chaffey College (Rancho Cucamonga, CA) for their Grad School and Careers in Psychology Panel. At the time, I was unsure of myself—I didn't really know what I was doing, what I wanted to do, or even if choosing the MSIO program over a traditional MBA was the right call. Then, this Spring 2025, I was invited again—this time as a panelist at California State University San Marcos for the same kind of panel. And while answering student questions, I had this moment of clarity: I knew I made the right choice by coming to SDSU. Two years ago, I was scared and full of doubt, but now I feel confident and grounded in my path. I truly believe this program shaped that change in me—because I fully immersed myself in it, and it has helped me become who I am today. :)

Sofija Markovic: Working with my mentor, Dr. Lacie Barber, has shaped me in ways I'll carry far beyond grad school. One impactful memory came from the Org Research & Ethics seminar that I took in my first semester of grad school. Our final was a 'mini thesis,' and I expressed to Lacie how exhausting the project felt due to conflicting research findings and my tendency to evaluate every piece of information to ensure I make the best decisions. In a field with endless literature, this quickly became overwhelming. Lacie reminded me that the research process is inherently messy, and striving to evaluate everything isn't practical. That conversation helped me let go of work perfectionism and trust in my ability to make informed decisions.

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

Thesis Defenses

Rianna Roush - May 13, 2025

Peer Support Training to Support Victims of Patient Behavioral Events: Evaluating a Novel Training Module in the Healthcare Setting

Chair: Lisa Kath

Sofija Markovic - May 3, 2025

Matchmaking for More Work Recovery: Testing the Matching Principle With Workload and Need Satisfaction

Chair: Lacie Barber

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Spring APSA Speaker

Cian West

By Shreya Cho

This semester, we welcomed Cian West, Sr. Human Resources Manager at Thermo Fisher Scientific, for a Q&A session with our grad students. Cian joined Thermo Fisher after earning her Master's in 2020 and completing a two-year HR rotational program at Thermo Fisher. In her current role, she works closely with leaders to align strategy with business needs. Cian is a former student-athlete on the women's basketball team and brings a unique background that has shaped her career and perspective. She generously shared her experiences and practical advice for navigating early career roles in HR and beyond. Here is a snapshot of what Cian shared:



What is the most rewarding part of working in HR?

Building strong relationships with business leaders. Having their trust and open communication makes the job meaningful and effective. She also finds fulfillment in supporting early talent, especially through internships, mentorship, and apprenticeship programs.

How can students stand out as early career candidates?

Cian emphasized highlighting what makes you different. She credited her basketball background for setting her apart in interviews. It helped her develop leadership skills, discipline, navigating ambiguity, and time management. She encouraged students to include similar experiences on their resumes and to not underestimate the value of networking. Reach out, stay in touch, and ask for referrals when appropriate.

How should we present diverse experiences in interviews?

Use storytelling. If an experience gave you relevant skills, explain it with a clear example. Cian mentioned her experience as team captain as a way to illustrate leadership in a workplace context.

How do you stay informed about current research, and how does it help you in your role?

Cian highlighted the importance of staying tapped into current research to help with continuous learning and innovation. She mentioned Harvard Business Review, research papers, and books as good sources for information that can help in a corporate role.

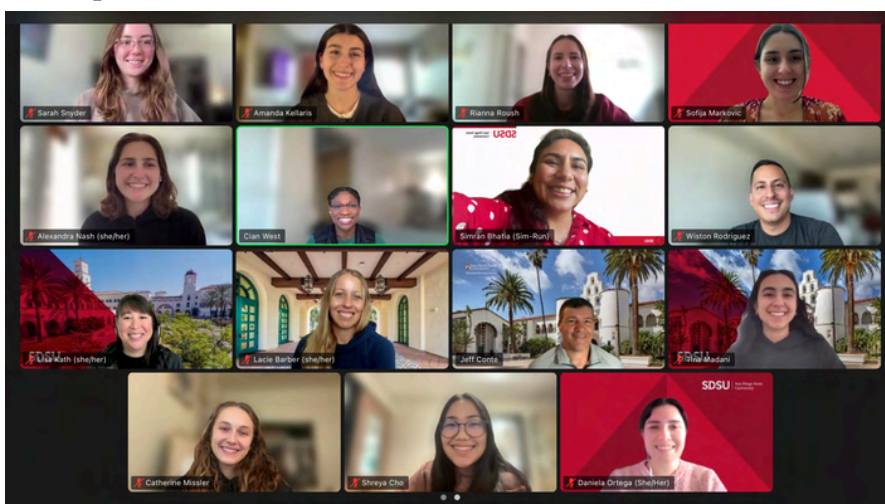
Any advice for the thesis process?

For first-years: choose a topic that makes you excited and slightly nervous. That's often a sign you're pushing yourself. For second-years: Be confident in your work. Cian also recommends having regular conversations with our peers for thought partnership—sharing challenges and ideas helps everyone grow.

What should first-year students keep in mind as they start internships?

Cian recommends that we spend time in the first week meeting others and learning about their roles, and aligning on expectations and deliverables for your internship. She also recommends looking for opportunities to broaden your skill set, if time permits.

We're truly grateful to Cian for taking the time to share her experiences and thoughtful advice with us. Her insights encouraged us to leverage diverse backgrounds, be lifelong learners, and build strong connections as we navigate our career paths.



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Spring APSA Speaker

Dr. Sevelyn Crosby

By Maxwell Cain

Dr. Sevelyn Crosby hosted an event over Zoom for the graduate students. She holds a PhD in positive organizational psychology from Claremont Graduate University. She is a senior manager of people strategy at Blue Shield of California and has 10+ years of experience in both external and internal consulting. She is also author of the children's book My Mommy is an Organizational Psychologist, which focuses on explaining what an organizational psychologist does in simple terms to people of all ages. This gives Dr. Crosby a unique view on the field of I-O psychology that she gracefully shared with us while answering questions.



What inspired you to write a children's book on I-O psychology?

Dr. Crosby said she first came up with the idea when finishing her master's degree at Claremont Graduate University. She was visiting an after-school program on career day and was asked to explain to the children what she does. At the time, she didn't feel comfortable explaining to such a young audience without using jargon, which bothered her. There was an importance in simplifying concepts so a kid could understand; this had been missing from the field of I-O psychology. If you could explain it to a kid, then explaining to a CHRO would be easy. She noticed this gap and wrote a children's book on the topic. She also suggested that getting published (even as a children's book) is very helpful, and that other areas of I-O psychology could be explored!

Any advice on how to get into the job market right now?

Dr. Crosby suggested knowing the population of interest you want to help. By doing so, you can narrow down your field(s) of interest and focus on gaining experience in that field to make yourself more marketable to employers. A great way to do this is to find volunteer work in that area and get to know people in the community, these can be people you reach out to for further help down the road! She also stressed not to be afraid to ask people for informational interviews, as these interviews can be extremely informative. When on the job hunt for her current role at Blue Shield of California, she did over 30 informational interviews and made many great connections. She also shared that through her book, she's hosted a free virtual event. Her website has videos on showing your I-O psychology skills on your resume, and she urges everyone to check out the free resources.

What tips do you have when asking someone for an informational interview?

Dr. Crosby suggested doing some background research on the person before reaching out. When reaching out via email or LinkedIn, include why you specifically want to speak with them (e.g., their current role, a past project, a past company they helped) and why you think speaking with them will help you and your career. She also said to put a time frame on it, normally 20-30 minutes, and to give many options (call, in person, Zoom). This can allow the other person to be flexible with the scheduling and increases the likelihood that they will accept the request. She also said to send a reminder the day before, and if they do not show up, send a brief message asking if another day would work better.

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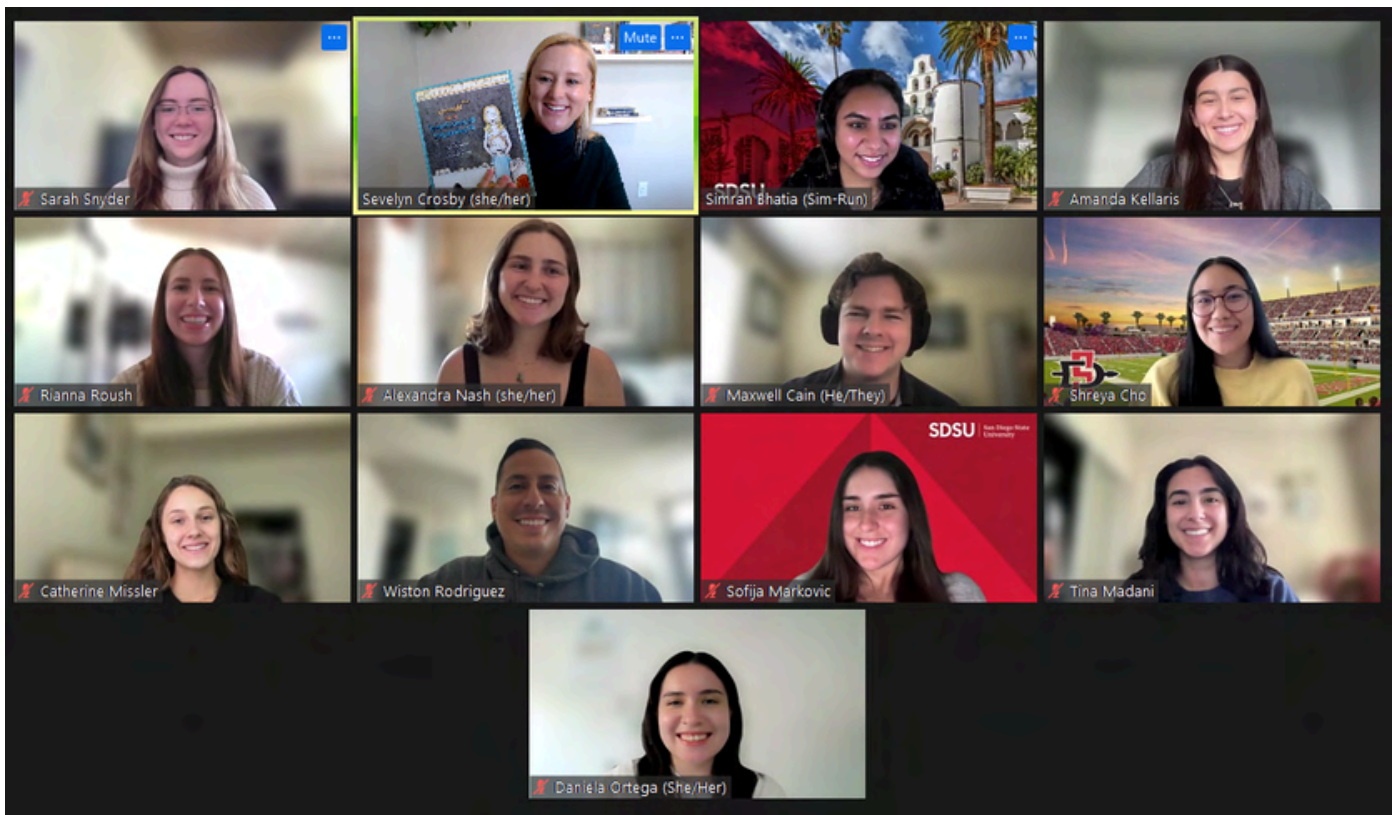
Spring APSA Speaker (continued from Page 7)

By Maxwell Cain

How will AI help companies in the HR system?

Dr. Crosby has experience in both external and internal HR systems. She said AI in HR shows promise in several areas, but two areas she is most familiar with are in regards to talent acquisition and employee development. Talent acquisition can use AI to identify qualified candidates, screen applications, and even conduct initial interviews. This would be particularly helpful for high-turnover positions where recruiters are constantly filling roles and the baseline requirements for these roles are well defined. For employee development, AI can be used to create personalized learning paths, analyze data to identify skills gaps, predict training needs, and offer real-time feedback. She shared an example of what best-in-class would look like - an employee might identify skills gaps, take learning courses to fill those gaps, obtain feedback to continue their skill development, and then, in the system, be flagged for open roles where their skills are needed.

We thank Dr. Sevelyn Crosby for speaking with us and providing her wisdom on many topics! If you haven't already, connect with her over [LinkedIn](#), and if you'd like to purchase a copy of her book, use promo code "25off" for 25% off.



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Spring SDOSP Meeting

By Simran Bhatia

At the 2nd San Diego Organizational Science & Practice (SDOSP) event, we welcomed guest speaker Ryan Mills, Head of Talent Planning at Qualcomm, San Diego. Ryan is an alum of our M.S. in Applied Psychology program (I-O Psychology track). He shared insights from his career journey, which began as a Human Resources Representative and has since evolved into a leadership role overseeing three critical areas at Qualcomm: Talent Processes, Job Analysis, and Strategic Workforce Planning. Ryan walked us through highlights from his current role, including how his teams have simplified core processes like performance management and competency modeling, scaled strategic initiatives



such as succession planning and headcount forecasting, and integrated GenAI guidance. He also outlined what is ahead — connecting the dots across talent programs, embedding structured interview guides, and advancing skills-based workforce planning.

In closing, Ryan offered thoughtful, candid advice based on his own experiences. He reminded the audience that careers often progress more slowly than we expect and that early in your career, you may not be as helpful as you think — and that's ok. What matters is focusing on delivering visible impact and value, being someone others want to work with, and making life easier for the people you support. He emphasized the importance of not stepping back from opportunities just because you are busy, and of genuinely celebrating others' successes, even when it feels like their progress sets you back. It was a grounded and refreshing reminder that growth is as much about mindset and consistency as it is about skills and timing. Thank you again to Ryan for sharing such a valuable perspective and for giving back to the SDOSP community in such a meaningful way.



Some important announcements from SDOSP:

- SDOSP launched Connection Circles and has successfully hosted several mini events
- Stay connected on [LinkedIn](#) and subscribe to the SDOSP [listserv](#) if you haven't yet

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New Faculty Interview

By Simran Bhatia

Wiston A. Rodriguez, Ph.D., joined SDSU as an Assistant Professor in Fall 2024. He earned his B.A. from San Diego State University, M.S. from California State University, Long Beach, and Ph.D. from The Graduate Center and Baruch College, City University of New York (CUNY). His research centers on occupational health psychology, with a focus on workplace mistreatment, illegitimate tasks, and the work-nonwork interface. He also explores diversity, equity, and inclusion topics, particularly the experiences of LGBTQ+ employees and their impact on work and life outcomes. Wiston brings applied experience in talent management, learning and development, and consulting with global and Fortune 500 organizations.



For the Spring 2025 Newsletter, the newsletter committee had the opportunity to interview Dr. Rodriguez as a new faculty member. He graciously shared his insights in response to the following questions:

What led you to pursue a career in I-O psychology?

Throughout college, I worked as a waiter across various types of restaurants. I always found it so interesting how differently employees reacted to stressful situations that would arise during each dinner rush. These observations made me curious about stress research in general, but it wasn't until I took classes with Jeff Conte and Lisa Kath that things started to "click" for me. After taking those courses, I knew I had to pursue graduate school and a career in I-O.

What has been the most rewarding part of your first year as a faculty member in SDSU's I-O Psychology program?

One of the most rewarding aspects of this job is watching the students you work with grow and reach different achievements or milestones. I find myself getting so happy and excited when a student tells me about the internship that they landed or watching them excel at SIOP this past year. Additionally, working with I-O faculty who genuinely care about supporting students throughout their time in the program is also refreshing.

How would you describe our program's culture?

My favorite thing about this program is that it is rigorous but also extremely supportive. The program isn't easy because we challenge our students to think critically, manage several roles, and engage with the material. However, the collaborative nature of the program is also very rewarding. Rather than being competitive, students take the time to uplift one another and also celebrate the accomplishments of every student.

What is your teaching philosophy, and how do you apply it in the seminars, and in your lab?

As an instructor, I strive to "cultivate a safe learning environment that centers students to help drive their career development." I apply this to seminars by making sure I don't control every aspect of how students should complete assignments. Rather, I value giving students the autonomy to make their own decisions, so I don't limit their creativity. Also, in both seminars and my lab, I foster psychological safety by building rapport with students to build greater trust. This usually helps students feel more comfortable with sharing their opinions. I'm also very much committed to career development, so I always tell students that my door is always open if they want to discuss interview strategies or if they want a set of eyes over their resumes.

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New Faculty Interview (continued from Page 10)

By Simran Bhatia

What words of wisdom would you share with this year's graduates (class of 2025) and the incoming Fall 2025 cohort?

Advice for this year's graduates: Remember that great things aren't built overnight. Progress can feel slow, and that's okay! Don't feel discouraged if things don't fall into place immediately. Trust everything that you've learned, stay motivated, and surround yourself with people who challenge and support you. The foundation you've built for yourself is strong, and you just need time to build on it.

Advice for incoming students: Grad school can feel stressful, but you're not alone! I would encourage you to all lean into our program's collaborative culture and take the time to build genuine relationships with your fellow students, faculty, and other I-Os in the San Diego community. Also, don't forget how hard you've worked to reach this point and why you're here. The more you put into your graduate training, the more you will get out of it.



Given what you know now as a faculty member, is there anything you would do differently if you went back to grad school?

I wish I hadn't waited until the end of my graduate training to start networking with people in the field. That said, I would encourage all first year students to seek out new connections and start building their network sooner rather than later. For example, one attainable goal could be to connect with someone new for 15-20 minutes each month.

What did you miss most about San Diego and is there anything you miss about New York City?

What I missed the most about San Diego was the accessibility to the beach and the consistently great weather. I also love that I'm much closer to family, especially my nieces who live in the Bay Area. What I miss the most about NYC is probably the pizza and the spontaneity of things that can happen during the week. It's a huge city with so much to do on any given day of the week.



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First Year Experiences

By Shreya Cho

We recently wrapped up our first year in the program here at SDSU, and it went by way quicker than any of us expected! We gained valuable skills and knowledge in our courses that will help us succeed in the 2nd year of the program and in our professional endeavors. Dr. Lacie Barber led the Organizational Research and Ethics seminar, which provided us with a very thorough understanding of the research process, ethical considerations, and various study designs and analyses—integral skills needed to complete our thesis projects. Dr. Jeff Conte and Dr. Wiston Rodriguez built up our foundations in personnel psychology through thoughtful discussions in seminars and meaningful applied projects; in our Fall semester, we worked collaboratively on a job analysis project, which we built upon in our Spring semester when we proposed a selection system. Dr. Jon Helm equipped us with strong skills in statistics and R through engaging lectures and a semester-long data project, where we applied course concepts to datasets from our research labs. Dr. Dale Glaser held lively discussions that advanced our psychometric knowledge from an applied perspective. Drs. May Yeh, Susan Brasser, and Lacie Barber hosted regular sessions for PSY 600 that aided in community-building and program preparation. We are so grateful for all the professors we have learned from over this past year, and we are eager to apply these skills and knowledge as we move forward in the program!



In addition to their academic value, the seminars helped foster a strong sense of community, particularly in the Personnel Psychology seminars where first- and second-year students were combined. Throughout the year, we have grown close from our shared classes, group projects, and meals together. Amongst our own cohort, we are especially appreciative of the small cohort size, to which we attribute our close bond. We also had the opportunity to travel to Denver, CO, for the 2025 SIOP Conference! We had the best time with all the second-years, faculty, and undergrad research assistants! It was the perfect balance of professional development and community-building. This will definitely be a memory that our cohort cherishes, and we hope that we will be able to reunite with everyone next year in New Orleans!

Thinking of next year, we are excited to take on the roles that our second-years once filled, and hope to emanate the same welcoming energy that they shared. We will also have more experience going into next year, with many of us interning at organizations over the summer and making progress on our thesis projects. We hope that this will help us to support and guide the incoming first-years, setting a strong example for them to follow, just as our second-years did with us. To our second-years: Amanda, Daniela, Max, Rianna, Simran, and Sofija—we will miss you all so much! Thank you for your endless support and mentorship as you helped us navigate our first year in the program. We wish you all the most successful futures and know that you'll continue to make a lasting impact wherever you go!

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SIOP Experiences (Denver, 2025)

For the second time in a row, everyone in the MS program went to the SIOP Conference!

What did you like most/least?

Alex Nash: The opportunity for students to bond during this trip – to bond professionally/academically and personally. I am always very grateful for the deeper connections and memories made from SIOP and the ability to continue these connections once we get back at SDSU. I'm very grateful for the second-years, and I am grateful for the experience of attending the last SIOP together as master's students.

Amanda Kellaris: This year felt very different. I found myself more interested in personal development and applied panels rather than research focused ones.

Catherine Missler: I genuinely had a blast at SIOP! What I liked most was the opportunity to connect with SDSU alumni at sessions and happy hours. Being able to talk about our experiences in the program was very special and felt rewarding, especially when a lot of alumni no longer reside in the San Diego area. What I liked the least was how busy some of the sessions were. A session that was about micro mentoring where I was supposed to have one on one time with a mentor ended up being so crowded that I could not even hear the mentor speak.

Daniela Ortega: What I liked most about SIOP this year? Hands down, the free food! It was a total lifesaver, especially after long days of walking and networking. So, pro tip: always be on the lookout for free food.

Maxwell Cain: I really liked the AI debate seminar. It was a solid panel and allowed me to meet Dr. Richard Landers (I have his business card now!). We chatted for about 15 minutes and it was really inspiring and made me want to learn more about his free provided resources. I did not like the workshop as much this time around. Although it was still useful, the roleplay experience was not well crafted (I wonder if AI was involved). Hopefully they fix this for next year.

Rianna Roush: I really enjoyed more interactive sessions, like the DIY KSAOs micromentoring session or a case-study style survey session I went to. These are more engaging than standard panels or symposiums, and you can sort of tailor your experience to get what you want out of it.

Shreya Cho: I liked having everything in one place. It was easy to get from session to session and even rotate through several in a given hour. There were many times where multiple sessions I was interested in were happening at the same time, so the proximity made it a lot easier to maximize my time and learning at SIOP. For what I liked the least, I will say there were a lot of AI-focused sessions to the point where I felt it was a bit redundant. It could be my own biases against AI, but I felt like some of it was hard to think about practically since AI is so rapidly evolving. In one of the AI workshops I attended, they even made a joke about none of the material being relevant next year because AI will likely change so much by then.

Simran Bhatia: SIOP 2025 was truly the best experience I could've imagined. One of the highlights for me was attending the pre-conference workshop. I really enjoyed representing my whole team during a debate activity during the workshop. Also, the most exciting thing was creating a full vlog of the entire conference with my SDSU crew—something I know will be rewarding to look back on and share with others for years to come. I formed meaningful bonds with my cohort, undergrads, and the first-years, which made the experience all the more memorable. I even got to immerse myself in a full “American” moment by watching an NBA game for the first time! ☺

Sofija Markovic: I spent most of the trip resting from sickness. Next time, I would be more prepared by bringing medicine with me and warmer clothes. Fortunately, other people in the cohort packed medicine and tissues and gave them to me.

Tina Madani: I loved being surrounded by so many I-O psychologists.

Was there anything you found surprising?

Amanda Kellaris: I was surprised how much easier networking became this year. I felt much more comfortable just walking up to people, and I was not worried if the conversation didn't end up how I thought it would.

Maxwell Cain: I didn't really find anything surprising, maybe just that AI felt like it was even more of a focus this year than last year.

Simran Bhatia: What surprised me the most was how energized I felt throughout. Unlike previous times, I didn't feel overly drained or intimidated, especially when it came to networking. I was genuinely enjoying myself and felt more confident and present in each moment.

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SIOP Experiences (continued from page 13)

Is there anything you'd do differently?

Alex Nash: Since I went last year, I understand that the days are long! This time around, I made sure to emphasize balance in regards to sessions and my needs/capacity. This year, I feel satisfied with the balance I found with attending sessions/networking and personal activities/rest. I am very glad that I got a professional headshot taken as I did not have one. Regarding next year's goals, I think I want to push myself out of my comfort zone to network a bit more, especially being on the job market by Spring 2026. I want to be more comfortable taking the first step to initiate a conversation with curiosity, to which this year's SIOP experience provided me with practice!

Catherine Missler: I think that next time I will avoid extremely popular sessions so that I can get more time with the speakers or panelists, which will allow me to gain more from the sessions I attend.

Daniela Ortega: If I could do something differently, I'd make sure to carry a water bottle and some cough drops. After a full day of talking, your throat will thank you.

Maxwell Cain: I would bring my leave-in conditioner so my hair looked better for the free headshots, so perhaps more research on the climate in the city so my wardrobe was better tailored for any situation.

Rianna Roush: While attending sessions is great, I think it is best to focus most of your energy on networking events, receptions, and happy hours. This is especially true if you are starting to look for a job. Meeting people who know people or have specific advice is often more beneficial for this than generic early-career advice sessions.

Shreya Cho: Next year, I would like to get up earlier to attend more sessions! It is important, however, to make sure I reserve time to recharge and rest. This time around, I found time to rest in the morning, so that I could focus on networking in the afternoon and evenings during happy hours and socials. Next year, I would like to focus a little more on the sessions and taking in as much as I can!

Simran Bhatia: Next time, I'd love to reach out to people more in advance and make it a point to follow up with everyone I connected with this year. Planning ahead helps, especially when the schedule gets packed at SIOP.

Tina Madani: Next time, I would definitely spend more time reading through the sessions prior to the conference and look up the speakers. I would like to attend one AI session next time with Richard Landers.

What was your biggest takeaway?

Alex Nash: My biggest takeaway from this conference has to do with intentionality. Intentionality with attending sessions, making connections with others and SDSU affiliates, and spending your time at the conference in general. For me, I know I was better this year in being intentional with attending sessions with the goal of learning and absorbing the information while not being afraid to go to a session alone. Overall, intentionality with curiosity was my "theme" so to speak this year.

Catherine Missler: I think my biggest takeaway from SIOP was from an amazing session called "it seemed like a good idea at the time" which was a panel with senior I-O practitioners who discussed some of the biggest mistakes they made in their careers, what they learned from them, and how it turned them into the practitioner they are today. This session opened my eyes to some of the crazy situations that can happen in the workforce. It also helped me realize that some of the mistakes you will make are out of your control. Sometimes things that feel like mistakes at the time can actually lead to some of the best opportunities you will have in your career. Mistakes are just lessons that lead you to where you are meant to be.

Daniela Ortega: My biggest takeaway is that everyone is there to network, so don't be afraid to say hi or start a conversation. Just be mindful. If someone looks like they're in a rush or preoccupied, it might not be the best time to approach. Respect their space, but don't be shy about putting yourself out there!

Maxwell Cain: That AI is still a massive, growing area in I-O psychology, and it does not seem to be slowing down. That and the DEI discussions were all over SIOP this time around. I imagine AI will only continue to grow and get more impactful as time goes on, and this feels like an area that most practitioners will need to jump on.

Shreya Cho: My biggest takeaway from SIOP is that it really is what you make of it. It is important to know your priorities before attending so you know what to focus on (e.g. sessions, networking, etc). It can be very overwhelming but planning beforehand helps a lot. Definitely take advantage of Whova's features and add a couple sessions per day to your schedule. Also, don't be afraid to leave sessions in the middle if they do not resonate with you, or if you want to attend multiple within one timeframe.

Simran Bhatia: My biggest takeaway is that there's so much to take in—so plan ahead. Choose your top five must-attend sessions and make sure you go to them. Also, every connection counts. Show up as your authentic self and build conversations rooted in curiosity, not self-interest. You never know who might become a lasting mentor or friend, so invest in those interactions wholeheartedly.

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SIOP Experiences (continued from page 14)

Any advice for next year's newcomers?

Alex Nash: Be prepared ahead of time by completing tasks/activities we conduct as part of the preparations for SIOP. Be an active participant in preparation for SIOP. For the conference itself, be prepared for long days (but fun days) and think about the intentionality of how to spend your time. Honor your boundaries but also be open to experiences that might push the boundaries of your comfort zone, such as asking questions in panel sessions, going up to panelists after sessions, or initiating conversations with individuals at the conference. This experience provides an opportunity for you to connect with other I-O's, deepen your understanding of I-O research/topics, and seek out information for future job opportunities. Before the conference, think about a few goals you have for yourself and think about what you are trying to get out of this experience. Then, be intentional about meeting these goals. Also, I would recommend getting a headshot while you're at the conference — they are free and give you an opportunity to chat with people while waiting in line! Also, sessions can be hit or miss, so make sure you read into the session details as much as you can to understand exactly what the session will be about and discuss.

Amanda Kellaris: My advice for next year's newcomers would be to not overthink conversations, walk up to someone, find something you have in common/a compliment/or simply introduce yourself, keep it short and insightful. Focus on quality of connections rather than the quantity of connections.

Maxwell Cain: Have a good time and explore the conference as your first time, do not get too bogged down in one area or spot and try your best to branch out from those you know. Sleep/rest is extremely important especially since networking can be exhausting, it can be a negative to try and network when you're tired or not fully focused.

Rianna Roush: Know when you need to take a break. Last year, I went really hard and tried to go to as many sessions as possible and continued that energy for receptions, too. This year, I was better at recognizing when I needed to take a brain break from the sessions and to rest for a bit.

Sarah Snyder: Some advice would be to figure out how to join in on conversations. I honestly am still not sure how to do that! I would also tell newcomers to be very real with themselves on how early they will wake up, and how late they will stay each day. The happy hours and receptions can be very exhausting, and some days, attending two sessions is all that you can muster.

Shreya Cho: My advice to newcomers is planning ahead as well as scheduling in time to rest and recover. You won't be able to do everything you want to, and that's okay! Make sure to take time for yourself so you are recharged and ready to network and take in all of the insights that SIOP has to offer!

Simran Bhatia: For newcomers: enjoy the experience, and don't stress! You're in grad school—it's okay to make mistakes. No one has it all figured out, and everyone is here to learn and grow. Connect with your cohort, second-years and undergrads—they're your community and future collaborators. Don't miss out on events like the SDSU happy hour; it's a great chance to turn LinkedIn connections into real relationships. And finally—if you're absolutely exhausted by the last day, that's a sign you did SIOP right.

Sofija Markovic: My advice would be to make sure you are in good health before you attend the conference, and if you get sick during the conference, take it easy. You do not need to go to every talk, poster session, or networking event. Even if you do one of these while you are sick, you are doing amazing! I went to a sauna during the night time to sweat everything out, and that helped me recover so much faster, so I recommend doing that if it is available.

APSA Newsletter

Superlatives

This year, the APSA Newsletter introduced a fun new tradition—superlatives! First and second-year students submitted creative category ideas, which were thoughtfully grouped by the newsletter committee into 11 final categories. Everyone then voted anonymously, selecting one peer per category. The results are in, and it's time to celebrate the unique personalities, and standout qualities of each one of us in the SDSU I-O Psych program!



Simran Bhatia
**Most likely to have
the biggest heart**



Shreya Cho
**Most likely to open
their own coffee shop**



Maxwell Cain
**Most likely to play
devil's advocate**



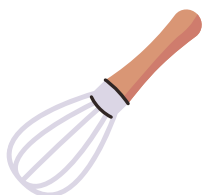
Amanda Kellaris
**Human Energizer
(most energetic)**



Sofija Markovic
**Most likely to say
it depends**



Tina Madani
**Most likely to save
the day with snacks**



Catherine Missler
Best baker



Daniela Ortega
**Most likely to make you
laugh in the seminar**



Alex Nash
**Most likely to speak
fluent stats**



Rianna Roush
**Most likely to
become the president
of SIOP**



Sarah Snyder
**Most likely to study
til the sunrise**

APSA Newsletter

Announcements

- Elizabeth (Davies) Weigel and her husband, Peter, welcomed their son, Cassius, on January 9th, 2025!



Faculty Publications and Presentations

- Barber, L.K.** (2024). Impact of digitalization and flexible work arrangements in the services sector," Sponsored by National Institute for Occupational Safety and Health, \$30,000.00
- Perez Grabow, A. (Chair), **Bhatia, S.** (Panelist), Keck, L. (Panelist), Mcconnell, K. (Panelist), Rhodes, R. (Panelist), Williams, C. (Panelist), & Alva Brito, G. (Panelist). (2025, April 23). Careers and graduate school in psychology [Panel]. California State University San Marcos, San Marcos, CA.
- Alexander, A. L. (Co-Chair), Brown, S.E.V. (Co-Chair), Atoba, O., Bhupatkar, A., Baeza, R. & **Roush, R.** (2025, April 4). Internships with Intention: Multiple Views on Creating Quality I/O Intern Experiences. Panel Presentation at 2025 Society for Industrial Organizational Psychology Conference.
- Camacho, B., Conte, J. M.,** & Jacobs, R. R. (2025, April). Utilizing Personality Profiles in Predicting Job Performance: A Person-Centered Approach. Poster presented at the 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
- Conte, J. M.** (2025, May). Artificial Intelligence in Selection and Performance: A Research Perspective. Invited presentation to the Selection and Performance Connection Circle of the San Diego Organizational Science & Practice (SDOSP) group. San Diego, CA.
- Haas, E.J., **Kath, L.M.,** Scharf, T. (2024). Connecting safety culture to safety and health management systems. In E.J. Haas (eds.) *Mine Safety & Health Handbook: Approaches from the Field*. SME Publishing, Englewood, CO (pages 81-106).
- Kath, L.M.** (2025, March) – *Staying calm in the face of chaos*. Workshop presented at the Student Nursing Association meeting, San Diego State University.
- Ortega, D. X.** (Co-Chair), **Rodriguez, W. A.** (Co-Chair), Busse, K. (Co-Chair), Weglarz E. (Co-Chair), Natale, A. (Co-Chair), **Barber, L.,** Baumgartner, N., Eatough, E., Merkand, R., Voyles, E. (2025, April). Connection and belonging: The foundation for employee well-being. Panel was co-chaired at Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
- Roush, R.** & Rodriguez, W.A. (2025, July 9). The effect of coworker incivility on knowledge behaviors: The role of POS and coworker support. Poster to be presented at 2025 Work, Stress, and Health Conference.
- Rodriguez, W.A.** (Chair) and Salter, N.P. (2025, April). Novel research directions on authentic expression at work for LGBTQ+ employees. Symposium paper presented at the Society for Industrial and Organizational Psychology Annual Conference in Denver, CO, United States.
- Busse, K., **Rodriguez, W. A.,** & Zhou, Z. E. (2025, April). Effect of email incivility on employee counterproductive work behaviors: The role of self-control and psychological safety. Symposium paper presented at the Society for Industrial and Organizational Psychology Annual Conference in Denver, CO, United States.
- Busse, K., Thomas, A., Nguyen, K., Wu, C., **Rodriguez, W. A.,** & Zhou, Z. E. (2025, April). Leading with appreciation: How leader appreciation predicts employee OCBs. Poster presented at Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

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Faculty Publications and Presentations (Continued from pg 17)

- **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* (3rd ed., pp. 229–248). American Psychological Association. <https://doi.org/10.1037/0000331-012>
- **Barber, L. K.**, Leslie, S., & Samaniego, A. (2024). Workplace telepressure and work rumination: Evidence of incremental validity beyond workaholism. *Occupational Health Science*, 8(3), 661-677. <https://doi.org/10.1007/s41542-024-00187-x>
- Hu, X., Pawirosetico, J. S., Santuzzi, A. M., & **Barber, L. K.** (2024). Does your job shape your experience or interpretation of workplace telepressure? Exploring measurement invariance across occupational characteristics. *Computers in Human Behavior Reports*, 14, 100426.
- Burton, J. P., Buis, B. C., & **Barber, L. K.** (2024). A new hope? Restoring self-compassion in response to abusive supervision. *Journal of Managerial Issues*, 36(1), 50-69.
- Li, Y. (Co-Chair), Weber, G. C. (Co-Chair), Wiese, C. W. (Co-Chair), **Barber, L.K.**, Hadi, S. A., Kuykendall, L., & Park, Y. (2025). Reclaiming leisure in the hybrid era: Crafting a balanced life [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States
- **Barber, L.K.** (2024, May). Under pressure in the “always on” workplace: Managing e-work communications for better well-being. [Invited Keynote Speaker]. Annual California State University – San Marcos Psychology Student Research Conference, San Marcos, CA.
- Burton, J. P. Buis, B.C., & **Barber, L. K.** (2024, June). Abusive supervision, self-compassion meditation, and anxiety. [Paper]. International Conference on Workplace Bullying and Harassment, West Yorkshire, England.
- Birnbaum, A. (Co-Chair), González-Morales, M. G. (Co-Chair), & **Barber, L.K.** (Discussant). (2024, April). Virtually possible: Understanding employee preferences in remote work environments [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Henderson, A. A., **Barber, L. K.**, & Hu, X. (2024, April). Paradoxical effects of sleep quality on proactive behavior at work. [Paper]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Ragsdale, J. M., Hockensmith, K., **Barber, L.**, Eatough, E., Montgomery, G., & Nigam, J. (2024, April). Zooming to a halt: The future of flexible work arrangements and digitalized work [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Stoa, R. (Chair), Agars, M. (Panelist), **Kath, L.M.** (Panelist), McEachern, P. (Panelist), Sitzmann, T. (Panelist) (2025). *Human being vs human doing: IO psychology and internalized capitalism* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
- Baranik, L. (Co-Chair) & **Kath, L.M.** (Co-Chair) (2025). *What you need to know now: Hostility, Mental Health, and Vulnerable Populations* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
- Rodríguez, J. F. (Chair), Atoba, B., Brummel, B., Huelsman, T., **Kath, L.M.**, Lasson, E., McCarthy, P., Sim, J. J. (Panelists) (2024). *Do we practice what we preach? An honest discussion of how we use differing selection methods in I-O graduate admissions* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
- **Kath, L.M.** (2025, March) – Patient aggression toward healthcare workers. Science Seminar presented at the Oregon Institute of Occupational Health Sciences, Portland, OR.
- Magahis, V. & **Kath, L.M.** (2025, March). *Healthcare workers' experiences of aggression*. Oral Presentation at the San Diego State University Student Symposium.