



SAN DIEGO STATE  
UNIVERSITY

# APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT ASSOCIATION

Fall 2022

## Meet Our First Year Students!

**Name:** Brianna Camacho

**Hometown:** Orange County, CA

**Attraction to SDSU:** "Small cohort sizes, faculty research areas, sense of community, alumni network" -Andrew Tricarico

**In my free time, I...** explore SD! I check out local farmers' markets, coffee shops, beaches and thrift shops!

**An interesting fact about me:** I am guilty of having 36,000 photos on my camera roll. I like learning about film and digital photography!

**My favorite San Diego grub:** Late night hot dog carts!

**In ten years, I see myself...** successfully using all the skills I've learned in the program at the corporate level! I also hope to have great work-life balance and travel abroad!

**The reality show I'd appear in is:** Love Island UK



**Name:** Anaid Cerón Northcraft

**Hometown:** San Diego via Mexico City

**Attraction to SDSU:** Thesis, faculty, I have a family so relocating was not an option, and the TA-ship.

**In my free time, I:** Hang with my little ones at the Zoo, SeaWorld and parks around SD. Dinners with fam on Sundays. Movie dates with the hubs.

**An interesting fact about me:** I was on the Step team in HS. 7 yr gap from undergrad to grad school. Immigrant, first-gen, esl student. Mom of two. I hate pickles. I've known my husband since I was 16 - been married for 12 years. As a summer job I taught people how beer is made and how to pair it with different food. It was called Beer School at SeaWorld. I was academically disqualified from SDSU my first go at college.

**In ten years, I see myself...** as the director of talent development or DEI for a mid-size organization that employs blue-collar workers. Visiting at least two places in the US and Mexico per year. Teaching community college part-time.

**The reality show I'd appear in is:** The Amazing Race

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### Additional Information:

THE STUDENT EDITOR OF  
THIS ISSUE WAS  
ANDREW TRICARICO

PHOTOS PROVIDED BY  
BRIANNA CAMACHO

If you would like additional  
information on the  
Applied Psychology  
Student Association (APSA)  
or anything discussed in  
this newsletter, please e-  
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**Don't forget to join the APSA LinkedIn Group.  
For more information, contact Dr. Lisa Kath  
(lisa.kath@sdsu.edu)**

# APSA Newsletter

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



**Name:** John Little  
**Hometown:** San Diego, CA  
**Attraction to SDSU:** 1) being close to my family and 2) knowing how amazing the faculty at SDSU are  
**In my free time, I:** work out, nap, and do a little gamin'  
**An interesting fact about me:** uhh I guess I was home-schooled?  
**My favorite San Diego grub:** I'm bad with favorites... but either ramen or pizza.  
**In ten years, I see myself:** Either working in people

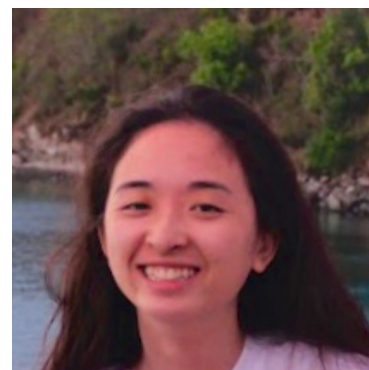
analytics or in a PhD program.

**The reality show I'd appear in is:** I'd rather die than appear on a reality TV show.

**Name:** Jennifer Le  
**Hometown:** Santa Rosa, CA  
**Attraction to SDSU:** The balance between research and practice with the internship and thesis requirements. Also cost and location.  
**In my free time, I:** like trying new foods and exploring new places.  
**An interesting fact about me:** I went to three different universities in three different states.  
**My favorite San Diego grub:** Tacos

**In ten years, I see myself:** living in a big city somewhere cold.

**The reality show I'd appear in is:** The Amazing Race



**Name:** Alexis Rivkin  
**Hometown:** San Diego, CA  
**Attraction to SDSU:** I love SDSU for so many reasons. The amazing faculty, program structure, and location were all driving factors for me in choosing to continue my education here.  
**In my free time, I:** love working out and spending time with the people I love! Also love to adventure around San Diego and explore all that this amazing city has to offer.  
**An interesting fact about**

**me:** I don't have a sense of smell! I lost it in 7th grade!

**My favorite San Diego grub:** Casa de Guadalajara in Old Town

**In ten years, I see myself:** working internally at a company managing a team of my own. Id love to have started a family and be working somewhere in Southern California!

**The reality show I'd appear in is:** The Great British Baking Show or Big Brother

**Name:** Hannah Valley  
**Hometown:** Paulden, AZ  
**Attraction to SDSU:** I applied to SDSU because they had a highly ranked and recognized program, and ended up choosing it because of the amazing personal touch and individualization.  
**In my free time, I:** read, travel, cook/bake, play tennis, & hang out with my friends :)  
**An interesting fact about me:** I lived in Egypt.

**My favorite San Diego**

**grub:** Paradise Dynasty - the soup dumplings made me cry

**In ten years, I see myself:** 33 years old

**The reality show I'd appear in is:** Chopped



## Recent Admissions Statistics for the MS Program

**Average number of applicants:** 106  
**Average number of admission offers:** 12  
**Average number of students enrolled:** 6  
**Average GPA for enrolled students:** 3.70

# APSA Newsletter

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## Fall APSA Speakers

### Lacey Rittenour

*By Jennifer Le*

Lacey Rittenour is the head of human resources at DUAL North America where she works in recruitment and organizational development. Lacey is a double alum of SDSU, attending as an undergraduate and as a graduate of the I-O M.S. program. She started her career journey working for the management consulting firm Booz Allen Hamilton where she was able to use her previous skills in learning and development, which she gained from working at UPS. At Booz Allen, she intended to follow a linear path with consulting; however, she quickly realized that she was more motivated by learning and adapting more than moving up in seniority. Consulting provided this for her in some sense, where she had to 'learn to be comfortable with being uncomfortable'; however, she decided to move to a new company (Disney) as she did not want to stay in the technical training space. At Disney, she worked in a learning engagement and strategy role where she still worked in the learning and development realm; however, she moved to a role that more specifically fit her interest in people, manager, and leadership development. After Disney, Lacey went back to Booz Allen in a different position in human capital consulting before eventually moving to Qualcomm as a learning and development project manager (later to the Center of DEI and then to an HR business partner role) where she was able to focus more on the application and integration of different I-O principles such as competency modeling, engagement, and DEI. Lacey ultimately wanted to work in a leadership role overseeing HR and moved to her current position at DUAL. She noted that this was a big change with a steep learning curve as this position was different from her previous ones, in part due to DUAL being a smaller company than ones in which she'd previously worked. Lastly, Lacey imparted us with some knowledge she gained through her unique experience. In consulting, although she learned specifically applicable skills at each position, she notes some transferable skills that she learned in general such as expectation management, resource allocation, navigating organizational politics, and project management. Lacey's advice in career development was to stay connected with people you speak to, take every opportunity you can, and to learn something from each career move and take it into your new role.





# APSA Newsletter

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## Fall APSA Speakers

### Kevin Kelloway

*By Jennifer Le*

Dr. Kevin Kelloway is an occupational health psychology researcher at Saint Mary's University where he is currently investigating workplace mental health. Kevin took a non-traditional route toward academia, taking a break during undergrad to work and eventually coming back to graduate school where he studied Organizational Psychology at Queen's University. After graduating from Queen's, he became an assistant professor at the University of Guelph before eventually moving to Saint Mary's University business school where he currently resides studying both psychology and business. Additionally, Kevin has served as Canada's research chair for two consecutive terms. Although Kevin began research on one topic, unionization, he has since expanded into many more such as workplace safety and violence, personality and dark triad, leadership, stress, and workplace mental health. His current research is influenced by Canada's legislation around mental health in the workplace, along with his passion for increasing evidence-based practice. He is also looking at different interventions such as mindfulness, education to reduce stigma, and improving resources and not just changing the environment which is what many current organizational psychologists currently recommend. Lastly, Kevin discussed different strategies for becoming a researcher: following a clearly defined program and focusing on a single area, or doing whatever interests you as he did. Additionally, he gave additional advice on becoming a researcher such as finding research questions by interacting with workers, reversing accepted knowledge, looking for opportunities, working with other people, and being strategic in writing and publishing.



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

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

April 19-22, 2023  
**Boston, Massachusetts**  
**In-Person and Virtual Sessions**

# APSA Newsletter

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## Second Year Internship Experiences

By Andrew Tricarico

*Internships provide our students an opportunity to practice their skills and apply their knowledge within an organization. This year, we had 3 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.*

**Ezekiel Welsh:** I worked at the Center for Creative Leadership (CCL) for my internship where I supported the evaluation of CCL's leadership development programs to measure the impact they are having on leaders, their teams, and their organizations. I completed a wide variety of job tasks in service of this bigger goal. The primary project I worked on is qualitative analysis of open-ended comments to questions that are asked of leaders attending a leadership development program. This analysis was primarily done using a tool within Qualtrics called text IQ. I also worked on a dashboard to display data for one of CCL's biggest clients, which required visualizing data from 12 different data sources and managing complexities such as a variety of response scales and different languages. Knowledge from the program really helped me navigate how to create a topic library and code the open-ended questions by knowing actual constructs from the literature that had theories and supportive evidence. Knowing best practices around testing and measurement was also very helpful in evaluating surveys for the programs and how to properly aggregate many surveys together.

**Cindy Li:** I completed my internship at Freshworks, a global software-as-a-service (SaaS) company. I worked on the Organizational Development team. My primary project was to assist with the development and launch of the new competency model for the organization. This project required me to collaborate with external companies such as Root Learning and Korn Ferry. Through this project I gained experience in program management, leading an organization-wide change, and supporting internal communications. I also took on multiple side projects pertaining to benchmarking data for DEI policies, development of a management trainee program, career development for employees, development of content training programs, and designing a 360 assessment. Knowledge from the program prepared me to make evidence-based decisions on these projects. In addition, it was good to have knowledge on these tools and practices, so I didn't have to spend time learning about what they are and instead I was able to see the development process in action.

**Andrew Tricarico:** I did my internship in San Diego with the Educational and Industrial Testing Service (EdITS), which is a company that creates and distributes career interest and aptitude assessments. I served as a research data analyst under Lisa Lee, Ph.D., an educational psychologist. My primary role was to psychometrically assess and re-norm each of their three different assessment tools. Additionally, I conducted smaller research projects, wrote blog posts for their website, and assisted in drafting new versions of each assessment's manual. This program provided me with a great foundational knowledge with which to excel in this internship. Beyond helping me with my analytical skills, our statistics courses provided me with knowledge and experience with R, which I used every day at EdITS. The information I learned in our seminar in testing and measurement was indispensable, as I leveraged nearly every technique we discussed, particularly in terms of factor analysis, test reliability, item analysis, and item writing best-practices.

Bridging  
the Gap  
Between  
Research  
and  
Practice

# APSA Newsletter

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## Announcements

- Kristy Kay started a new role in April 2023 at American Express as the Manager of Transformation Programs. She will also be completing her MBA from Duke University in May 2023.
- Bruce Griffiths, President of Organizational Systems International, delivered a presentation in Fall 2022 regarding his work to disrupt classic higher education paradigms (class size, length, measurement, instruction, etc.) by applying competency modeling and assessment centers to academic settings.
- Elisa Torres will be finishing her PhD in I/O Psychology from George Mason University this Spring.

## Faculty Publications and Presentations

- Moy, J. H., Van Dyne, A., & **Hatrup, K.** (2023). An investigation of the moderating effects of national culture values on the interaction between job insecurity and employability on employee outcomes. *Journal of Cross Cultural Psychology*, 54(1), 114-141.
- **Conte, J. M., & Harmata, R. K.** (2023, April). Person-centered study of cognitive ability dimensions using Latent Profile Analysis. Poster to be presented at the Thirty-Eighth Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
- Perpich, R. A., Fisher, G. G., Brossoit, R. M., & **Kath, L** (Co-Chairs). Agars, M., Fletcher, K., Kath, L., Kring, C., Robles-Saenz, F., Rutigliano, P., Sawyer, K., Schmidt, G., & Spitzmueller, C. (Presenters). (2023). Science Shouldn't be a Secret: Advancing I/O Psychology Science Communication [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.



# FALL 2022 HIGHLIGHTS

*The cohort had a great fall semester! Highlights include hanging out in the OHS Lab, a weekend trip to Julian, and dressing up as their favorite professor (Dr. Jeff Conte) for a seminar presentation day!*

