

APSA NEWSLETTER

A publication of the SDSU Applied Psychology Student Association

Fall 2006

First Year Student Introductions

By Addie Brewer & Will Huynh



Corinne Boulanger

Hometown: Washington, DC, although I moved around a lot.

Undergraduate institution: The College of William and Mary

My research interests are... Motivation, leadership, social exchange in the workplace, and performance management.

My favorite place in San Diego is... I love the dog beach at OB; since I don't have a dog of my own, at least I can be around other people's.

One place I would love to visit is... I hear Iceland is beautiful this time of year

A unique talent I have is... Apparently, I can read minds.



Addie Brewer

Hometown: San Diego, CA

Undergraduate institution: UC Santa Barbara

My research interests are... Evaluation (mostly in the clinical/healthcare setting)

My favorite things to do during study breaks are... Bike riding, kayaking, watching football, beach barbeques, playing horseshoes, and bocce ball.

My favorite place in San Diego is... The beautiful beaches and the Del Mar Race Track (where the surf meets the turf)

What surprised me most about San Diego is... I've lived here 80% of my life and still do not own an umbrella!

A unique talent I have is... Figure skating

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Faculty Interview: Dr. Lisa Kath

By Meredith Czerwinski & Alice Wastag



Dr. Lisa Kath joined the Applied Psychology faculty this fall. Dr. Kath received her Ph.D and M.A. from the University of Connecticut, and her B.S. from University of California, Berkeley. She worked as a chemist for both a small biotech company and a large pharmaceutical company before switching her focus to I/O. Her research interests include non-

traditional workplace training, self-efficacy and leadership/performance, and women and minorities in the workplace. Lisa and her husband, John, have two children: Emi (3.5 years) and Eli (9 months).

Why did you come to SDSU?

I wanted to be in an environment supportive of research and be a part of a quality program. Being a dual career couple is difficult (for us) because I'm in academics and my husband is in pharmaceuticals. Fortunately, San Diego has a lot of pharmaceutical companies. I was encouraged by an associate to take a look at SDSU's program when the I/O position was posted. I found the master's students to be of very high quality – taking the science of I/O seriously. The science and practice of psychology is very supported at SDSU. Personally, I wasn't planning on starting work until 2007, but the SDSU opportunity was especially good, so here I am!

How would you describe your transition from Connecticut to San Diego?

I was seven months pregnant when I came out to interview at SDSU. The week before my interview was one of the most nerve-racking weeks of my life. I had a week to work on my job talk and make sure someone could cover my teaching while I was interviewing. After I got the job, everything lined up. It was eerie – like it was meant to be. I could check off a bunch of things on the "Life Experiences Survey," but I did it and it was all worth it. My husband was able to get a job transfer in two weeks! The first person who looked at our Connecticut house bought it. My daughter adjusted well to her new school. Everything just kept falling into place. Things have gone really well.

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Speakers Corner

Quinn Sanders
Senior Instructor
September 20, 2006
By Alice Wastag

Quinn Sanders, a graduate of the MS program at San Diego State, recently spent some time with first and second year I/O students and shared some wisdom about life after graduation. Quinn is currently working as a senior instructor for CitiFinancial Univerciti and is responsible for the delivery of a variety of courses to over 15,000 employees. He is also involved in the improvement of existing instructor-led workshops, including the "Cultivating Leaders" curriculum and the "Leadership I" program. Quinn feels that the I/O program at SDSU "really prepares you for the real world." He suggests that the thesis writing process be broken up into smaller pieces, and each step of the way be made public to a mentor because public goals are more readily accomplished. In addition to the invaluable classroom knowledge that Quinn gained, he greatly benefited from his two internship experiences. His first internship was with the county of San Diego and his second internship was with TalentSmart. Quinn strongly suggests taking an internship based on the opportunity--not on the pay--because some of the best experiences will be without pay. Quinn gave the following advice to students: know Excel, be prepared for structured behavioral interview questions, and remember to interview the employers just as they interview you.

Keren Brooks
Research Analyst
November 27, 2006
By Alice Wastag

Another San Diego State MS program graduate, Keren Brooks, also recently took the time to share her experiences with current students. Keren is a research analyst currently working for the Office of Institutional Research and Planning at Grossmont College. Keren is responsible for numerous projects and provides a variety of descriptive statistics and survey results for both instructional and student service program review reports. More specifically, Keren reports information such as student demographics, enrollment demographics, academic outcomes, transfer rates to SDSU, and the results of attitudinal survey data. Although Keren received her degree in I/O, she noted that most of the work she does in her current position is more related to Program Evaluation. Keren observed that Program Evaluation is a growing field, with increasing needs by local school districts to have their educational programs evaluated. One piece of advice Keren gave was to emphasize the importance of understanding how to use SPSS, as there is a high demand for individuals who are able to do even basic statistics.

Announcements

- **Pancho Aguirre** is working for HSBC Auto Finance as a Business Analyst.
- Since March 2006, **Fabio de Faria** has been working for Watson Wyatt Worldwide as a Junior Organizational Effectiveness Consultant in the Los Angeles office.
- **Katie Hopkins** is engaged to Erik Wilson. They will be getting married at Timberline Lodge in Oregon on September 8th, 2007.
- **Georg Matt** has several orchids in flower including species of the genera Dendrobium, Epidendrum, and Maxillaria. Also, since January 2005, Georg has commuted 2,546 miles on his bicycle.
- **Scott Roesch**, his wife Kristin, and their son Jordan welcomed a little girl to their family. Kennedy Martin Roesch was born on August 3rd, 2006.

Thesis Defenses

- **Tomoe Kono**. *Examining the relationship between the national origin of a leader and followers' implicit leadership theories in Japan and the U.S.* October 2006. Chair: K. Ehrhart.
- **Angelina Sawitsky**. *Stress as a mediator of the relationship between individual-level traits and employee performance.* November 2006. Co-chairs: **J. Conte & M. Ehrhart**.
- **Roxann Diaz**. *Awareness of display rules, perceived dissonance, and emotion regulation: The moderating role of organizational identification.* December 2006. Chair: **M. Ehrhart**.

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

SIOP Conference

Plan to attend SIOP! It's a great way to network, see what else is being done in research, and to visit NYC!
When: April 27-29, 2007
Where: New York, New York
For more information: <http://siop.org/Conferences/>

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First Year Student Introductions continued...



Meredith Czerwinski

Hometown: Fairfax, VA & Coronado, CA

Undergraduate institution: SDSU

My research interests are...

Organizational change, organizational climate, change commitment, and organizational citizenship behavior.

My favorite things to do during study breaks are... I consider myself very handy. I like to do home improvement projects. I also love photography, watching football, and hanging out with my husband.

My favorite place in San Diego is... Tom Giblin's Pub in Carlsbad, Coronado Beach, The Wild Animal Park.

A unique talent I have is... I'm very good at handling "angry" cats (from my days as a veterinary technician). Yes, this is a talent.



Will Huynh

Hometown: Lemon Grove, CA

Undergraduate institution: SDSU

My research interests are... Stereotype threat, self-efficacy, diversity, and attraction to organizations.

My favorite things to do during study breaks are... ESPN, ESPN2, FSN, NFL network, NBATV, and any other sports channel.

My favorite place in San Diego is... Mission Beach—the simplicity of the ocean is the best.

One place I would love to visit is... New Zealand or Australia—some place that has a lot of green.

What surprised me most about San Diego is... How much I miss it after I take a trip somewhere. San Diego will always be my home.

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Publications

- Banthia, R., Malcarne, V.L., **Roesch, S.C.**, Ko, C.M., Greenbergs, H.L., Varni, J.W., & Sadler, G.R. (in press). Correspondence Between Daily and Weekly Fatigue Reports in Cancer Survivors. *Journal of Behavioral Medicine*.
- Carlo, G. Crockett, L.J., Randall, B.A., & **Roesch, S.C.** (in press). Gender-based longitudinal relations of quality of family and peer relationships to prosocial behaviors among rural adolescents. *Journal of Research on Adolescence*.
- **Conte, J. M.** (in press). The measurement of temporal variables across multiple levels. In F. J. Yammarino, & F. Dansereau (Eds.), *Research in Multi-Level Issues (Volume 6: The many faces of multi-level issues)*. Oxford, UK: JAI Press/Elsevier.
- Harrison, L. A., **Stevens, C. M.**, Monty, A. N. & Coakley, C. A. (2006). The consequences of stereotype threat on the academic performance of White and non-White lower income college students. *Social Psychology of Education, 9*, 341-357.
- **Hattrup, K.**, O'Connell, M. S., & Yager, J. R. (2006). Pre-screening job applicants with Interactive Voice Response and Web-based technologies: Are the methods equivalent? *Applied HRM Research, 11*, 15-26.
- **Hattrup, K.** (in press). Review of the Job Search Knowledge Scale. In B. S. Plake & R. A. Spies (Eds.), *The mental measurements yearbook*. Lincoln, NE: Buros Institute.
- **Hattrup, K.** (in press). Review of the Position Classification Inventory. In B. S. Plake & R. A. Spies (Eds.), *The mental measurements yearbook*. Lincoln, NE: Buros Institute.
- Johnson-Kozlow, M., **Matt, G.E.**, & Rock, C.L. (2006). Recall strategies used by respondents to complete a food frequency questionnaire: an exploratory study. *Journal of the American Dietetic Association, 106*, 430-433.

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Faculty Interview continued...

What did the job talk entail?

I had to tell the faculty about my research and what I'm interested in. The job talk is an opportunity to demonstrate teaching and research skills even to those who do not know much about I/O. After I gave the talk I answered questions the faculty had for me.

Would it be beneficial to have someone else in the department with similar research interests to yours?

No, diversity in research is important. It helps the students find a match with their interests.

What do you enjoy so far about SDSU?

I'm really glad to be teaching 721 (Advanced Industrial Psychology) as my first class. I will be teaching only I/O classes at SDSU, which is really great. I want the students to relate what got them excited about the articles and what they were confused by.

What can students get out of your classes?

One of the things I focus on is teaching work skills. Specifically, the students' abilities to facilitate discussions – something that they will use in the field. Grads will need to run focus groups, and as students they need to learn how to engage others and also develop their presentation skills. They should learn how to present things in a non-technical manner so they can talk with people in the business community in a way that is understandable. Teaching a seminar is fun. We concentrate on discussing the scientist-practitioner balance. I am very pleased at the quality of the written critiques – the students are engaged and taking it seriously – they all seem to like I/O psychology. That's what I came here for. I am thrilled with the questions they ask – questions that are very high quality. Being aware of what you don't know is also really important. I like to challenge the students and help them think in new ways. By doing this I also get the opportunity to work on my facilitation skills. It's very satisfying for me. Textbooks make everything sound so cut and dry. In the real world organizations are not really like that and seminars allow us to address those issues.

What do you bring the SDSU I/O program?

I found myself to fit in really well with others in the program. The faculty is very open, what you see is what you get. We share a "spark," a genuine interest in our field. I bring energy and enthusiasm – something we all have but express in different ways. We deeply care about I/O issues.

Publications continued...

- Landy, F. J., & **Conte, J. M.** (2007). *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology (2nd Edition)*. Boston: Blackwell Publishing.
- **Matt, G.E.**, Rock, C.L., & Johnson-Kozlow, M. (2006). Using recall cues to improve measurement of dietary intakes with a food frequency questionnaire in an ethnically diverse population: an exploratory study. *Journal of the American Dietetic Association, 106*, 1209-1217.
- **Matt, G. E.**, Quintana, P. J. E., Liles, S., Hovell, M. F., Zakarian, J. M., Jacob III, P., & Benowitz, N. L. (2006). Evaluation of urinary trans-3'-hydroxycotinine as a biomarker of children's environmental tobacco smoke exposure. *Biomarkers, 11*, 507-523.
- McKibbin, C.L., Patterson, T.L., Norman, G., Patrick, K., **Roesch, S.C.**, Mudaliar, S., Barrio, C., O'Hanlon, K., Griver, K., Sirkin, A., & Jeste, D.V. (2006). A lifestyle intervention for older schizophrenia patients with diabetes mellitus: A randomized controlled trial. *Schizophrenia Research, 86*, 36-44.

Conference Presentations

- Aldridge, A.A., **Roesch, S.C.**, & Vaughn, A.A. (2006, April). *Coping with daily stressors: Intraethnic variation in Latino adolescents*. Paper presented at the Western Psychological Association conference, Palm Springs, CA.
- **Conte, J.** Pre-Conference Workshop entitled "An Update on the Science and Practice of Industrial and Organizational Psychology" to be presented (with Frank Landy) at SIOP (April, 2007 in New York).
- Duangdao, K.M., **Roesch, S.C.**, Putnam, A., & McClurg, S. (2006, April). *Coping with diabetes: A meta-analysis*. Poster presented at the Western Psychological Association conference, Palm Springs, CA.
- Huff, T., & **Roesch, S.C.** (2006, April). *Applicability of the transactional model of stress and coping in minority adolescents*. Paper presented at the Western Psychological Association conference, Palm Springs, CA.

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First Year Student Introductions continued...



Taylor Peyton

Hometown: San Pedro, CA

Undergraduate institution: Long Beach State University

My research interests are... Leadership, team dynamics, and emotional labor

My favorite place in San Diego is...

Balboa Park.

One place I would love to visit is... Tahiti

What I like most about the program is... How I've already finished off four highlighters and it's not even the end of the semester yet.

A unique talent I have is... Juggling a volleyball with my hands and feet while lying on my back.



Alice Wastag

Hometown: Rochester, Michigan

Undergraduate institution: Oakland University, Michigan

My research interests are... Polychronicity

What I like most about the program at SDSU... The people in the first year I/O. They are a great group to be with. We have fun and laugh a lot.

My favorite things to do during study breaks are... Spend time with my husband here, or my family back at home, including my German Shepherd, Sammy.

My favorite place in San Diego is... Sea World

One place I would love to visit is... Amsterdam and Rome

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Conference Presentations continued...

- **Isaacs, H., & Ehrhart, M. G.** (2006, August). Predicting emotional regulation strategies: The influence of customer interaction. In A. A. Grandey & M. Groth (Chairs), *Emotion regulation and emotion perception in work interactions*. Symposium conducted at the 66th annual conference of the Academy of Management, Atlanta, GA.
- Kelmer, G., Huynh, W., Ulloa, E., **Roesch, S.**, & Cabuto, R. (2006, August). *Dating abuse: Latent victimization profiles and depression*. Poster presented at the American Psychological Association conference, New Orleans, LA.
- Langner, K., & **Roesch, S.C.** (2006, April). *Predicting health outcomes and coping strategies in minority adolescents*. Paper presented at the Western Psychological Association conference, Palm Springs, CA.
- Langner, K., & **Roesch, S.C.** (2006, August). *Five-Factor Model and coping in minority adolescents*. Paper presented at the American Psychological Association conference, New Orleans, LA.
- **Matt, G.E.** (2006). *Environmental Tobacco Smoke: Loopholes in the Protection of Nonsmokers*. University of Mannheim (Germany), August 2, 2006.
- Raver, J. L., & **Ehrhart, M. G.** (2006, August). Interpersonally fair teams: Linking justice climate, affective tone, and team citizenship behaviors. In C. Wu (Chair), *Justice in group and organizational contexts*. Symposium conducted at the 66th annual conference of the Academy of Management, Atlanta, GA.
- **Roesch, S.C.**, Aldridge, A.A., & Vaughn, A.A., & Putnam, A. (2006, April). *Thriving, surviving, and going under: Latino adolescents coping with stressors*. Paper presented at the Western Psychological Association conference, Palm Springs, CA.
- Vaughn, A.A., **Roesch, S.C.**, & Putnam, A. (2006, April). *Day-to-day coping and adjustment in Asian American adolescents*. Paper presented at the Western Psychological Association conference, Palm Springs, CA.

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First Year Student Introductions continued...



Jordan Willoughby

Hometown: San Diego, CA

Undergraduate institution: SDSU

My research interests are...

Person-organization fit, goal setting and motivation

My favorite things to do during study

breaks are... Watch South Park and go surfing.

What I like most about the program is... The emphasis on statistics and an opportunity to network in San Diego.

My favorite place in San Diego is... Sunset Cliffs

What surprised me most about San Diego is... How easy it is to find a really good burrito

A unique talent I have is... The ability to eat Mexican food every single day.

Mannheim Student Introduction



Nina Heinlein

Hometown: Mannheim, Germany

Undergraduate institution: University of Erlangen-Nuernberg, Germany

My research interests are... Job satisfaction, cultural psychology, person-environment fit in the workplace

My favorite things to do during study breaks are... Traveling, reading, hanging out with friends, going to the beach (and trying to learn surfing).

My favorite place in San Diego is... Sunset Cliffs

What surprised me most about San Diego is... How easily and rapidly I felt at home here.

A unique talent I have is... I can have dreams in 3 different languages.

Additional Information

The student editor of this issue was Nora Grace Awkerman.

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.

To Nina, From APSA

From all of us in the Applied Program, we were honored to have you here with us this semester. We wish you the best in the future and this is truly not a goodbye. Thank you for being here, Nina. We will cherish the moments spent together and hopefully someday our paths will cross again.



Fall APSA BBQ

Students, faculty, spouses, friends, and future scholars enjoy the fall APSA BBQ hosted by Scott Roesch and his family.

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Fall APSA BBQ Photos



Far left: Second year students Tiffany Adams and Marissa Crane



Middle: Professor Scott Roesch and son Jordan



Left: First year Taylor Peyton is getting crazy!

Right: Second year students Nora Grace Awkerman and Chiesha Stevens

Far right: Future SDSU student Emi Kath looks like she's having fun!



Far left: Professor Lisa Kath is surely having a blast!



Left: Professor Jeff Conte gives daughter Caroline a glimpse from above

Right: Second year students Tiffany Adams, Amelia Burns, and Kelly Westfall



Far left: First year students Will Huynh and Meredith Czerwinski



Middle: Professor and BBQ host Scott Roesch manning the barbeque



Left: First year students Jordan Willoughby and Alice Wastag with Mannheim exchange student Nina Heinlein (middle)