



SAN DIEGO STATE  
UNIVERSITY

# APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT

Fall 2016

## Meet Our First Year Students!

**Name:** Brittney Carroll

**Hometown:** San Diego

**Attraction to SDSU:**

the program is competitive and local

**You know you're in graduate school when:**

there are not enough hours in the day to accomplish everything that you need to

**In my free time, I:** spend time with my family and friends

**An interesting fact about me:** I still use AOL email and pay for it....

**My favorite San Diego grub:** Tacos El Gordo

**In ten years, I see myself:** running a government agency

**If you had to be a sea creature for a day, what would you be:** a dolphin



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**Name:** Liz Davies

**Hometown:** Medford, Oregon

**Attraction to SDSU:** it was a top I-O school on the west coast.

**You know you're in graduate school when:**

you have to schedule your bathroom breaks

**In my free time, I:** paint, watch movies, hike, snowboard

**An interesting fact about me:** my first job was working on a llama farm "cleaning" the fields and feeding the spitty Llamas (they spat on each other, not me).

**My favorite San Diego grub:** Cucina Urbana

**In ten years, I see myself:** working hard for the Gov stamping out human trafficking.

**If you had to be a sea creature for a day, what would you be:** dolphin

### 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](mailto:lisa.kath@sdsu.edu)

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**SDSU's 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, and SIOP event information

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



**Name:** Aaron McKnight  
**Hometown:** Wichita, Kansas  
**Attraction to SDSU:** the faculty, and the mix between research and applied experience.  
**You know you're in graduate school when:** you are compiling first year interview information way too early in the morning.  
**In my free time, I:** like to spend time with my wife, listen to music, and collect indie records.  
**An interesting fact about**

**me:** I have 4 full biological brothers and 3 sisters.

**My favorite San Diego grub:** Without a doubt, Punjabi Tandoor.

**In ten years, I see myself:** perhaps as a data analyst or a consultant.

**If you had to be a sea creature for a day, what would you be:** a manatee; who wouldn't want to be a sea cow?

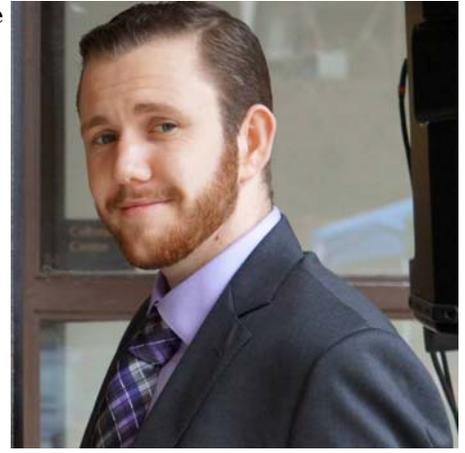
**Name:** Dylan Petze  
**Hometown:** San Diego  
**Attraction to SDSU:** local and awesome faculty.  
**You know you're in graduate school when:** you graduate from undergrad and don't have to go get a career.  
**In my free time, I:** like to play computer games and drink beer.

**An interesting fact about me:** I am named after Bob Dylan, parents love his music, I do not.

**My favorite San Diego grub:** Tajima off Convoy.

**In ten years, I see myself:** making more money than I am now.

**If you had to be a sea creature for a day, what would you be:** a sea otter. Have you seen how cute those guys are?!



**Name:** Saige Riley  
**Hometown:** Mandeville, Louisiana, right outside New Orleans!  
**Attraction to SDSU:** I applied to multiple schools all over the country, but SDSU stood out because of their dedication to their students. They work hard to try and provide all of their students with assistantships, and after my phone interview with Dr. Ehrhart and Dr. Kath I already felt so at home and knew this program was where I was

meant to be. Oh, and the beach doesn't hurt!

**You know you're in graduate school when:** you decide to start keeping energy drinks stocked in your fridge!

**In my free time, I:** love taking my dog with me and exploring San Diego. It's been great living in such a dog friendly city!

**An interesting fact about me:** I have participated in a flash mob!

**My favorite San Diego grub:** I love Rolled Up. They make fresh sushi burritos in a Chipotle-esque fashion and they are amazing!

**In ten years, I see myself:** traveling the world as an international business consultant!

**If you had to be a sea creature for a day, what would you be:** probably a Mermaid because they are most definitely real despite evidence to suggest otherwise.

**Name:** Salvador Rubalcaba  
**Hometown:** Tecate  
**Attraction to SDSU:** I was attracted to the MS program in SDSU because of the 50/50 balance between research and applied experience.  
**You know you're in graduate school when:** you have accepted guilt as an inherent feature of relaxation, which you always enjoy with your favorite food group (a.k.a., coffee).

**In my free time, I:** what free time?

**An interesting fact about me:** I am interestingly average.

**My favorite San Diego restaurant:** Hash House A Go-Go

**In ten years, I see myself:** sorry, I have no time to think about this, I have a thesis to focus on.

**If you had to be a sea creature for a day, what would you be:** a dolphin.



# APSA Newsletter

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## Fall APSA Speakers

### Cathy Rossi and Vicki Wilson

*By Kelsey Seabolt*

Cathy Rossi and Vicki Wilson are both SDSU alumni. Vicki attended SDSU for her undergraduate education while Cathy is a graduate alumnus of the master's program in Industrial/Organizational Psychology.

### **Solar<sup>®</sup> Turbines**

*A Caterpillar Company*

Cathy and Vicki make a dynamic duo at Solar Turbines. Vicki utilizes her Six Sigma Master Blackbelt for work with the organizational development and human resources departments. Cathy helps with planning employee successions and facilitating personnel-related discussions. Together, Cathy and Vicki embody the partnership of business focus and organizational development.

Cathy and Vicki brought in a highly interactive group activity about illuminating barriers to group communication. This activity involved blindfolds and novel, cutout shapes. As a group, and with limited assistance, we had to communicate and problem solve which cutouts were missing from the collective lot. Not only was the activity hilarious, but it also gave us a greater understanding of the effort involved in team collaboration!

### Fabio de Faria

Fabio is a 2005 graduate of the master's program in Industrial/Organizational Psychology. He started in Data Analysis and Program Evaluation through SDSU Foundation where he worked in state transportation and safety. Then, Fabio shifted into the public sector at Black Infant Health, where he spent three years working in data analysis and program evaluation. Finally, Fabio took on the role of statistical data analyst for a government finance agency.

Fabio cites his transition to Organizational Effectiveness at Watson Wyatt as his "big break." In this role, he was both an analyst and a consultant, focusing on large-scale employee engagement projects with Fortune 1000 clients. After his stay at Watson Wyatt, Fabio became an HR Business Partner at The Hartford. During his eight-year tenure, Fabio managed operations, change management, process improvement, leadership coaching and mentoring, performance management, and redesign of their selection system.

At present, Fabio is a Workplace Consultant for Gallup. His role involves education and training, talent profiling and candidate interviewing, and strengths-based professional coaching. The exercise Fabio led us through involved a discussion of what the Gallup Strengthsfinder measures and what role it might play in different talent management aspects.



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

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# APSA Newsletter

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## Second Year Internship Experiences

By Kristy Kay

*Internships provide our students an opportunity to practice their skills and apply their knowledge within an organization. This year, we had 6 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.*

**Julia Brown:** For my internship, I worked as a Junior Organizational Consultant for a small consulting firm, Horizon Performance, LLC. This small company (< 25 employees) was started by an I-O Psychologist and is based out of Cary, NC. I worked directly with our clients at Naval Special Warfare Training Command to help select and train Navy SEALs. Some of my tasks included: attending client meetings, developing behavioral attributes, survey design, training instructors and staff, and writing technical documents.

**Noelle Devlin:** I work remotely as a Research Psychologist Intern in the Performance Assessment and Augmentation Division of Aptima, Inc. In this position, I work closely together with many other individuals on large research projects typically funded through the military. My essential job duties include conducting literature reviews, data entry and analysis, assisting in the exploration of multi-system team interactions and communication patterns, and the development and research of various training initiatives in organizational and military settings. I have enjoyed working in this environment so much that I have extended my internship well beyond the required hours, and plan to continue working with Aptima as long as I can!

**Joyce Hwang:** I was a Visiting Scholar Intern at Valencore Consulting where I assisted in qualitative research on the contextual factors that impact enacting authentic leadership. I collaborated with a team to create a comprehensive coding scheme and analyze data. Currently, I am continuing at Valencore Consulting as a Graduate Intern.

**Caitie Jacobson:** I was able to work over the summer at the Center for Creative Leadership as a Research, Innovation, and Product Development Intern. I worked on a variety of projects, most of which were focused on using both qualitative and quantitative survey data to assess the effectiveness of leadership development programs. I also had the opportunity to develop deliverables for clients, such as data visualizations and one-pagers about current research. Finally, I spent some time assisting with prototyping new products focused on organizational leadership. It was a great experience!

**Kristy Kay:** Aptima, Inc. is a consulting firm whose contracts are primarily with Department of Defense organizations. From May to present, I have had the pleasure of being a Research Psychologist Intern for them, working on various projects under the supervision of many other I-O Psychologists. Some of the most interesting projects I have worked on include: evaluating inclusion climate, helping to close the training gap for pilots on a new aircraft software, evaluating unobtrusive dialogue-based data collection methodologies for assessing team performance, and assessing various aspects of soldier readiness for deployment. In general, my work is highly research focused, wherein I assist with conducting literature reviews and working with data, and planning future data collections.

**Kelsey Seabolt:** I work as an Analyst for CH Consulting, a small, privately-owned management consulting firm based out of Carlsbad, California. My responsibilities as an Analyst are varied. Based on the principal consultant's needs, I can be found doing anything from preparing data visualizations to participating in executive presentations. Our current projects include building a Talent Acquisition Roadmap, reorganizing an executive team, and coaching management at a major entertainment company in persuasive leadership techniques.

Bridging  
the Gap  
Between  
Research  
and  
Practice

# APSA Newsletter

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## Student Exchange: An Interview with Joyce Hwang and Kelsey Seabolt

By Aaron McKnight

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

### What did you need to do in order to prepare to live abroad?

**Joyce:** I spent way too much time researching “one-bagging” which is the idea of living out of only what we can carry on our backs - a minimalist thing. I decided it was necessary I travel light if I was going to backpack. I am very small. Altogether I brought 15 pounds! It’s very freeing to know we don’t need a lot to live and enjoy travel. In fact, we may even enjoy it more when we’re carrying less. So my advice is to challenge yourself to bring less.

**Kelsey:** I certainly needed less clothing than I packed!

### What did you do while you were at the university?

**Joyce:** Took classes. Ate and drank. Traveled. Learned things!

**Kelsey:** Drank beer and ate bratwurst, watched the European Cup games, and learned about intercultural competencies.



### What did you do in your free time?

**Joyce:** The program organized trips and events we could take part in. Other than that, there are always things to explore in a new place!

**Kelsey:** Joyce and I traveled to Berlin, Dresden, and Prague.

### What were some of the best parts of the study abroad experience?

**Joyce:** Biergarten; the ease of friendships and perspective sharing with people coming from different parts of the world; and kebabs.

**Kelsey:** Traveling independently after the coursework ended taught me a lot about how I deal with uncertainty and being alone. While it was uncomfortable at times, it made me more adaptable.

### In 15 words or less, sum up your study abroad experience.

**Joyce:** Going abroad shakes you up. You take it in; you let it change you.

**Kelsey:** Going abroad is exhausting, exhilarating, and all-around wonderful. You will grow.

### Would you recommend other I-O students take advantage of the student exchange program?

YES!

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## **Student Exchange: An Interview with Natalie Noiman**

*By Aaron McKnight*

### **What is your home institution?**

My home institution is the University of Osnabrück in Germany where I'm currently enrolled in a master's program in inter-cultural psychology. However, I also did my undergrad in Israel and grew up in Kenya.

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

I was most excited to experience the differences in the education and culture here in America when compared to the other places I have lived. I looking forward to having the opportunity to participate in graduate courses in English at an American state university. I also looked forward to experiencing the diverse American culture and all that that would entail.

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

What has been most surprising to me, is just how friendly and diverse the people living here are and, how open people are to talking about culture and politics (the two things that interest me most). I was also surprised at how integrative and accommodating the people at both the university and surrounding where to me as an exchange student, I have had nothing but positive interactions throughout my time here!

### **What do you like most about San Diego?**

I absolutely love everything! Most of all I love the weather, the people, the outgoing lifestyle, that contrasts well to the professionalism when it comes down to hard work in the university setting. If you ask me its an ideal place to maintain a good work-life balance.

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

My favorite places this far in my visit to the US have been Joshua tree, Yosemite National Park, San Francisco and, of course, San Diego!

### **What do you like to do in your free time?**

I love the outdoors, climbing, hiking and socializing with people from diverse cultural backgrounds, all things that are readily available in San Diego.

### **What is some advice you would give to people studying abroad here for the program?**

I would advise people studying abroad here to be open to new experiences, to take advantage of every opportunity thrown their way, and to enjoy it while it lasts.

### **What has been your favorite food during your exchange?**

Mexican Food!

### **What's the strangest thing about American culture?**

I can't think of anything that I have found strange about American Culture till now, however what was a strong contrast to me coming from Germany was how often strangers readily engage in conversation with one another. Whether it was waiting in line at the market at SDSU or sitting in public transportation the people around me would start up conversations with each other and with me. I very much enjoyed this aspect of my American cultural experience.

# APSA Newsletter

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## I/O Adventures: Our Trip to Google and LinkedIn

By Dylan Petze

In early January of 2017, the M.S. students, along with Dr. Conte, Dr. Ehrhart, and Dr. Kath, went on a trip to the Google and LinkedIn offices in Silicon Valley to hear from former students and their colleagues about their experiences in the applied field.

Our day began on the Google campus where we were greeted by Jeff Nabity, who works in the hiring innovation department. After settling down, we were introduced to Kate LaMons, an alum of the SDSU program who works in people development and is a metrics analyst, as well as People Analysts Renee Payne (another alum of the program) and Lauren Barbato. Each Googler gave a presentation outlining their road to Google, their day-to-day duties, and the projects that they had been engaged in. Following the presentations, we were treated to lunch at one of the Google cafeterias featuring a cornucopia of food options. Our trip to Google concluded with a Q&A session with the previously mentioned Googlers in which we received greater insights into the job roles, the responsibilities of their positions, and the keys to success that led them there.

Afterward, we traveled to the Sunnyvale LinkedIn campus to meet with Zack Girgis, an HR business partner and former student of the I/O program. Greeted by Zack and *more* complimentary food, we were given a presentation by the VP of Learning and Development, Kevin Delaney, covering the unconventional professional journey that led him to LinkedIn as well as his advice to us on how to be successful.



As students hoping to move into the applied space, we found ourselves with newfound inspiration and confidence in the M.S. program at SDSU, especially since some of the experts we had met graduated from this program. Hearing that the skills they gained in statistics and the knowledge accumulated through seminar classes were used on a daily basis reassured us that we had chosen a program of study that would prepare us to be successful practitioners. Many thanks to our hosts for broadening our horizons!

### Admissions Data

**Average number of applicants: 97**  
**Average number of admission offers: 11**  
**Average number of students enrolled: 7**  
**Average GRE Verbal for enrolled students: 157**  
**Average GRE Quantitative for enrolled students: 156**  
**Average GPA for enrolled students: 3.7**

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## Faculty Publications

- Aarons, G. A., **Ehrhart, M. G.**, **Farahnak, L. R.**, **Sklar, M.**, & Horowitz, J. (in press). Discrepancies in leader and follower ratings of transformational leadership: Relationship with organizational culture in mental health. *Administration and Policy in Mental Health and Mental Health Services Research*.
- Aarons, G. A., **Ehrhart, M. G.**, **Torres, E. M.**, Finn, N. K., & Beidas, R. S. (in press). The humble leader: Association of discrepancies in leader and follower ratings of implementation leadership with organizational climate in mental health. *Psychiatric Services*.
- Aarons, G. A., **Ehrhart, M. G.**, **Torres, E. M.**, Finn, N. K., & **Roesch, S. C.** (2016). Validation of the Implementation Leadership Scale (ILS) in substance use disorder treatment organizations. *Journal of Substance Abuse Treatment*, 68, 31-35.
- Aarons, G. A., Green, A. E., Trott, E., Willging, C. E., **Torres, E. M.**, **Ehrhart, M. G.**, & **Roesch, S. C.** (2016). The roles of system and organizational leadership in system-wide evidence-based intervention sustainment: A mixed-method study. *Administration and Policy in Mental Health and Mental Health Services Research*, 43, 991-1008.
- **Conte, J. M.**, Heffner, T. S., **Roesch, S. C.**, & **Aasen, B.** (2017). A person-centric investigation of personality, attrition, and performance. *Personality and Individual Differences*, 104, 554-559.
- **Ehrhart, M. G.** (in press). Helping in organizations: A review and directions for future research. In P. M. Podsakoff, S. B. MacKenzie, & N. P. Podsakoff (Eds.), *The Oxford handbook of organizational citizenship behavior*. New York: Oxford University Press.
- Kempen, R., **Hatrup, K.**, & Mueller, K. (in press). Boundary management in a boundary-less world: the impact of life domain boundary management for expatriates' life domain conflict and enrichment. *Journal of Global Mobility*.
- Kristman, V. L., Shaw, W. S., Boot, C. R. L., Delclos, G. L., Sullivan, M. J., & **Ehrhart, M. G.** (2016). Researching complex and multi-level workplace factors affecting disability and prolonged sickness absence. *Journal of Occupational Rehabilitation*, 26, 399-416.
- Main, C. J., Nicholas, M. K., Shaw, W. S., Tetrick, L. E., **Ehrhart, M. G.**, & Pransky, G. (2016). Implementation science and employer disability practices: Embedding implementation factors in research designs. *Journal of Occupational Rehabilitation*, 26, 448-464.
- Mellor, S. & **Kath, L. M.** (2016). Union revitalization: How women and men officers see the relationship between union size and union tolerance for sexual harassment. *Employee Responsibilities and Rights Journal*, 28(1), 45-59.
- Straatmann, T., Kohnke, O., **Hatrup, K.**, & Mueller, K. (2016). Assessing employees' reactions to organizational change: An integrative framework of change-specific and psychological factors. *Journal of Applied Behavioral Science*, 52, 265-295.
- Ustjanauskas, A. E., Bredice, M., Nuhaily, S., **Kath, L. M.**, & Wells, K. J. (2015). Training in patient navigation: A review of the research literature. *Health Promotion Practice*, 17(3), 373-381.
- Wang-Jones, T. S., Alhassoon, O. M., **Hatrup, K.**, Ferdman, B. M., & Lowman, R. L. (in press). Development of gender identity implicit association tests to assess attitudes toward transmen and transwomen. *Psychology of Sexual Orientation and Gender Diversity*.



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It's never too early to start  
planning for  
**SIOP 2017!**

April 27-29, 2017  
**Orlando, Florida**



## Announcements

- **Leah (Bressler) Mertz** got married on November 20, 2016 to Erik Mertz in San Diego.
- **Bryan Aasen** was promoted to Research Analyst II at Walmart's People Analytics team in June, and then got married in December.
- **Bri Hays** got a new job as Senior Dean of Institutional Effectiveness, Success, and Equity at Cuyamaca College, and a relatively new role on a statewide board/industry group: Chair, Professional Development, The Research and Planning Group for the California Community Colleges.
- **Rene Kusch** recently founded his own company: Relevant Management Consulting in Duesseldorf, Germany. Relevant is Partner of Hogan Assessment Systems. Relevant provides Hogan Assessments and Hogan related Consulting in order to identify, recruit and develop Talent. Together they work with global corporations, professional service firms, and alliances.



## Recent Thesis Defenses

- Julia Brown.** "The Relationship between Job Satisfaction and Economic Performance: A Multi-National and Longitudinal Examination." May 2016. **Chair:** K. Hattrup
- Leah Bressler.** "The Moderating Effects of Organizational Environment on the Relationship between Gender and OCB Role Definitions." July 2016. **Chair:** M. Ehrhart
- Zachary Duncan.** "Safety Cynicism: A New Safety Construct." May 2016. **Chair:** L. Kath
- Nick Eslinger.** "Achieving Adaptive Performance: A Study of U.S. Army Promotion Outcomes." April 2016. **Chair:** L. Kath
- Emily Lydston.** "Gender Differences in Sexual Violence Victimization and Acknowledgement on a College Campus." May 2016. **Chair:** G. Matt
- Sandra Martinez.** "Cultural Integrity: Employee Perceptions of the Alignment Between Espoused and Enacted Organizational Culture." August 2016. **Chair:** M. Ehrhart
- Casey O'Loughlin.** "The Moderating Effects of Selection, Optimization, and Compensation on the Relationships Between Polychronicity and Work-Family Conflict, Organizational Citizenship Behaviors, and Burnout." July 2016. **Chair:** J. Conte
- Heather Park.** "Workplace Anti-Discrimination Training Effectiveness: A Meta-Analytic Review." August 2015. **Chair:** L. Kath
- Tim Wolcott.** "Why We Work: A Cross-National Examination of Changing Work Value Orientations and Nation-Level Predictors." April 2016. **Chair:** K. Hattrup.
- Alexa Young.** "The Implications for Leader-Follower Congruence on Co-Production of Leadership Beliefs for Leader and Follower Outcomes." July 2016. **Chair:** M. Ehrhart

# FALL 2016 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.*



**Above:** Dylan, Simona, Brittney, Kristy, and exchange student Natalie wait excitedly for food.

**Below:** Aaron McKnight finds out how he measures up with the help of Dylan Petze (left) and Kristy Kay (right)



**Above:** Students pose with Dr. Mark Ehrhart, Dr. Lisa Kath, and member of the 2030 master's cohort, Eli Kath



**Above:** The *other* Dr. Kath mans the grill with a smile!