

Spring 2023

Second Year Experiences

What has been your favorite part of this program?

Cindy Li: My favorite part of the program has been the people! We were a small cohort, but we got to know each other really well. Because of this, we got the most out of our seminar courses where class was always engaging and insightful. I'm really grateful to have these people in my life!

Brandon Tam: My favorite part of the program has been the support I received from the faculty and friends in the program. The skills and knowledge gained is phenomenal, but the support is what takes every part of the program over the top.

Andrew Tricarico: For me, it's an even split between getting to know people who are just as interested in this niche field as I am and the seminar-based instruction, which was much more engaging and enjoyable than a traditional classroom setting.

Ezekiel Welsh: The I-O seminars! They are greatly informative and formative for how I viewed our field. It really brings you to the forefront of what is going on in the field and getting a deeper understanding on all the relevant topics.

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

Cindy Li: Something I wish I knew prior to starting this program is how much of a juggling act this program can be. I think especially the second year was most difficult with time split among classes, teaching assistantship, thesis, and continuation of my internship. However, because of this, I've also learned to prioritize and also allow time for recovery amidst the craziness. It's really taking those breaks that helped me to be more productive.

Brandon Tam: I wish I knew to not take on too many responsibilities early on. It tends to be that we come in as top candidates and then we want to do everything possible offered to us. You have to choose wisely so your workload isn't too crazy.

Andrew Tricarico: I wish I knew just how significant the shift from undergrad would be. You experience a whole new type of learning in this program!

Ezekiel Welsh: I wish I was more prepared for the smaller seminar and the format of those courses. It is much different from any other course I've taken and requires a bit of adjustment to get the most out of it that you can.

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

Cindy Li: Right after graduation I'm headed to Europe for a month with a friend from the MA program! This will be my first time in Europe, and we are visiting 5 cities. This is a much needed break. After I return I will be looking for full-time positions in organizational development and/or the talent management space.

Brandon Tam: I am going to be a Learning and Development intern. Hopefully, I gain some organizational development skills in there as well. I am fairly confident all of us in the program will land a full time job in the niche they prefer.

Andrew Tricarico: After graduation, I'll be continuing to work part-time at my research data analyst internship at EdITS while searching for full-time employment in a similar field.

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Additional Information:

THE STUDENT EDITOR OF
THIS ISSUE WAS
ANDREW TRICARICO

PHOTOS PROVIDED BY
JEFF CONTE 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 jeff.conte@sdsu.edu or lisa.kath@sdsu.edu

Second Year Experiences (continued from page 1)

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

Cindy Li: Take the time to figure out what works for you. Everyone has different methods/preferences on how to be most productive, so spend the time in your first semester to figure this out. Also, find your support system! I don't know if I would've survived if I didn't have my cohort, family, partner, and friends. So, keep those people near you and take time to hang out with them even if you have a lot of school stuff going on.

Brandon Tam: Stay focused in seminar as it is probably one of the best learning experiences you can have, including that it provides multiple perspectives on various issues. In addition, make friends with the cohort and MA side to enrich your overall experience at grad school. Soon you won't be in school anymore. and you will cherish those memories.

Andrew Tricarico: It's important to recognize how quickly the two years go by, so make sure to capitalize (academically and socially) on your time here! Also, don't lose sight of your thesis and other long-term projects— intentionally schedule your time so you can make gradual progress instead of doing everything at once.

Ezekiel Welsh: I would encourage those who are just starting the program to reach out and build a network with the other graduate students, whether they are in their fellow MS cohort or in the MA cohort! These are the people who know the experience you are going through in grad school and are going through it at the same time as you. Being able to commiserate with each other is a huge help in getting through the program.

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

Thesis Defenses

Cindy Li – May 4th, 2023

"After-Hours Availability Expectations for E-Work Communications and Well-Being: Do Psychological Safety and Status Matter?"

Chair: Lacie Barber

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!

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 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 Andrew Tricarico

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.

Kath, L. M. (2022, May). A brief history of worker engagement. In Scharf, T. (Chair). Participatory self-management to promote safety culture/climate and sustainability in hazardous work environments. Symposium conducted at the National Occupational Injury Research Symposium. (online)

Kath, L. M. (2023, February). Career path and social media outreach. Industrial-organizational psychology colloquium presentation for DePaul University. [virtual]

Kath, L. M. (2023, May). Healthcare workers' psychological harm related to patient behavioral events. Keynote speaker at the Solutions for Patient Safety's National Learning Session, St. Louis, MO.

Kay, K. & Jaramillo, A. C. (2023). When Psychological Safety and Perceived Energy Collide: A Case for Collaborative Overload in Informal Networks. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Kath, L. M., Little, J. R., Lizerbram, R. S., Coffey, M., & Lyren, A. (2023, April). *Pediatric hospital healthcare workers' psychological harm associated with patient physical aggression (patient behavioral events)*. Poster presented at the Pediatric Academic Societies meeting, Washington, D.C.

Li, C. & Barber, L. K. (2023, April). After-Hours Availability Expectations for E-Work Communications and Well-Being: Do Psychological Safety and Status Matter? [Poster presentation]. Western Psychological Association, Riverside, CA.

Lizerbram, R., Little, J., Rivkin, A., & Kath, L. M. (2022, March). The effects of patient behavioral events (PBEs). Oral presentation at the San Diego State University Student Research Symposium.

Nash, A., Little, J., & **Kath, L. M.** (2023, March). The effects of patient aggression on pediatric healthcare workers. Oral presentation at the San Diego State University Student Symposium.

Perpich, R. A., Fisher, G. G., Brossoit, R. M., & **Kath, L. M.** (Co-Chairs), Agars, M., Fletcher, K., **Kath, L.**, Kring, C., Robles-Saenz, F., Rutigliano, P., Sawyer, K., Schmidt, G., & Spitzmueller, C. (Presenters). (2023, April). Science Shouldn't be a Secret: Advancing I/O Psychology Science Communication. Panel presentation and roundtable discussion at the annual meeting of the Society of Industrial and Organizational Psychology, Boston, MA.

Scharf, T., **Kath, L. M.**, & Haas, E. J. (2022, May). Connecting safety climate/culture to safety management. Workshop presented at the National Occupational Injury Research Symposium. (online)

Faculty and Alumni Announcements

By Andrew Tricarico

Elisa Torres completed her Ph.D. in I/O Psychology at George Mason University. She has also started an independent consulting career working with local municipalities and government agencies to strategize and implement talent management and other workforce strategies.

Aaron McKnight was promoted to Senior Manager, Workforce Intelligence at Raytheon Technologies.

Kristy Kay finished her MBA at Duke University in May. She also started a new role at American Express as a Manager of Transformation Programs in April.

Lacie Barber was selected as one of the 2023 Society for Industrial and Organizational Psychology Fellows.

Mike Smith was promoted to VP, Human Resources (Head of HR) at Exemplis, LLC.

First Year Experiences

By Jennifer Le

Reflecting on the first year of the program, it was a sometimes challenging but also an incredibly rewarding learning experience. Throughout this remarkable year, we embraced countless opportunities for growth and expanded our knowledge across diverse domains, thanks to the unwavering support of the professors at SDSU. Dr. Jeff Conte and Dr. Gabe De La Rosa were instrumental in shaping our understanding of foundational topics in industrial psychology. Their expertise not only enriched our learning but also fostered an environment that encouraged us to question and push the boundaries of existing knowledge. Additionally, under the guidance of Dr. Dale Glaser and Dr. Jon Helm, we studied crucial subjects that underpin success in the I-O field, including foundational statistical analyses using R with Dr. Helm, and testing and measurement concepts with Dr. Glaser. Their mentorship deepened our understanding and prepared us to navigate the complexities of the field of I-O psychology. Dr. Lacie Barber also played a pivotal role in guiding first-year students into the program and graduate school as a whole, with her commitment to our success combined with invaluable tools and guidance.

In our first year, we shared countless hours studying through stressful nights and study sessions in coffee shops, and along the way, we became closer as a cohort. The professors, second-year students, and fellow first-year students created a supportive network in which everyone was invested in one another's success and this collaborative environment has strengthened all of us and helped us overcome the challenges of graduate school. These experiences not only substantiated our previous knowledge but also resulted in better equipping us for our careers ahead.

Looking ahead, although we may be nervous about what is ahead we are also well-equipped to face whatever challenges may come. During the summer, we will not only be dedicated to making progress on our theses but also have the opportunity to intern at various organizations, in areas such as talent acquisition/management and DEI, where we will gain valuable applied experience and connect theory and practice. As we enter our second and final year of the MS program, we will continue the same collaborative and inclusive environment that made it easy for the first years to adjust to the program. Finally, we would like to express our sincere gratitude and wish great success to our second-year mentors: Andrew, Brandon, Cindy, and Ezekiel. Your guidance has been invaluable. We want to thank you for your advice and mentorship, and we wish you all the best!



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

It's never too early to start
planning for
SIOP 2024!

April 18 –20, 2022
Chicago, IL

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 semester!



Top Left: A section of the cohort celebrated St. Patrick's Day in University Heights

Top Right: The cohort celebrated the semester's close with some Korean BBQ in the Convoy District

Bottom: The Conte family hosted another fantastic annual APSA Spring Social

SIOP Selfies

Dr. Lisa Kath continued her tradition of SIOP Selfies with alumni at this year's SIOP conference in Boston!

