

The Beginning of a Journey: First Year Interviews

By Michael Kirkpatrick



Jonathan Hussey

Hometown: Honolulu, HI

I was attracted to SDSU because: I liked the strong emphasis the program placed on both research and application.

I/O Interests: OCB, work-related stress, and socialization.

You know you're in grad school when: You freak out when you have free time!

In my free time I like to: Surf as much as I can! But when the surf isn't great, I love to just hang out and play music with my friends.

One thing that's interesting about me is: I secretly want to be good at multiple disciplines of martial arts. I started up with Taekwondo my freshman year of college, but have recently started taking up Judo and Jiu-Jitsu. I love the variations that other martial arts offer and just wish I had the time to learn it all!

Daniel Wiegert

Hometown: Schenectady (upstate) and New York City

I was attracted to SDSU because: I was stationed here and heard good things about the university over others in the area.

I/O Interests: Occupational health and safety

You know you're in grad school when: You dream about grad school and then wake up with the thought, "That was a good idea."

In my free time I like to: In my free time I enjoy hanging out with my wife, walking around, or going out for dinner.

One thing that's interesting about me is: I am allergic to metal and chocolate. I try to avoid metal but I love chocolate too much.



Elisa Torres

Hometown: Antioch, CA

I was attracted to SDSU because: Of the research that was being conducted by the faculty and of course the beautiful weather.

I/O Interests: Leadership, stress, motivation, and organizational development

You know you're in grad school when: Free weekends come few and far between

In my free time I like to: Be outdoors and doing something active, especially in the pool

One thing that's interesting about me is: I have a passion for Mexican folk dancing. I started dancing when I was 5 for Grupo Azlan (dance company out of San Francisco) until I was 8 when I decided to commit my time and effort to swimming competitively.

Additional Information:

- THE STUDENT EDITORS OF THIS ISSUE WERE RENEE PAYNE AND ASHLEE ASGHARZADEH
- PHOTOS PROVIDED BY DR. L.KATH, R.PAYNE, AND A. ASGHARZADEH

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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First Year Interviews (continued from page 1)



Sam Courtney

Hometown: Long Beach, California

I was attracted to SDSU because: I found out how great the I/O program we have while I was in undergrad

I/O Interests: Organizational culture, socialization, leadership

My favorite part about living in San Diego: The incredible amount of places there are to explore in a half hour radius

You know you're in grad school when: You've gone through three highlighters and still aren't done reading the weekly articles

In my free time I like to: Run long distances and/or scrapbook

One thing that's interesting about me is: I have lived in two different countries besides the US in the past 3 years

Bryan Aasen

Hometown: San Diego

I was attracted to SDSU because: I love the school and I wanted to return to my hometown.

I/O Interests: Personnel selection, performance assessment.

My favorite part about living in San Diego: The diversity, the weather and the food.

You know you're in grad school when: When you start using statistical terms in everyday conversation.

In my free time I like to: Relax and watch sports.

One thing that's interesting about me is: I see dead people. Just kidding. I worked as a Golf Pro at a country club in Georgia before grad school.



Tim Wolcott

Hometown: Burbank, California

I was attracted to SDSU because: The great research, top faculty, and amazing weather! Also, living in San Diego was a dream of mine since I was just a wee lad!

I/O Interests: Leadership, counterproductive workplace behaviors, and employee motivation.

My favorite part about living in San Diego: You can be outside at midnight barbecuing in shorts and a tank top and you won't be cold at all!

You know you're in grad school when: You have more homework problems than dollars in your bank account.

In my free time I like to: Snowboard, skateboard, play Halo, and sample the fine San Diego cuisine!

One thing that's interesting about me is: I can take my advanced statistics course material and turn it into a quasi-informational rap song.

Mike Kirkpatrick

Hometown: Temecula, CA

I was attracted to SDSU because: Its fantastic faculty/program and simply because it is in beautiful San Diego

I/O Interests: Program evaluation, personnel selection

My favorite part about living in San Diego: Honestly. . . the Mexican food

You know you're in grad school when: Writing my "First Year Interview" is a rewarding break from homework

In my free time I like to: Record/play music with my friends and make terribly unfunny puns

One thing that's interesting about me is: I'm left-handed but I play musical instruments right-handed



Internship Experiences

By Bryan Aasen

As part of the M.S. program, students get the opportunity to do an internship in a local organization after their first year of coursework. This internship is one of the unique and valuable experiences that the program has to offer, as it allows the students to develop new knowledge and skills in a real-world setting to enhance what they have already learned during their coursework. In the last year, students have interned at a variety of different organizations including Qualcomm, San Diego Public Utilities Department (SDPUD), Center for Creative Leadership (CCL), Jones & Associates Consulting, Solar Turbines, and Rady Children's Hospital.

During the internships, these organizations challenge the students to perform a variety of different tasks and projects. For example, at Jones & Associates Consulting, **Berry Soltani** organized research to inform training materials and synthesized pre-session survey responses to inform training sessions. At Solar Turbines, **Mary Yama** created culture assessments of employees and conducted focus groups. Although the internship requires a certain number of hours that can usually be completed during the summer, some of the students stay with their organization longer to work part time during their second year of the program. One of these students is **Lauren Farahnak**, who at San Diego Public Utilities currently assists with leadership development programs and conducts leadership coaching.

Performing a variety of tasks and responsibilities during their internships gives the students an important learning experience which will be invaluable when seeking jobs after graduation. At Qualcomm, **Seamus Joyce** has learned to work effectively in groups and collaborate with others on different projects. At Rady Children's Hospital, **Ashlee Asgharzadeh** has gained knowledge about every component of training including assessment, designing and evaluating. At the Center for Creative Leadership, **Renee Payne** has learned to effectively interpret and communicate data in writing and has increased her networking skills by going out of her way to meet new people in her office.

All of the students agree that the internship is an important part of the M.S. program, as it provides them with an opportunity to apply their knowledge and work with a variety of different people in a business setting. As Mary Yama describes her experience, "I worked with an amazing group of people who served as great mentors and helped me figure out what I was really good at and what I needed to work on."

Bridging
the Gap
Between
Research
and
Practice



Fall APSA Speakers

By Ashlee Asgharzadeh and Renee Payne

Stephanie McGinty: International Human Resources at Qualcomm

Stephanie McGinty was our first APSA speaker of the semester. She is a San Diego native and completed both her Bachelor's in psychology and Master's in I/O at SDSU. For the past 7 years, she has been working in International Human Resources at Qualcomm in a variety of roles ranging from data analysis, to cross functional projects, to providing generalist support to Latin America. Stephanie shared with us how she really respects Qualcomm as a company due to their moral ethics and generosity. The Qualcomm's culture is one that values people, development, and leadership. Qualcomm is best known for the development of 3G, and Stephanie mentions that information in the hands of people can be "both a dangerous and beautiful thing."



In regard to her job role, Stephanie stated that International HR is a growing field since our world is becoming more and more connected. One of her favorite things about International HR is that it is constantly changing so she is always exposed to new things. She admits that her position is unique, as she is allowed to shape her role. With this role, it is particularly important to be knowledgeable of how culture influences the people act. Although she understands Spanish, she says that language is not necessary for the job but helps to build relationships. There is a lot of travel required for this role, although the extent of it varies. She is usually not gone more than 10 days straight but is typically traveling about 25% of the year. In closing, Stephanie said that one of the best things about this program is that we really stand out because of the way that we approach a problem. She had very helpful advice for us. She said that there are two types of people; builders and maintainers. She urged us to be builders by seeking problems to fix. In addition, she said it is important to "manage your brand." Ask yourself what you are good at and what your limitations are. It is only then that you are able to figure out how you can apply this to projects. She recommends that we "get early wins by focusing on low hanging fruit to build confidence from yourself and others."

Madeline Schmidt: Director of Training and Leadership Development at Provide Commerce



Madeline Schmidt was the second guest speaker of the semester. She received her Bachelor's degree in Psychology from the University of Maryland, and graduated with her Master's in I/O Psychology from San Diego State University in 1999. During her time at SDSU, Madeline was a

PSY271 TA, completed her internship at the San Diego Union Tribune, and took a class in the Management department where she gained more internship experience. Madeline's first job after graduation was as the Manager of Human Resources at the Westin near Horton Plaza. She gained her first real-world experience as a generalist, where she was involved in recruiting, employee relations, and training. Although this was not her dream job after graduating, she enjoyed working in the hospitality field and claims that she "wouldn't change that experience for the world." She realized that salary was not everything, and that the experience is most valuable. It was during this time that she also realized that she was more passionate about training than recruiting. Next, Madeline worked at Hotel del Coronado as the Director of Organizational Development and Training. During this time, she got her first taste of trying to build a new organizational culture, and implement new training and development programs. She learned that having support from the CEO is critical when conducting a change initiative. She also began to position herself as a "jack of all trades" so that she could play multiple roles rather than specializing in just one.

After working at the Hotel Del, Madeline worked as Manager of Leadership Training at AMN Healthcare and the Director of Training and Leadership Development at Encore Capital Group. She continued to achieve certificates at each of her jobs, where she mainly was in charge of building and developing the leadership or learning cultures from scratch. She also began her own consulting business, called Schmidt Consulting, where she worked part-time building leadership and professional skills programs and enjoying her flexible hours. However, she missed the interpersonal relationships and feeling like she was a part of the company's network. She went back to work full-time at the Hard Rock Hotel as the Director of Talent Development. As a member of the Executive Team, she helped drive organizational culture and values and played a fundamental role in the internal communications. Currently, Madeline works as the Director of Learning and Development at Provide Commerce, where she thoroughly enjoys her job and the people she works with. With tremendous support from her peers and the CEO, she had thrived in building competency models and communicating them to the company, as well as conducting evaluations of her training programs. She has expanded her skill set by creating e-learning training programs and effectively meeting the needs of the employees. Madeline's biggest piece of advice was to start small and build your way up after graduating, and to focus on gaining as much experience as possible help you grow both personally and professionally.

Alumni Spotlight: An Interview with Patrick Zvara

By Jon Hussey



When were you at SDSU and what have you been doing since you left the program?

On a personal level, my wife Geraldine and I met in San Diego and dated through my moves to different cities and our current home in Los Angeles. We were married in 2006 in San Diego and have a wonderful four year old daughter named Kyleigh.

I attended the SDSU M.S. I/O Psychology program from 2000 to 2003. Since completing my studies I worked as a Personnel Officer with the County of San Diego District Attorney and Health and Human Services. From there I took a position in Phoenix as a HR Manager with Express Scripts a large Pharmacy Benefit Manager. Lastly I joined Zynx Health in Los Angeles where I am currently the Senior Director of Human Resources over two businesses (Zynx and First Data Bank). I travel about 50% of the time between San Francisco, Indianapolis, and our home in Los Angeles.

What do you enjoy most about your career?

The autonomy of my position and diversity of work as well as the amazing people that I work with. Creating a better workplace is a fulfilling career choice when you work within organizations that support employee satisfaction and growth.

What aspects of your job are the most challenging?

Choosing a career within Human Resources is endlessly challenging when it comes to resource allocation.

What are some pieces of advice you can offer incoming graduate students?

Try to think of the lessons you are learning in the context of the workplace that they will be applied. Focus on analytical thinking and your stats. Take some business classes – it will help you later in life. Be sure to spend some time at the beach. Don't procrastinate on your thesis!!

Any post graduation advice for the 2nd year students?

Don't be afraid to take a position that is different than what you are expecting when you graduate. Cast a wide net and look in other cities when you are ready to enter the workforce. Try to find a mentor early in your career to help you grow quickly. Be flexible when you apply theory in the real world – it is tough to find textbook applications. What you learn in the program is hugely valuable to organizational leaders when you make the connection to practical application.



Recent Thesis Defenses

- **Fiona Cochrum-Nguyen.** “Predicting Job Performance and Job Satisfaction: An Examination of the Five-Factor Model of Personality, Polychronicity and Role Overload” July 2012. Chair: **J. Conte.**



Get Ready for SIOP 2013!

April 11-13, 2013
Houston, TX

Announcements

- **Dr. Jeff Conte** received a 2-year grant from the Army Research Institute for the Social and Behavioral Sciences (ARI). He will be working on this grant with **Dr. Scott Roesch** and graduate students in his Personality Measurement research lab.
- Second year student **Lauren Dlugosz** married Pedrum Farahnak over the summer.
- **Olivia Bustamante** started working at Insight in June 2012.

Note: Names in **bold** indicate faculty, students, or alumni affiliated with the Applied Psychology program

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

Recent Publications

Conte, J. M., Cochrum-Nguyen, F., & Yama, M. S. (in press). Type A Behavior Pattern (Coronary Prone Personality). In D. S. Dunn (Ed.), *Oxford Bibliographies in Psychology*. New York, NY: Oxford University Press.

Ehrhart, M. G. (2012). Self-concept, implicit leadership theory, and follower preferences for leadership. *Zeitschrift für Psychologie/ Journal of Psychology*, 220, 231-240.

Ehrhart, M. G., & Raver, J. L. (in press). The effects of organizational climate and culture on productive and counterproductive behavior. In B. Schneider & K. Barbera (Eds.), *The handbook of organizational climate and culture: Antecedents, consequences, and practice*. New York: Oxford University Press.

Kath, L. M., Roesch, S. C., & Ehrhart, M. G. (2013). An overview of multilevel modeling in occupational health psychology. In R. R. Sinclair, M. Wang, & L. E. Tetrick (Eds.), *Research methods in occupational health psychology: Measurement, design, and data analysis* (pp. 323-348). New York: Routledge.

Kath, L. M., Stichler, J. F., Ehrhart, M. G., & Schultze, T. A. (in press). Understanding workplace stress experienced by AWHONN nurse leaders. *Journal of Obstetric, Gynecologic, and Neonatal Nursing*.

Mueller, K., **Hatrup, K.**, Spiess, S. O., & Lin-Hi, N. (2012). The effects of corporate social responsibility on employees' affective commitment: A cross-cultural investigation. *Journal of Applied Psychology*, 97, 1186-1200.

Schneider, B., **Ehrhart, M. G.**, & Macey, W. A. (in press). Organizational climate and culture. *Annual Review of Psychology*.

Toole, B., Stichler, J. F., Ecoff, L., & **Kath, L.M.** (in press). Promoting nurses' knowledge in evidence-based practice: Do educational methods matter? *Journal for Nurses in Staff Development*.

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APSA FALL 2012 BBQ



Above: First and second year I/O students gather for the Fall APSA BBQ

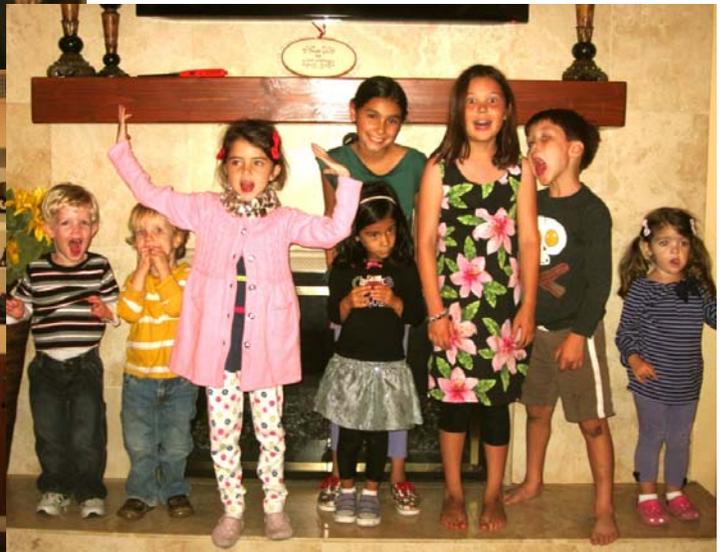
Right: Colleen & Jeff Conte, Mark Ehrhart, and Lisa Kath



Left: I/O and Social students at BBQ

Below Left: I/O and Social Faculty

Below: I/O and Social faculty members' children



Students Around San Diego

Right: Students from the POWER Lab



Far Right: Past & present I/O Students competing at the San Diego Mud Run



Below: Renee, Berry, and Bryan at Taco Tuesday



Above: Students gather at Taco Tuesday

Left: First and second years meet for the first time at Taco Tuesday

Right: Berry, Ashlee, Renee, and Mary meet up for beach volleyball



Far Right: Students about to present Job Analysis projects

