

APSA NEWSLETTER

A publication of the SDSU Applied Psychology Student Association

Fall 2004

How to Make the Transition After Graduate School: Things You Can Be Doing Now – 2nd Installment

By Keren Brooks & Melissa Feldman

In our first installment of “How to Make the Transition After Graduate School: Things You Can Be Doing Now”, we promised that we would offer advice on how to jumpstart your career. There are many things that you can be doing now, as a grad student, to give yourself the advantage over countless others who will be applying for the same job that you have set your sights on. Intrigued? We hope so!

Getting jobs

Internships: Consider doing more internships than required by the program, simply for the exposure. An unpaid internship can be more than worth the time spent doing free labor if you get experiences, contacts, and perhaps even thesis data from it. Entry-level jobs – ditto. You’d be surprised how quickly qualified and professional employees can move up in nearly any organization.

Alumni: Many of us got our jobs through contacts – often through other SDSU I/O alumni. Knowing first-hand of the strength and rigor of the program makes many past students eager to hire other graduates or interns. One graduate of the program during the early 1990s has, in the last 5 years, hired four interns (likely to be five by this summer) and three full-time employees from the SDSU applied psychology program at the two organizations where she has worked.

Other program graduates, particularly those who participated when the program first existed at SDSU, are likely well-established in their careers, and would be excellent resources for advice, jobs, or information. So start an alumni club. Find them, and tap their knowledge. Ask them to present at APSA, write an article, or hire interns. Heck, even have a reunion once a year. At the very least, make some calls, write some emails, and create a complete email/ mailing list of all previous students of the program.

Continued on Page 3

The 2005 SIOP Conference

By Jeff Conte

When & where:

The 20th Annual SIOP Conference will take place April 15-17, 2005 at the Westin Bonaventure Hotel and Suites in Los Angeles, California.

Who attends the SIOP Conference:

I-O psychologists (and those studying to be I-O psychologists), including undergraduate and graduate students, professors, and I-O practitioners.

What the SIOP Conference is like:

The SIOP Conference provides many opportunities to interact with and learn from I-O psychologists from the U.S. and many other countries. The conference includes formal academic and practitioner presentations (described further below). There are also several informal opportunities with which to interact with SIOP members including Conversation Hours, Evening Receptions, Community of Interest sessions, the SIOP Golf Open, and the SIOP 5K run. The SIOP Conference provides opportunities to meet new I-O psychologists, catch up with former graduate school friends, learn about new trends in the field, and network with those in the field. Overall, the SIOP Conference is a wonderful experience for those who are new (or not so new) to the field.

What the presentation formats are like:

(<http://www.siop.org/Conferences/05Con/CFP/formatintro.htm>)

Poster Session: At each poster session, several authors simultaneously present their papers, with key parts of the papers displayed on large boards. Interested SIOP members circulate among posters and stop to discuss papers of particular interest with the authors.

Continued on Page 4

Additional Information

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

APSA NEWSLETTER – Fall 2004

Speakers Corner

By Angelina Carmazzi

During the Fall 2004 semester, APSA gladly welcomed three speakers to talk to the faculty and students of the Applied Master's Psychology Program.

The first speaker was Dr. Benjamin Schneider, a renowned professor who recently retired from the University of Maryland at College Park and is currently working as a consultant for Personnel Research Associates in San Diego. Dr. Schneider provided an informative and insightful talk based on his years as a professor and consultant in I/O psychology as well as some invaluable advice for the faculty and students. Dr. Schneider emphasized the need for students to be well rounded in both the I/O psychology and business literatures and language while retaining a foundation of research and data when making decisions in order to be successful in the work world. In addition, he expressed the importance for the field of I/O psychology to maintain the connection between research and consulting, in which being data-driven in consulting and being knowledgeable of real world business issues as a professor will provide you with a competitive advantage. Finally, he recommended that no matter what career you enter, make sure and stay familiar with the field of I/O psychology.

Next, we had a former SDSU I/O psychology Master's student, Eileen Reiser, and one of her colleagues, Kelly Kaminski, a graduate from the I/O psychology Master's program at Long Beach State University. Eileen and Kelly work in the Performance Assessment Services department at Edison International (EIX), which is the parent company for Southern California Electric (SCE), in which they serve as internal consultants. As internal consultants, their job tasks include performance testing, assessments, knowledge testing, and the development and evaluation of tests. The benefits they see as internal consultants at SCE include long-term relationships developed with clients, job stability, teamwork assistance, and opportunities to observe a wide variety of jobs within the organization. Negatives of being an internal consultant include an inability to pick and choose what jobs they want to do and difficulty with role clarification within human resources. Eileen and Kelly emphasized the importance of their educational training in statistics, research thinking, and critical thinking in their current jobs as internal consultants. With this being said, they noted that their consulting skills were learned more during their work experience than their education.

Continued on Page 4

Interview with an Alumnus:

Chad Carlile

by C.J. Mohammed

Once a student graduates from the master's program here at SDSU, they're prepared to set foot into the exciting and fulfilling world of applied psychology. Many of the alumni associated with the MS program, in fact, have developed into successful practitioners, academics, or entrepreneurs who have experienced what it's truly like to be a part of the business realm. As part of our newsletter, we thought it would be a great idea to find out where some of our alumni have been, what they have gained from their experiences, and what they could tell us about life after the program.

I recently had the opportunity to talk to Chad Carlile, a graduate of the master's program in applied psychology at SDSU, in order to find out about his experiences within applied psychology. Chad previously worked at Washington Mutual as a Measurement and Evaluation Specialist within the organization's training department, focusing on training evaluation. He currently works with Amgen, a human therapeutics company and the world's largest biotechnology company set on developing treatments for severe illnesses.

Within Amgen, Chad works as a Senior Curriculum Designer at the organization's headquarters in Thousand Oaks, CA. His group is part of a larger training function in the organization that trains new and existing employees on task- and product-specific qualities. Chad's responsibilities include instructional design, which he states is "very new, interesting and challenging...it's breaking new ground." Instructional design involves the analysis, design, and production of training materials for employees working in operations – that is, employees involved in the manufacturing and quality control of products. This includes on-the-job training, e-learning of certain therapeutic drugs, and module training. In addition, Chad is the measurement and evaluation representative of his group; he leads the effort to improve training evaluation practices within Amgen.

Chad works with each of the training departments for every Amgen site, designing the curriculum involved in employee training, and he is heavily involved in project management of those who write and train. Since project management is such a crucial part of his job within Amgen, Chad states that such a quality is important to have within the business world.

Continued on Page 3

APSA NEWSLETTER – Fall 2004

Transition continued from Page 1

Professional Organizations: You all know about SIOP. Also try ASTD (American Society for Training and Development), SHRM (Society for Human Resource Management), SDSU's College of Extended Studies Training and Development Exchange, or SPSSI (Society for the Psychological Study of Social Issues – the best deal in town, particularly for you program evaluators out there, at \$10 for student membership). If this is too pricey, consider offering to volunteer at some events or to participate on a project in return for membership or free/reduced rate event attendance. Most of these organizations have events geared towards new members or networking that are not particularly expensive, and sometimes even free.

Other Networking Sources: You can find other opportunities to meet potential contacts through the university itself (remember those electives!), or even through interviews. One important piece of advice: never turn down an interview. In addition to getting good experience just participating in the process, you never know if the “not exactly what I’m looking for” job you interview for will turn into an opportunity. Recruiters often know of upcoming openings that might fit your skills and interests better, and others you might meet during the interview process often pay attention to whether you are someone they would like to hire, even if the position you’re meeting them for isn’t a good fit.

One potential way to meet others in the field is to open a dialogue with other similar programs in the area. This could include the Alliant University I/O program, which has a different focus than the SDSU program – all the more reason to try to learn from one another what you can. Talking with students in human resources, business, or education programs might yield interesting information as well.

Expanding Your Skills: Many of you might find yourself with some time in which you are working on your thesis but not taking classes. Don't let this happen! Although your thesis should take up the majority of your time at this point, we all know you're not going to work eight hours straight on it every day. Take the opportunity to enroll in another elective, or take some of those free SDSU software courses to expand your abilities. It never hurts to know a little about desktop publishing or graphic design (it's amazing how often that comes in handy). For those of you interested in human resources, brush up on the legal issues – a common topic during interviews. You could even study a new language – knowing Spanish

can't hurt if you want to work in Human Resources in southern California.

Whew – overwhelmed yet? We tried to think realistically here. Many of these don't actually take too much time to pursue, and as you all know, teamwork can yield a lot. The job market is tough and having a few extra skill sets or contacts under your belt can make you stand out from the rest. Good luck!

Interview continued from Page 2

Project management is becoming huge at Amgen and within other organizations as well; such a skill is important to have when working within organizations such as Amgen, as Chad advises students to develop management skills early on in their career.

When asked what he values most in his career, Chad believes that the people he works with are most enjoyable. He states that Amgen hires very smart people who are competent in their jobs. “People take good care of you,” he states, “they're fairly independent, and it's a good environment to work in.” Amgen was hailed by Forbes Magazine as Company of the Year in 2004.

Chad advises that students looking towards entering the business world must balance what they may have learned in school with the reality of business. It's important to realize that business runs quickly and efficiently, and that students should focus on the application of what they've learned in class.

That is why, Chad believes, it's important to place a lot of value on internship experience. Students should find an internship that is similar to the field they are planning on going into once they graduate, such as corporate or research jobs. In addition, Chad stresses the importance of picking electives carefully. Any classes in business, training and instructional design, management, and education technology are crucial areas that shouldn't be missed.

And for those of you who are scared about finding a job after graduating, Chad Carlile believes there's a great outlook for those getting their MS in applied psychology. All of his classmates seem to be doing well, and many are currently employed within the popular areas of training and organizational development. So brush up on your skills, folks – the future entails having to prove exactly what you can do – and it's safe to say we're prepared to do so!

APSA NEWSLETTER – Fall 2004

Speakers continued from Page 2

Our third and final speaker was Cathy Rossi, also a former SDSU I/O psychology Master's student. Cathy currently works in the human resources development department at Solar Turbines, which builds engines for gas turbines all over the world. Based on her experiences as both an internal and external consultant, she advised that the more familiar you are with a company the better influence you will have. She noted that a benefit of being an external consultant is that you give your opinion as an outsider looking in without knowing anything about the organization and what they do, which reduces the potential for bias. Cathy also mentioned that her statistics knowledge and having an academic background combined with real-world work experience has increased her marketability in the job force.

SIOP continued from Page 1

Symposium: A symposium is a session in which several participants present their research and views on a common issue or question, and then discussants and audience members can comment or ask questions about the presentations.

Practitioner Forum: This format provides an opportunity for I-O psychology practitioners to discuss challenges in the work environment and innovative solutions to these challenges using I-O psychology principles.

Academic-Practitioner Collaborative Forum: The goals of this new format are to (a) highlight completed research conducted collaboratively by academics and practitioners, (b) discuss ongoing research being conducted by academic-practitioner research teams, or (c) bring together academics and practitioners to outline common goals and potentially form new collaborative teams.

The benefits of attending the SIOP Conference:

The SIOP Conference provides many useful opportunities for students and recent graduates to learn about the field and develop their skills. First, the SIOP Conference can provide updated research and ideas that are helpful for student Master's Theses and coursework. Second, the Job Placement Center at the SIOP Conference is a wonderful resource for recent graduates and students who will be graduating soon.

The Placement Center accepts applicant resumes and position descriptions in advance of the conference and provides a common meeting place for I-O psychologists searching for jobs and for those seeking to fill job openings.

Student volunteer opportunities:

A good way to meet and interact with other SIOP Members is to be a Student Volunteer at the SIOP Conference. Volunteers assist in a variety of ways, including helping with registration, assembling materials and signs, and serving as information providers.

More information about being a student volunteer can be found at:

<http://www.siop.org/Conferences/05Con/Regbk/volunteers.htm>

Final comments:

After having been to over a dozen SIOP Conferences, I can confidently say that the SIOP conference is a fun, interesting, and developmental experience for students, faculty, and practitioners alike. I would strongly encourage attending the conference and getting as involved as possible, both of which will be made easier because this year's conference is just a quick ride up the coast in Los Angeles. Hope to see you there!

For more general information on the SIOP Conference, see:

<http://www.siop.org/Conferences/>

For a list of presentations involving SDSU faculty and students, see Page 5 of this newsletter.

San Diego I/O Group Starting!

If you are in or near the San Diego area and are interested in being a part of a San Diego I/O Psychology Professional Group, then go to the link below to fill out the interest survey and provide your contact information:

<http://www.elisten.com/web30/surveys/0B51AA04D5D24AFBA19B74CD4953C2C9>

The first meeting is scheduled for February 16 at 6:30 PM at Alliant University. More details will be available soon, but go ahead and mark it on your calendars. Hope you can make it!

APSA NEWSLETTER – Fall 2004

*****SDSU at SIOP*****

Poster: Culture and Work Values: A Comparison Across Countries and Companies
Authors: K. Hatstrup, K. Mueller, & I. Joens
Time & Location: Saturday, 11:30, Los Feliz

Poster: Schemas for Organizational Citizenship Behavior in Gender-Stereotyped Jobs
Authors: M. Ehrhart, E. Godfrey, & S. Morales
Time & Location: Saturday, 1:30, Pasadena

Poster: OCB and Service Climate: Examining Multilevel Antecedents of Customer Satisfaction
Authors: D. Mayer, M. Ehrhart, & B. Schneider
Time & Location: Saturday, 4:30, Los Feliz

Poster: Antecedents of Team Citizenship Behaviors: Leader Behaviors and Affective Tone
Authors: J. Raver & M. Ehrhart
Time & Location: Friday, 4:30, Los Feliz

Poster: An Integrated Safety Model: Understanding the Impact of Leadership
Authors: K. Sears & M. Ehrhart
Time & Location: Friday, 4:30, Pasadena

Poster: Personality and Vocational Interests Predicting Person-Job and Person-Vocation Fit
Authors: G. Makransky & K. Ehrhart
Time & Location: Saturday, 9:00, Pasadena

Poster: Integrating Applicant Attraction and Organizational Justice: An Uncertainty-Based Perspective
Authors: D. Mayer, J. Ziegert, & K. Ehrhart
Time & Location: Saturday, 8:00, Los Feliz

Symposium: Where Recruitment is @: Current Approaches to Web-Based Attraction Research
Presentation Title: Web-Based Recruitment: Exploring the Effects of Website Content and Characteristics
Authors: K. Ehrhart, D. Mayer, & J. Ziegert
Time & Location: Saturday, 1:30, San Gabriel A

Symposium: Elucidating "This Thing Called Fit:" Toward A Multidimensional Approach.
Presentation Title: Do Perceptions Mirror Reality? Examining Conceptualizations and Measurements of Fit
Authors: J. Ziegert, K. Ehrhart, & D. Mayer
Time & Location: Friday, 1:30, San Jose

Panel Discussion: Scaling the Slippery Slope: Toe Holds for Women in Academe
Co-Chairs: K. Ehrhart & J. Gillespie
Panelists: J. Cleveland, M. Gelfand, L. McFarland, L. Tetrick, & K. Thomas
Time & Location: Friday, 10:30, Emerald Bay



Professors, current students, exchange students, alumni, and Jordan at the fall applied program BBQ