

APSA NEWSLETTER

A publication of the SDSU Applied Psychology Student Association

Fall 2007

First Year Student Introductions

By Ryan Mills



Linsey Dirkes

What's your hometown? Choteau, Montana

Where did you go for undergrad? Washington State University (Wazzu)

What are your research interests? Cross-cultural organizational behavior, personality predictors of job performance

What's your favorite part about living in San Diego? I love the weather! Living by the beach isn't bad either.

What's your favorite thing to do during study breaks? Bike riding, going to the beach

What's a unique talent you have? I'm still waiting to discover it...



Ryan Mills

What's your hometown? Napa, CA

Where did you go for undergrad? UNLV

What are your research interests? Organizational change, training, communication, leadership

What's your favorite food? Mexican and pizza

What's your favorite part about living in San Diego? The weather is great and the people are totally friendly

What's your favorite thing to do during study breaks? Talking myself into taking longer study breaks

What's a unique talent you have? I can talk like Donald Duck

What are your career aspirations? I would love to train executives how to manage better and be on organizational change consulting teams

Continued on page 3

Faculty Interview: Dr. Melody Sadler

By Stephen Vong



Dr. Melody Sadler joined the Applied Psychology program at SDSU this fall. She received her M.A. and Ph.D. from University of Colorado at Boulder. Dr. Sadler currently teaches the Advanced Graduate Statistics Course. Her research interests fall into the domain of Social Psychology, studying stereotyping and prejudice from a social cognition perspective and integrating emotions

and the way they affect processing. Before coming to SDSU, she was a post-doctorate at the University of Colorado dividing her efforts between teaching and pursuing her research interests. Dr. Sadler recently did a talk at SDSU titled "The World is not Black and White: Shooter bias in a multiethnic context."

What made you choose SDSU?

I was not planning to go on the job market last year, but the faculty position at SDSU was too perfect a fit to pass up. Although I am trained as a Social Psychologist, my intrinsic interests lie in researching and teaching statistics and experimental methods. Because SDSU sought a quantitative psychologist with an open research area it was a great match.

What impressed you the most at SDSU?

When I interviewed, I was most impressed with the emphasis on teaching and mentoring at SDSU because I really care about training a new generation of scientists. Many universities do not place as strong an emphasis on teaching and I liked the fact that the mentoring model is put in to play here at all levels, from training undergraduates to supporting new faculty.

Continued on page 4

APSA NEWSLETTER

Speakers Corner

Dr. Matt O'Connell
Vice President of Select International
November 5, 2007

By Marisa Sklar

On November 5th, 2007, Dr. Matt O'Connell, founder and executive vice president of Select International, Inc., visited the Applied Psychology program students and faculty. Dr. O'Connell spoke about how an organization such as Select International combines psychology, technology, and applied research to hire great people.

Select International focuses on applying assessment technology to help companies like Goodyear, Toyota, and Office Depot, hire, promote and develop employees. They have assessed over 3 million people in more than 80 countries. As Dr. O'Connell described, Select International's clients are employers of choice who have extremely high demand for a small number of positions, and thus need Select International's services to identify the very best candidates.

Dr. O'Connell walked us through some of his organization's assessment tools developed for companies to use as part of their hiring process. These assessments included a number of incredibly interesting simulations – not just your usual run of the mill paper-and-pencil screening test! Companies still want their applicant's business, and these realistic job previews are a great way to attain favorable applicant reactions, while simultaneously hiring only the most capable of applicants.

What was perhaps most refreshing was Dr. O'Connell's continuing support for applied research. As a regular SIOP conference attendee, Dr. O'Connell and Select International have sixteen submissions for this year's conference. Should you see Dr. O'Connell at this year's conference, feel free to stop by and say hello!

Continued on page 5

SIOP Conference

Plan to attend SIOP! It's a great way to network, see what else is being done in research, and to visit San Francisco!

When: April 9-12, 2007

Where: San Francisco, California

For more information: <http://siop.org/Conferences/>

Announcements

- **Ryan Mills** and his wife Melissa had their first baby on October 24th at 3:20 pm. Her name is Adeline Lilly Mills, she weighed 8lbs 2oz and was 20 inches long. 
- **Nora Grace Awkerman** has a new job as a Senior Research Associate for Personnel Decisions Research Institutes in Arlington, VA. She started there September, 2007.
- **Winnie (Kwok) Tsang** moved to Guangzhou, China about a year ago when her husband was transferred for his job. She is currently working as an analyst at the U.S. Consulate there.

Thesis Defenses

- **Tiffany Adams**. *The effects of gender on the perceived effectiveness of applicant impression management tactics*. July 2007. Co-chairs: **Mark Ehrhart** & **Karen Ehrhart**.
- **Nora Grace Awkerman**. *A study of the relationship between stress, health, and their mediators*. June 2007. Chair: **Jeff Conte**.
- **Kristin (Carpenter) Graner**. *Examining motivation for training and development opportunities to predict differences in organizational attraction, organizational commitment, and job satisfaction in Generation Xer and Baby Boomer employees*. February 2007. Chair: **Jeff Conte**.
- **Joanna Jensen**. *An assessment of reactions to 360-degree feedback*. June 2007. Co-chairs: **Mark Ehrhart** & **Karen Ehrhart**.
- **Karen (Marks) Torres**. *Drivers of upward safety communication*. October 2007. Chair: **Lisa Kath**.
- **Chiesha Stevens**. *A model of perceived entitlement, organizational justice, and work behavior outcomes*. November 2007. Chair: **Mark Ehrhart**.

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

Publications

First Year Student Introductions continued...



Jessika Reliford

What's your hometown? Riverside, CA

Where did you go for undergrad? San Diego State

What's your favorite food? Shrimp fried rice

What's your favorite part about living in San Diego? The Trolley

What's your favorite thing to do during study breaks?
Clean my apartment

What's a unique talent you have? It's hidden, even from me

What are your career aspirations? Consulting and lecturing



Brandon Roberts

What's your hometown? Irvine, CA

Where did you go for undergrad? San Diego State

What are your research interests? I am especially interested in cross-cultural research, but more specifically in fit and climate strength

What's your favorite food? Sushi

What's your favorite part about living in San Diego? Waking up to a view of the bay and never having to wear anything other than sandals

What's your favorite thing to do during study breaks?
Travel, but if I don't have time for that I love good movies and reading non-fiction

What's a unique talent you have? I can draw

What are your career aspirations? I would really like to get into consulting and maybe eventually start my own consulting firm. However, I haven't decided on what aspect of consulting specifically I would like to get into.

- **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.
- **Hattrup, K.** (2007). 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.** (2007). Review of the Position Analysis Questionnaire. In K. F. Geisinger, R. A. Spies, J. F. Carlson, & B. S. Plake (Eds.), *The mental measurements yearbook*. Lincoln, NE: Buros Institute.
- **Hattrup, K.**, Ghorpade, J., & Lackritz, J.R. (2007). Work group collectivism and the centrality of work: A multinational investigation. *Cross Cultural Research*, 41, 236-260.
- **Hattrup, K.**, Mueller, K., & **Aguirre, P.** (2007). Operationalizing value importance in cross-cultural research: Comparing direct and indirect measures. *Journal of Occupational and Organizational Psychology*, 80, 499-513.
- **Hattrup, K.**, Mueller, K., & **Aguirre, P.** (in press). An evaluation of the cross-national generalizability of organizational commitment. *Journal of Occupational and Organizational Psychology*.
- **Hattrup, K.**, Mueller, K., & Joens, I. (2007). The effects of nations and organizations on work value importance: A cross-cultural investigation. *Applied Psychology: An International Review*, 56, 479-499.
- Mueller, K., Leibig, C., & **Hattrup, K.** (2007). Computerizing organizational attitude surveys: An investigation of the measurement equivalence of a multifaceted job satisfaction measure. *Educational and Psychological Measurement*, 67, 658-678.
- Schell, K. L., & **Conte, J. M.** (in press). Associations among polychronicity, goal orientation, and error orientation. *Personality and Individual Differences*.

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Continued on page 4

APSA NEWSLETTER

Faculty Interview continued...

What has surprised you the most here?

I am continually surprised as my academic career progresses that I am busier than I was before. I thought I was working at maximum capacity when I was a Ph.D. student, then I added more projects and responsibilities with teaching while on a post-doc, and now that I am a faculty member, I find myself doing even more. The possibilities to collaborate with students and faculty from many areas continue to expand my interests and research pursuits. It's great!

Please tell us more about your research here at SDSU.

My primary research area examines the extent to which race affects split-second decisions. In the context of a first-person videogame, my colleagues and I assess how race affects the (mis)perception of objects held by a target in shoot/don't shoot decisions. Over many studies -- with participants ranging from college students to police officers -- we have seen evidence that people are faster to correctly determine a Black target is holding a gun and slower to determine a Black target is unarmed, known as the Shooter Bias. Recent work suggests that this bias holds for responses to Black targets compared to White, Latino, and Asian targets.

What do you want students to be able to take away from the statistics class you are teaching?

In general, I want people to be able to generate conceptual hypotheses to test their questions of interest regardless of the particular types of variables or research designs they use. I firmly believe that breadth of statistical knowledge enables students to be more flexible when designing their studies or thinking about what is methodologically possible to test their hypotheses. Furthermore, my hope is that the skills I teach will allow my students to create studies without the restrictions placed by certain models (e.g., ANOVAs, T-tests, etc.).

What are your hobbies/interests?

I love to strength train and hike; these are the things that help keep me sane when there are far too many things to do and not enough time! I am also a huge baseball and basketball fan. Go Rockies!

First Year Student Introductions continued...



Tressa Schultze

What's your hometown? Hemet, CA

Where did you go for undergrad? San Diego State

What are your research interests? OCB, leadership, organizational culture, & cross-cultural issues

What's your favorite food? Italian, Mexican, and sushi

What's your favorite part about living in San Diego? I love that there is so much to do here and such a wide variety of people from all over the country and world

What's your favorite thing to do during study breaks? I let off steam by enjoying the simple things in life... anything I do with good friends can be fun! Normally it is dinner, drinks, and sometimes dancing.

What are your career aspirations? I think anything under the umbrella of Organizational Development is for me. My ultimate goal would be the Director of Organizational Development for a multinational company.



Marisa Sklar

What's your hometown? San Fernando Valley

Where did you go for undergrad? UC Santa Cruz

What are your research interests? Programs to help individuals with mental disorders readjust to life outside of mental hospitals/institutions. Helping individuals stay healthy and out of hospitals

What's your favorite food? Green Tea ice cream, Thai iced teas

What's your favorite part about living in San Diego? The warm beaches!

What's your favorite thing to do during study breaks? Anything that gets me off my butt and out of my apartment

What's a unique talent you have? Drawing eyeballs and playing Guitar Hero

What are your career aspirations? Make enough money to buy my own island, where I can retire to and live in my old age.

Continued on page 5

APSA NEWSLETTER

First Year Student Introductions continued...



Stephen Vong

What's your hometown? San Francisco, CA

Where did you go for undergrad? UCLA

What are your research interests? Leadership, organizational deviant behavior, organizational change

What's your favorite food? Vietnamese food

What's your favorite part about living in San Diego? The great weather and the beaches

What's your favorite thing to do during study breaks? On breaks, you can find me playing basketball or watching movies

What's a unique talent you have? I'm a great swimmer

What are your career aspirations? I hope to get my Ph.D and move on to a consulting position afterwards. I also want to teach one day.

Conference Presentations

- Bowes-Sperry, L., & **Kath, L.M.** (2007). *Cracking the paradox of sexual harassment awareness training: Improving effectiveness by minimizing legalistic content.* Paper presented at Teaching and Training Workplace Diversity: Best Practices and Research Conference, Fairfax, VA.

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

Additional Information

The student editor of this issue was Alice Wastag.

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.

Fall APSA BBQ Group Photo



APSA NEWSLETTER

More Fall APSA BBQ Photos!



Far left: Second-year student Corinne Boulanger eating a burger

Middle: Second-year student Addie Brewer cooking something up!

Left: Second-year student Alice Wastag enjoying a bratwurst

Right: Professors Scott Roesch, Mark Ehrhart, Jeff Conte, Keith Hattrup, and Lisa Kath (with Eli)

Far right: First-year student Linsey Dirkes

Below: Professors Mark Ehrhart, Lisa Kath, and Karen Ehrhart.



Right: First-year students Linsey Dirkes, Brandon Roberts, Marisa Sklar, Tressa Schultze, Ryan Mills, Jessika Reliford, and Stephen Vong posing for a group picture.



Above: Second-year students, Will Huynh, Jordan Willoughby, Addie Brewer and Alice Wastag.

Right: First-year student Tressa Schultze, second-year student Alice Wastag and husband Andrew Samann, and second-year student Jordan Willoughby.

