



Meet Our First Year Students!



Name: Dustin Abbott
Attraction to SDSU: emphasis on research
You know you're in graduate school when: you have dreams about statistics
In my free time, I: spend time with my wife
An interesting fact about me: I am a fifth-generation San Diego native
My favorite San Diego grub: Antica Trattoria
In ten years, I see myself: working as a private consultant

Name: Joyce Hwang
Attraction to SDSU: balance of research and applied I-O exposure, plus great program culture!
You know you're in graduate school when: you're back on caffeine again
In my free time, I: like to be indoors
An interesting fact about me: I am competing in a speech contest
My favorite San Diego grub: Snooze, an A.M. Eatery
In ten years, I see myself: taming cats



Name: Kristy Kay
Attraction to SDSU: emphasis on both academic and applied work... plus, all MS students receive assistantships, which is very helpful!
You know you're in graduate school when: the podcasts you listen to offer inspiration for research ideas
In my free time, I: exercise, read novels, explore San Diego, and hang out with my cats
An interesting fact about me: I am a huge Harry Potter nerd
My favorite San Diego grub: Urban Plates
In ten years, I see myself: working for a special-

ized consulting firm and spending my free time sky-diving and reading in my home library

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Additional Information:

THE STUDENT EDITOR OF THIS ISSUE WAS KELSEY SEABOLT

PHOTOS PROVIDED BY DR. LISA KATH AND KELSEY SEABOLT

If you would like additional information on the Applied Psychology Student Association (APSA) or anything discussed in this newsletter, please e-mail Dr. Lisa Kath at lisa.kath@sdsu.edu

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



Name: Simona Spiridon
Attraction to SDSU: I attended SDSU as an undergraduate student. The I/O program features a supportive and motivating atmosphere that prepares us to excel in the field.
You know you're in graduate school when: you dream of SPSS
In my free time, I:

explore the many cuisines of San Diego

An interesting fact about me: I am fluent in Romanian

My favorite San Diego grub: Juniper and Ivy, Urban Solace, TJ Oyster Bar, Trujillos, and any place that serves a good California burrito

In ten years, I see myself: working in private consulting

Name: Kelsey Seabolt
Attraction to SDSU: the assistantship opportunities, the location, and the academic prestige
You know you're in graduate school when: too much coffee is still not enough coffee
In my free time, I: run, play soccer, watch hockey, make music, read, and take naps

An interesting fact about me: I am formally trained in opera

My favorite San Diego grub: Slater's 50/50

In ten years, I see myself: finishing my MBA and preparing to establish my own consulting firm



Name: Caitie Jacobson
Attraction to SDSU: the emphasis that our program puts on research
You know you're in graduate school when: you spend most of your time reading academic journal articles

In my free time, I: go to the beach, kayak, and explore San Diego

An interesting fact about me: I'm obsessed with elephants

My favorite San Diego grub: Street Side Thai Kitchen

In ten years, I see myself: conducting research at a large university or consulting firm



Name: Noelle Devlin
Attraction to SDSU: the program was everything that I wanted and I got to stay in San Diego!

You know you're in graduate school when: it is literally not possible for you to be "done" with all your work; there is always something else you can be doing

In my free time, I: play/watch sports, do anything

outdoors, bake, travel, and watch Netflix

An interesting fact about me: my favorite places are Disneyland and Disneyworld

My favorite San Diego grub: Pizzeria Luigi

In ten years, I see myself: starting a family and in a job that I love

APSA Newsletter

Fall APSA Speakers

By Kelsey Seabolt

Dr. Mark Blankenship

Dr. Mark Blankenship received his undergraduate degree from California State University, Sacramento. He went on to pursue a doctorate in industrial/organizational psychology from the California School of Professional Psychology, graduating in 1987.



Dr. Blankenship's career in applied psychology began as a Personnel Research Psychologist with the Navy Personnel Research and Development Center and then later with the County of San Diego. Dr. Blankenship has occupied upper-level Human Resources roles city-wide, eventually joining Jack in the Box's corporate team in 1997. In the past eighteen years, Dr. Blankenship has contributed to Jack in the Box's training and development, human resources, administration, and culture and corporate strategy divisions. Presently, he has the title of Executive Vice President and Chief People, Culture, and Corporate Strategy Officer.

Dr. Blankenship was gracious enough to speak with us about the ins and outs of private consulting, qualities that create strong leadership in the face of adversity, and how to ensure that Human Resources gets "a seat at the table."

Lauren Farahnak

Lauren (Dlugosz) Farahnak received both her bachelor's and master's degrees from San Diego State University. She graduated from San Diego State's industrial/organizational psychology master's program in May of 2013.

During the course of her graduate studies, Lauren was an Organizational Research Coordinator and later a Project and Data Manager for the University of California, San Diego. Concurrently, Lauren was also an Organizational Effectiveness Consultant for the San Diego Public Utilities Department and a Consultant for CPS HR Consulting. As of August of 2014, Lauren has been a Strategy Consultant for Accenture. She is responsible for change management, strategy, and leadership development for Accenture's clients, including, but not limited to, top hospitals in the San Diego area.



Lauren provided valuable insight into life after graduating from the MS program. With a wealth of consulting experience, she gave us strategies for job hunting and balancing work and home life.

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

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Second Year Internship Experiences

By Kelsey Seabolt

As an essential part of personal growth and career development, our students are required to gain field experience in industrial/organizational psychology. Find out where they worked below!

Sandra: I interned at the Mitchell International headquarters in La Jolla, California. Mitchell is a software company that facilitates insurance claims management and collisions repair processes for most of the major insurance companies in the U.S., as well as some insurance companies abroad. As part of the Organization Learning and Development team, I helped develop new trainings and deliver existing training modules, aided in the redesign of performance evaluation criteria, and analyzed the team's projects in order to recommend processes to complete the projects and develop deliverable timelines for those projects.

Nick: I interned at Talentsmart in La Jolla, California, under the supervision of Melissa Oates (2012 SDSU I/O Alum). As the world's #1 provider of emotional intelligence (EQ), Talentsmart serves 75% of Fortune 500 companies. During my 300 hours there, my work primarily consisted of analyzing data and assisting with the development of a new EQ training course.

Mark: I interned at the Center for Creative Leadership (CCL) in the evaluation center. CCL is ranked among the top 5 providers in executive education, and provides leadership development for tens of thousands of organizations across 130 countries. My responsibilities included data analysis and providing feedback reports detailing the effectiveness of the leadership development programs.

Casey: This summer, I worked for Sony PlayStation as an Instructional Design Intern. During my full-time internship, I developed static performance support materials, as well as dynamic eLearning tutorials and modules for various departments. After my internship was complete, I was able to transition to part-time employment for the current school year. I am now developing eLearning materials that will be implemented across a number of domestic and international branches of the organization.

Justine: I interned at the Health Services Research Center, an off-campus research center of the University of California - San Diego, under the supervision of Dr. Andy Sarkin, who teaches the Program Evaluation graduate course here at SDSU. I have continued as a part-time employee upon completion of my internship. I took a major role in creating an evaluation report for a Trauma-Focused Cognitive Behavioral Therapy program in San Diego. I also have been assisting with a statewide mental healthcare evaluation project with tasks such as quality assurance reviews, data aggregation and analysis, and report creation.

Alexa: My internship was at Rady Children's hospital with the training and development team. I was given the opportunity to learn about the training process by developing a leadership training program, analyze data, and present the project to upper management.

Emily: I interned at the Institute for Public Health in San Diego, California under the supervision of Corinne McDaniels. I worked on a contract for a government program called "Every Woman Counts," which provides breast and cervical cancer screenings to California's underserved women. I helped plan and attended a two-day symposium in Sacramento, performed data analysis, and assisted in writing several comprehensive reports.

Bridging
the Gap
Between
Research
and
Practice

Alumni Spotlight: An Interview with C.J. Sanders

By Kristy Kay



When did you attend SDSU and what have you been doing since you left the program?

I attended SDSU's Applied Psychology program from 2003-2005. Since leaving the program, I've worked in Human Resources for two companies within two VERY different industries: retail and technology. In my retail role, I spent my time focusing on employee and labor relations. In my current role, my primary focus is on employee/ leadership development – and the creation of programs that foster growth, engagement, and performance.

What do you enjoy most about your career?

There are two things that really stand out to me. The first aspect I have enjoyed most is being able to build an HR program from scratch – based on the needs of the company – and seeing that program to fruition. My current position is in a mid-sized growing company, and I love that I'm given this autonomy, largely because of my background and a good understanding of the needs of our employees (that, as well as my keen research skills learned from Mark Ehrhart).

The second aspect I enjoy most is the people I get to work with, and being their champion. I love coaching and growing our managers especially as many of them are so new and inexperienced. We work in a casual yet extremely driven environment, which has allowed HR to become pretty integrated into the business. Being seen as a true partner is great!

What aspects of your job do you find the most challenging?

Because tech companies run at the speed of lightning, we pivot often. And when I say often, I *really, really* mean it. We are asked to be extremely agile and deal with change...and help our employees work through it, too. It can be tough when you have multiple priorities which can suddenly change in the span of 3 months!

Are there certain skills you find most helpful in your field?

I really do feel I'm successful in my role because I have a strong focus on relationship management. Building rapport with business-focused partners, and being somewhat of an "internal consultant" is so imperative to influencing change and adoption of HR programs and practices. Strong communication skills – verbal and written – is also key. Understanding the business in which you work, coupled with strong expertise in your field, also makes for one strong HR partner!

Do you have any post-graduation advice for the second year students?

When I first started looking for a job post-graduation, I had no idea what I was looking for. I couldn't decide whether I wanted to focus on consulting or internal HR. You may not know what you want to do... your path may change multiple times. That's OK. Be open to considering all opportunities. New graduates may not land their ideal job, but I've found that if you get your foot in the door and work hard, demonstrate all the skill sets that you've learned in the Applied Psychology program, you can move into a more ideal role over time. I had to make a giant leap after seven years of working at my previous company, which gave me a ton of experience in the working world. But I knew it was time to move on. I love what I'm doing now, and I love the company I'm working for. I feel like I've grown even more in the past few years at my current company. Take those moments focus on your growth – read up on trends in your field or area of expertise. And most importantly – HAVE FUN! If I showed you what our company's HR corner looks like right now, you wouldn't believe it. We try to stay HR-appropriate, but in this Google-like environment, it can be pretty tough.

Student Exchange: An Interview with Julia Brown

By Nick Eslinger

Last summer, Julia participated in an SDSU study abroad program at the University of Osnabrück, Germany. During that time, she completed an Intercultural Competencies course and traveled the surrounding area.

What were you looking forward to the most about going to Germany to study?

I was most excited about meeting and learning with people from different cultural backgrounds. I was not able to study abroad as an undergraduate, so I was looking forward to having this opportunity as a graduate student. The discussions we had in classes greatly exceeded my expectations, and I was able to learn so much from everyone.

What was surprising or most shocking to you while you were there?

To me, the most surprising thing was how many people spoke English. Not only did a lot of people speak English, they spoke it extremely well and they were eager to practice with us.

What did you like most about Germany?

I liked the topic of the class we took in Germany. I have always been interested in cross-cultural psychology and the program on Intercultural Competencies was an application of these topics. We were even given the opportunity to participate in an Intercultural Competency training program presented by German professionals.

What were your favorite places you visited while there?

My favorite places we visited were Oldenburg and Bremen. In Oldenburg, we visited a refugee center and heard first-hand accounts of refugee experiences and the process to receive asylum. It was an amazing educational experience and showed me a side of German culture that I had not previously been aware of—they are very focused on social welfare. I also enjoyed Bremen, a fairytale-like town full of cultural traditions and history. We were visiting during one of their biggest festivals, Breminale, where hundreds of thousands of people gathered to enjoy music, food, and good company.

What did you like to do in your free time?

In my free time, I liked getting to know other people from the program, exploring Osnabrück, and meeting fellow German students. We all stayed in private homestays, so it was really nice just hanging out at people's apartments and getting to know one another.

What was your favorite food during your exchange?

Does beer count? If I have to narrow it down, I'd say it's a tie between the brats and "Turkish pizza." The brats from the street stands were delicious, and there was a lot delicious and authentic Turkish food nearby.



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Student Exchange: An Interview with Merle Moem

By Kristy Kay

What is your home institution?

My home institution is the University Osnabrück in Germany. I am studying cross-cultural psychology.

What were you looking forward to most about coming here to SDSU to study?

Since I knew that I had the opportunity to study at the SDSU, I was looking forward to acquiring personal as well as academic skills. Being involved in a university system where mainly English is used was an interesting challenge for me and of crucial importance for my success in my future work. Furthermore, I wished to be able to capture a variety of insights of the country, culture, and human behaviors. I was also really interested to experience differences and similarities between the American and German societies and cultures.

What has been surprising or most shocking to you since being here?

The most surprising to me was that the sun shines every day and that it was warm every day. Living in a country where you can enjoy the sun and the beach causes a higher amount of positive thinking and optimism. In regard to the university, I was surprised by the variety of class sizes. I really loved the personal atmosphere in small graduate classes and I appreciate that students and professors called each other with the first name and not with the last name. That is not really common in Germany.

What do you like most about San Diego?

I am in love with the beachy and sunny atmosphere in San Diego. It is the calmest city I have ever lived in. My favorite place in San Diego is Mission Beach, since that is also the place where I learned how to surf. San Diego is vibrant and is full of positive energy.

What were the favorite places you have visited in the US?

Because I travelled a full month after the end of my semester abroad, I have seen a wide variety of cities and places all over America. I have to say that every city has its own special attributes. However, I would say that New York and San Francisco are interesting, vibrant and a "must" in the U.S. There are also a lot of national parks like Yosemite and the Grand Canyon National Park that are breathtaking. In sum, I cannot decide what has been my favorite place in the U.S., since there are too many beautiful, vibrant, and wonderful places.

What do you like to do in your free time?

In general, I love to dance. I have danced jazz and contemporary dance since I was 3 years old - maybe because my mother is a dance teacher. In general, I like sports like skiing, surfing, yoga, or volleyball since working out is a good way to be relaxed and to come down after a day full of work. In San Diego I discovered my passion for surfing. Moreover, I cook and bake a lot in my free time. It was fun to try new pastries, cakes, and meals, which are typically American.

What advice would you give to people studying abroad here for the program?

Carpe diem! Use every chance that you get to meet new people and experience the American culture to get involved. You will enjoy it. Don't be scared to ask when you need help! Every professor, every student, and everyone around you is open minded and is more than willing to support you.

What has been your favorite food during your exchange?

That is a really difficult question, as I love to explore new food. However, I think carnitas were the best. In tacos, burritos, mixed in a bowl, or alone - I am going to miss it. Overall, the Mexican cuisine is really good and was totally new for me, so it was a lot of fun to explore new kinds of food. I experienced that the best way to learn about new baking and cooking styles and meals was to go to local farmers markets - fresh, organic and extraordinary pastries, pastas, dips, and salsas.

What's the strangest thing about American culture?

I haven't experienced a lot of strange things. Germany and America are still similar since they are both western cultures. However, it was interesting that everything can be made with bacon on the top. I have seen donuts or chocolate bars with bacon flavor or bacon on it. Even if I like my food salty, this was really strange for me!

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Staff Spotlight: An Interview with Godelièvre Louis

By Nick Eslinger

Can you tell us a little bit about yourself and your background?

I was born in the Democratic Republic of Congo and relocated to France at the age of two. I lived in France for 7.5 years and then relocated to Texas. After graduating from the R.L. Turner High School Biomedical Academy, I attended Harvard University where I majored in Social Anthropology with a focus on immigration and health and a minor in Spanish.

When did you join the Psychology Department? Where did you work before this?

I joined the Psychology Department one year ago on January 12th, 2015. Before this, I worked as a Community Health Representative/Educator at the SDSU-UCSD Cancer Center Comprehensive Partnership for five years. I was a liaison for community-based organizations and researchers. Some of my work involved coordinating community based participatory research workshops, facilitating focus groups, managing translations, and assisting in developing curriculum for cancer education.



Can you give us a general overview/description of your job?

I help undergraduate and Master of Science psychology students find appropriate internships. I review their résumés, cover letters, and do mock interviews as needed. I set up legal agreements between SDSU and the internship site. I had the opportunity to provide training to the new internship coordinator in the College of Business and present internship assessment material to visiting presidents and professors sent by the Japanese Ministry of Education. I am also the webmaster for the SDSU Department of Psychology website. I coordinate lecturer and RTP reviews as well as other administrative tasks.

What is the most rewarding aspect of your job as internship coordinator?

My favorite part of my job is mentoring students. Having been a student myself and having had some great mentors and not such great mentors, I enjoy meeting with undergraduate and master's students. I enjoy helping them choose an appropriate internship based on interest and skills and hearing about their research.

What do you like to do outside of work?

I love to spend time with my husband and 17 month old baby girl. Our Sarah Rose definitely keeps us busy with all the new things she's learning. Whenever time allows I love to read. I've been reading a lot of mystery novels lately by Agatha Christie and James Patterson. Whenever possible I love to travel and visit new places. A dream of mine is to travel the world and add to the four languages I speak fluently.

What advice do you have for students getting ready to apply for internships in summer 2016?

I would recommend for students to start early. Start reaching out to me and your mentors now. Set up a meeting with me. Start working on those résumés. It's also okay to not do an internship that first year if you need to spend time working on your thesis or want to do a study abroad program like our Osnabrück or Mannheim programs in Germany.

How can we students make your job easier?

Contact me early and check in with me prior to your internship, during your internship, and after your internship so we can make sure you're on track with your internship requirement.

Admissions Data

2015: 100 applicants with an incoming class of seven students

2012-2015: An average of 87 applicants per year over the past three years with an average of seven students matriculated per year



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

It's never too early to start
planning for
SIOP 2016!

April 14-16, 2016
Anaheim, California

SIOP Paths 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 eight 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



You can connect with the
[SDSU M.S. Program in Applied Psychology](#)
by liking us on Facebook!

Stay in the loop on:
Recent thesis defenses
Recent faculty publications and presentations
Alumni announcements
SIOP event information

FALL 2015 HIGHLIGHTS

The APSA Fall BBQ is an annual potluck event in which students, faculty, friends, and their children get together to enjoy food and drinks along with laughs.

Lisa Kath hosted the event this year at her lovely, hilltop home.

In addition to socializing at the Fall BBQ, our students enjoy spending time together outside of academics.



Left: First years, second years, faculty, and children at the BBQ



Right: First years and second years before seminar

Below: First year students, Kelsey (Left) and Kristy (Right) with Dr. Mark Ehrhart

Below: Second year students Julia (left), Mark (center), and Alexa (right)



Below: Second year graduate students



Below: First year graduate students



Left: First year students at a social outing

