



## A publication of the SDSU Applied Psychology Student Association Fall 2009

### First-Year Interviews

By Megan Chappell



#### Chris Atkinson

**Hometown:** Sacramento

**Undergraduate University:** SDSU

**Undergrad concentration:** Psychology with a minor in Management

**I'm interested in the following I/O areas:** Generational differences, personality, organizational commitment,

and training

**I was attracted to SDSU because:** I did my undergrad here and love the weather and the people.

**In my free time I like to:** With what little free time I have I like to jog, go to the beach, and watch movies.

**One thing that's interesting about me is:** I graduated college in 3 years.



#### Leah Bressler

**Hometown:** Minnetonka, MN

**Undergraduate University:** Washington University in St. Louis

**Undergrad concentration:** Psychology

**I'm interested in the following I/O areas:** Organizational change, deviant organizational behavior, socialization

**I was attracted to SDSU because:** The professors and first years I talked to before making my decision were very friendly and seemed genuinely interesting in welcoming me into the program... and of course it's in San Diego!

**In my free time I like to:** Hang out with friends, watch embarrassing TV shows, and go shopping.

**One thing that's interesting about me is:** I used to be a figure skater.

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### Faculty Interview: Dr. Radmila Prislin

By Susan Drobka



Dr. Radmila Prislin is currently a Professor at SDSU and also serves as the graduate advisor for all Psychology graduate students. She received her Ph.D. at the University of Croatia. Her research interests include Social Psychology and Program Evaluation.

**Where are you originally from, and when did you move to the U.S.?** I am originally from Croatia,

and moved to the U.S. permanently in January 1991. Before moving to the U.S. permanently, I had a brief 1-year stretch in Chicago during the 80's.

**What did you do in Chicago?** I received a Fulbright Scholarship and studied at the University of Chicago for one year during graduate school. Afterwards, I returned to Croatia and finished school at the University of Zagreb.

**Where have you lived other than San Diego?** In 1991 when I first moved here, I lived in College Station, TX for 5 years, where I worked at Texas A&M University. The university was great and I enjoyed my time there, but the town was very small, so I was happy to move to San Diego where there is a little more culture. I moved here in 1996, and have been working at San Diego State University ever since.

**It seems as if you like it here. What are your favorite things about San Diego, as well as San Diego State University?** Well, of course I must say I enjoy the climate! Also, like I said before, coming here was a nice change from a small college town. San Diego has a lot of cultural offerings, and it is quite diverse. I enjoy the theatre, and San Diego has many different types of theatres and entertainment to enjoy. San Diego State, like the city, is also very diverse. There is a wide range of diversity among the students, which makes for very interesting classes. It is nice to have a variety of views, beliefs and opinions, and it makes the experiences very enriching as a teacher and a person.

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## First-Year Interviews continued...



**Megan Chappell**  
Hometown: Omaha, Nebraska

**Undergraduate University:**  
Loyola University, Chicago

**Undergrad concentration:**  
Psychology

**I'm interested in the following I/O areas:** Training, leadership, diversity and inclusion, selection and assessment

**I was attracted to SDSU because:** The way the program was structured. Having to complete an internship and thesis will prepare use for entering the workplace. The faculty and their areas of research were also a factor in my decision.

**In my free time I like to:** Be outside, explore San Diego, spend time with friends and relax!

**One thing that's interesting about me is:** I have gone skydiving.



**Morgan Da Costa**  
Hometown: San Diego

**Undergraduate University:** SDSU

**Undergrad concentration:**  
Psychology

**I'm interested in the following I/O areas:** Counterproductive workplace behaviors, sexual harassment, and training.

**I was attracted to SDSU because:** Because of the structure of the program and the faculty :)

**In my free time I like to:** Go to Chargers games, spend time with family, go hiking.

**One thing that's interesting about me is:** I have traveled to several different countries around the world, most recently to India (so awesome!).



**Richard Drake**  
Hometown: Missoula, MT

**Undergraduate University:**  
Gonzaga University

**Undergrad concentration:**  
Psychology/Music

**I'm interested in the following I/O areas:** Motivation, health related issues and their impact in the workplace, ethics in leadership

**I was attracted to SDSU because:** The weather is much better here than on the east coast. I also have family in Southern California. I suppose the strong faculty doesn't hurt either.

**In my free time I like to:** Listen to music, rock out an old school video game, work out, write songs, and perform.

**One thing that's interesting about me is:** I'm constantly trying to swindle the poor.



**Susan Drobka**  
Hometown: Seattle, WA

**Undergraduate University:**  
Gonzaga University

**Undergrad concentration:**  
Psychology/Sociology

**I'm interested in the following I/O areas:** OCB, Employee proactive behavior, socialization, interpersonal workplace relations

**I was attracted to SDSU because:** One thing I really liked was the focus on the scientist-practitioner model. I liked the size of the program, how small and intimate it seemed, with a lot of interaction between students and faculty. The mentor/advisor aspect as well as the lab work was important. Also, the internship program was very appealing to me.

**In my free time I like to:** Be active, especially outdoors running and hiking. I also love food—cooking and finding new restaurants.

**One thing that's interesting about me is:** I have been to 13 countries, and 11 of them (and 26 cities) were all within 3 months.



## First-Year Interviews continued...



### **McKenzie Martin**

**Hometown:** Houston, TX

**Undergraduate University:**  
University of Oklahoma

**Undergrad concentration:**  
Psychology

**I'm interested in the following I/O  
areas:** Work stress & coping,

leadership, self-efficacy

**I was attracted to SDSU because:** It looked like a great program, everyone I had communication with seemed really helpful, friendly and concerned about the students and future students.

**In my free time I like to:** Go to the beach, take dance and yoga classes, read magazines, get my 10 hours of beauty sleep (more like 6 hours of beauty sleep now).

**One thing that's interesting about me is:** I have a 19 year old cat.



### **Lacey Wilson**

**Hometown:** San Diego

**Undergraduate University:** SDSU

**Undergrad concentration:** Psychology

**I'm interested in the following I/O  
areas:** Cross cultural research on  
person-environment fit, affective  
commitment, job satisfaction, and

personnel selection

**I was attracted to SDSU because:** I like the science-practitioner approach this program takes, I enjoy the heavy emphasis on research, and I grew up here and loved San Diego too much to leave!

**In my free time I like to:** Travel, play softball, wakeboard, and snowboard!

**One thing that's interesting about me is:** I have mastered just about any water sport you can imagine....well maybe not mastered, but close!

## Presentations

- **Kath, L. M., Ehrhart, M. G., Stichler, J. F., & Sievers, A. J.** (2009, November). *Workplace stress experiences of nurse leaders: A dominance analysis of stressors predicting perceptions of stress.* Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches conference, San Juan, Puerto Rico.
- **Kath, L. M.** (Chair). (2009, November). *Methodology in Occupational Health Research, Part 1: Shades of Gray in Commonly Utilized Methods.* Symposium conducted at the Work, Stress, and Health 2009: Global Concerns and Approaches conference, San Juan, Puerto Rico.
- **Kath, L. M.** (2009, November). Which predictor is most important? An introduction to dominance analysis. In Magley, V. J. (Chair), *Methodology in Occupational Health Research, Part 2: Stepping Forward into New Methods.* Symposium conducted at the Work, Stress, and Health 2009: Global Concerns and Approaches conference, San Juan, Puerto Rico.
- Raver, J. L., **Ehrhart, M. G.**, & Chadwick, I. C. (2009, August). The emergence of team helping norms: Foundations within members' attributes and behavior. In E. Stiehl (Chair), *Helping, reciprocity and mutual obligation.* Symposium conducted at the 69th annual conference of the Academy of Management, Chicago, IL.
- Stichler, J. F., **Kath, L. M., & Ehrhart, M. G.** (2009, June). *Understanding workplace stress experienced by nurse managers in AWHONN.* Paper presented at the annual meeting of the Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN), San Diego, CA.
- Stichler, J. F., **Kath, L. M., & Ehrhart, M. G.** (2009, September). *Practice environment predictors of nurse management stress.* Paper presented at the 2009 American Nurses Credentialing Center (ANCC) Research Symposium, Louisville, KY.
- Stichler, J. F., **Kath, L. M., & Ehrhart, M. G.** (2009, October). *Nurse manager stress in Magnet and non-Magnet designated hospitals.* Paper presented at the 2009 American Nurses Credentialing Center (ANCC) Research Symposium, Louisville, KY.

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



## Exchange Student Introductions



### Marc Fritze

**Hometown:** Dusseldorf, Germany

**Undergraduate University:**  
University of Marburg

**Undergrad concentration:**  
We had no undergraduate concentration. Instead we get a pre-diploma after 4 semesters if we pass the exams.

**I'm interested in the following I/O areas:** Stress, leadership, work-life balance, work-satisfaction, conducting surveys in organizations.

**I was attracted to San Diego State because:** The exchange program between the University of Mannheim and SDSU. SDSU has a very good reputation with an outstanding I/O program that perfectly fits to my interests. Of course, also nice is the climate and the opportunities for doing outdoor sports.

**In my free time I like to:** Do outdoor sports (in Germany: MTB, running, fitness; in SD: surfing, windsurfing, sailing), hang out with friends and if I really have time I try to read non-psychological literature (not that often).

**One thing that's interesting about me is:** I worked as an IT specialist for 5 years before I started to study I/O psychology. So I have already experienced what it means to be an employee. I have benefited from this point of view very often in my studies so far.



### Jens Hasche

**Hometown:** Dresden, Germany

**Undergraduate University:**  
Heidelberg, Germany

**Undergrad concentration:**  
Statistics, Social Psychology

**I'm interested in the following I/O areas:** Everything that has to do with numbers, job satisfaction

**I was attracted to San Diego State because:** I thought it never rains in Southern California (and it doesn't!!)

**In my free time I like to:** Play beach volleyball, basketball, surf, windsurf, and hang with friends.

**One thing that's interesting about me is:** Apparently, even though there is no dress code in the program, I am still able to violate it.



### Isabel Ihringer

**Hometown:** Darmstadt, Germany

**Undergraduate University:**  
University of Mannheim, Germany

**Undergrad concentration:**  
Psychology

**I'm interested in the following I/O areas:** Quite a few, I can't really narrow it down to just a few.

**I was attracted to San Diego State because:** It has a good program and is our partner university :)

**In my free time I like to:** Read, do a lot of sports, and meet my friends.

**One thing that's interesting about me is:** I do rock climbing, though I'm not sure how interesting that is. Well, maybe it is more interesting that I partly started it to fight my fear of heights. So far, the highest wall I climbed was about 55 feet high, so I guess you could consider my mission a success :)

It's never too early to start making plans to attend **SIOP 2010!**

**When:** April 8-10, 2010

**Where:** Atlanta, GA

For more information:

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



## Speakers Corner

**Matthew O'Connell**  
Executive Vice President and Co-Founder  
Select International

*By Leah Bressler*

Our first speaker of the semester was Dr. Matt O'Connell, Executive Vice President and Co-Founder of Select International. Matt earned a Ph.D. in I/O Psychology from the University of Akron in 1994. Select International is a personnel assessment company specializing in developing employee evaluation tools, including personality scales, situational judgment tasks, and simulations.

Matt spoke to us about his research on the differences between impression management and intentional deception in personnel assessment. Self-report measures such as interviews and personality tests are susceptible to faking. Matt showed us that it does matter that people are faking because people with extremely high scores on these types of tests are overrepresented in the pool of people who are getting hired. He and his fellow researchers have suggested that faking is different from socially desirable responding, which is when people enhance the way they appear to potential employers by unconsciously deceiving themselves into thinking that their abilities and qualities are more positive than they truly are. Therefore, they believe it is important for selection tests to account for impression management.

**Quirin Seitenberger**  
Manager of Business Optimization  
Deutsche Lufthansa AG

*By Leah Bressler*

Our second speaker was Quirin Seitenberger, Manager of Business Optimization for Lufthansa, a privately-owned airline company based in Germany. Quirin attended the University of Mannheim and was an exchange student in the Applied Program. He graduated with a master's degree in I/O Psychology in 2006.

After graduation, Quirin went to work for Lufthansa, which at 109,000 employees is the second largest airline in the world. He first worked on projects in sales and executive development. Then Quirin went to New York to help align Lufthansa's baggage process at the airport. After that, he worked on creating a hiring process for employees for a new office in Seattle. Quirin currently works in sales strategy, where he primarily analyzes flight schedule changes to see how customers will be affected. He advised students to work with supportive supervisors and look for a good fit with the organization. He also recommends gaining experience outside the HR department because it gives I/O psychologists more credibility.

**Kevin Weissman**  
Director of People Support  
Taco Bell Corporation

*By Megan Chappell*

Kevin Weissman was our third speaker this semester. He obtained both a B.A. in Psychology and an M.S. in I/O Psychology from SDSU. For the past 13 years he has worked at Taco Bell Corporation. His current position is Director of People Support, but he has also held the positions of Director of HR and Director of People Development. One of the main reasons he enjoys working at Taco Bell is because he gets the opportunity to contribute to a variety of different projects.

Kevin gave us some great practical career advice. He stressed the importance of taking control of and being proactive in your own career. It is your responsibility to pursue any ideas you have and to make the most of opportunities that come your way. He also suggested that when looking for jobs, you can make yourself a more attractive candidate by being flexible and being willing to relocate. His favorite quote is a piece of advice everyone should about, no matter where you are in your career: "It isn't just about whom you know; more importantly, it's whom you know and what they are willing to say about you."

## Announcements

- Darren Barken and **Keren Brooks** welcomed their first son on June 28, 2009: Ari Raphael Barken.
- **Angelina Sawitzky** welcomed her first daughter on June 29, 2009: Natalie Danielle Sawitzky.
- **Tiffany Adams** welcomed her first son on October 18, 2009.
- **Chad Carlile** and **Shira Brill** welcomed their second son on Oct. 19, 2009: Judah Dean Carlile.
- **Guido Makransky** welcomed his first son on November 19, 2009: Elias Zimmerman Makransky.
- **Jeff Conte** and Michelle Dean welcomed their second daughter on January 11, 2010: Colleen Ann Conte.
- **Taylor Peyton Roberts** started a PhD program in Leadership Studies at the University of San Diego this fall.
- **Jon Kochik** was recently promoted from Sales Training Developer to Sr. Learning & Talent Development Partner within AMN Healthcare.



## San Diego I/O Professionals (SDIOP)

By Chris Atkinson

San Diego Industrial/Organizational Professionals (SDIOP) is a group of San Diego area practitioners, academics, and students involved in I/O Psychology and related fields. SDIOP's mission is to provide professional development opportunities as well as forums for networking and discussion of topics of mutual interest between members. The following is a brief overview of select SDIOP meetings in Fall 2009.

The first SDIOP meeting featured Nadia Pandes and Jessica Riester of Flexwork Connection. Jessica, after having children and struggling to go back to work on a part-time basis, wanted to help other moms find flexible work; Flexwork Connection was thus born. Flexwork Connection is a recruiting firm that specializes in matching experienced professionals that wish to work on a part time basis with prospective employers. In addition to working with mothers, they also assist entrepreneurs who want to have supplemental income working part time and freelancers that may want to work on a project-to-project basis. They emphasized that corporations are starting to embrace flexible working hours and working at home. They spoke about how especially the younger generations, Generation X and Generation Y, ranked flexible work time, work life balance, and family at the top of their priority list. Therefore, more employers need to accommodate these important priorities by offering flexible work schedules to attract and retain top talent.

The second SDIOP meeting was held at the Jack in the Box Corporate offices where Dr. Terry Mitchell, CEO of e-Selex.com, spoke. e-Selex.com has provided large-scale personnel selection systems to Fortune 500 companies and government agencies for the past 20 years. His selection systems use biodata questions, which are factual questions about life and work experiences that can be used to predict performance outcomes for job applicants. Dr. Terry Mitchell walked us through the process his company goes through when creating a selection system and constructing biodata questions. The first step uses organization analysis to define what the client wishes to accomplish. Step number two entails a success characteristics analysis to define critical behavior and factors that underlie success on the job position the client is trying to fill. The third step is to discover what particular individual achievements, accomplishments, and experiences are universally relevant to success on the job positions the company is filling. All of this information is gained through interviews with management and employees that currently are working in the jobs the organization wishes to fill.

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## Internship Experiences

At the start of the Fall semester, all second years had either completed their internships or were still working part-time at the internships they had begun over the summer. Interestingly, three out of the five second years completed internships in the HR department at biotech companies: Lindsay at Illumina in La Jolla, Zack at BioMarin in Novato, and Heather at Gen-Probe in Mira Mesa. Viet worked at two internships, both at consulting firms: CoBro, which focuses on the evaluation of school programs, and The Bader Group, which focuses on organizational development, executive coaching, and team building. Lastly, Sean completed this internship in the HR department at the Kor Group in Los Angeles.

The second years performed a wide variety of tasks and duties while on the job. Zack's primary project was developing an international compensation policy. Viet's primary tasks included statistical analyses, writing reports, analyzing and summarizing 360 feedback reports, developing and maintaining databases, and administering an assessment center. She also notes that she did a lot of clerical work, which is typical of most internships. Sean began by working on pre-screening resumes and doing job postings. However, because he was not satisfied with the way his internship was going, he talked to his supervisor and he then began working on a multi-level training evaluation of the company's service and culture standards - much more interesting! Heather's primary project was to conduct mini job analyses for positions that there was currently no information for. And lastly, Lindsay's primary responsibility was creating a companywide dashboard that tracked various organizational metrics, including turnover, engagement, and training numbers.

The second years also offered several points of advice with regards to their internship experiences. First, think about what you want to gain from your internship and be somewhat selective in choosing your internships based on your criteria. Also, begin to search for your internships early! Craigslist and Yahoo Hot Jobs are two great sources. If you are interested in a particular company, visit their specific job board because the organization may not post internship opportunities elsewhere. Be sure to have a friend review your resume before submission as well. Once on the job, an important piece of advice is to be proactive within your company. If you don't like what they have you doing, suggest projects to your boss that you are interested in. Use the knowledge you have gained from the I/O Program to make suggestions. Ask a lot of questions - this will help you get the most out of your experience. Also, if you feel overwhelmed during your internship, particularly for those who continue working once school has begun in the fall, don't be afraid to communicate with your supervisor about "pushing back" - nicely, of course! Remember that academics come first!



## Publications

- Chung-Herrera, B. G., Ehrhart, K. H., **Ehrhart, M. G.**, Solamon, J., & **Kilian, B.** (2009). Can test preparation help to reduce the Black-White test performance gap? *Journal of Management*, 35, 1207-1227.
- **Ehrhart, M. G.**, Ehrhart, K. H., **Roesch, S. C.**, Chung-Herrera, B. G., Nadler, K., & Bradshaw, K. (2009). Testing the latent factor structure and construct validity of the Ten-Item Personality Inventory. *Personality and Individual Differences*, 47, 900-905.
- **Hatrup, K.**, & **Roberts, B. G.** (2009). What are the criteria for adverse impact? In J. L. Outtz (Ed.), *Adverse impact: Implications for organizational staffing and high stakes testing*. San Francisco: Jossey-Bass.
- **Kath, L. M.**, Magley, V. J., & Marmet, M. (in press). The role of trust in safety climate's influence on organizational outcomes. *Accident Analysis and Prevention*.
- Luu, L., & **Hatrup, K.** (in press). An investigation of country differences in the relationship between job satisfaction and turnover intentions. *Applied HRM Research*.
- Matthews, R. A., **Kath, L. M.**, & Barnes-Farrell, J. L. (in press). *Short, valid, predictive measures of work-family interference*. *Journal of Occupational Health Psychology*.
- Mayer, D. M., **Ehrhart, M. G.**, & Schneider, B. (2009). Customer contact and intangibility as boundary conditions of the service climate – customer satisfaction link. *Academy of Management Journal*, 52, 1034-1050.
- Mueller, K., **Hatrup, K.**, & Hausmann, N. (2009). An investigation of cross-national differences in positivity and job satisfaction. *Journal of Occupational and Organizational Psychology*, 82, 551-573.
- **Roesch, S. C.**, Duangdao, K. M., **Vaughn, A. A.**, Villodas, F., & Aldridge, A. A. (in press). Dispositional hope and the propensity to cope: A daily diary assessment of minority adolescents. *Cultural Diversity and Ethnic Minority Psychology*.
- **Roesch, S. C.**, **Vaughn, A. A.**, Aldridge, A. A., & Villodas, F. (in press). Daily diaries and minority adolescents: Random coefficient regression modeling of attributional style, coping, and affect. *International Journal of Psychology*.

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

## Faculty Interview continued...

**I know that you teach Psychology 600, Introduction to Research, for all of the first year psychology graduate students. What other applied psychology graduate classes do you teach? Other psychology graduate classes?** I also teach a seminar on Program Evaluation, which is required for the applied graduate students, but other psychology grad students are welcome to enroll as well. This class focuses on development of programs designed to address certain problems, or issues, that can arise in social settings. We also look at the assessment of needs for a program, the actual development of the program, and evaluation and documentation of programs, to determine their effectiveness once implemented. Throughout the years I have also taught an Advanced Seminar on Program Evaluation, a seminar on Attitudes and Persuasion, and a doctoral seminar on Personality and Social Psychology.

**What are your areas of interest? Research?** My areas of research interest, basic and applied, include social psychology, such as social influence, social change and group dynamics in response to change, persuasion, and health psychology as well. When I was at Texas A & M, I did some applied research evaluating public health programs.

## Thesis Defenses

**Katie (Hopkins) Wilson.** *A Policy Capturing Study of Organizational Characteristics, Website Aesthetics, and Individual Differences Predicting Organizational Attraction in a Web-Based Setting.* October 2009.

Chair: **M. Ehrhart**

**Don't forget to join the APSA Linkedin Group. For more information, contact Dr. Lisa Kath - lkath@sciences.sdsu.edu**



## SDIOP continued...

Dr. Mitchell also emphasized the importance of customizing the assessment system to meet the client's specific goals and ensuring that what the client wants to be improved (e.g., decreased turnover, increased sales, or increased productivity) is actually what the selection system is being designed to accomplish. His company is also involved in implementing selection systems globally and discussed the challenges inherent in this, including how different cultural norms can affect applicants' responses on certain items. To help mitigate this, it is sometimes necessary to change or omit certain items in preexisting tests. Overall, the talk was very informative and provided a great look at how one of the world's leading authorities on biodata creates selection systems.

For more information on SDIOP, please visit:  
<http://www.sdiop.org/>

## Additional Information

The student editor of this issue was Lindsay Palmer.

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 [lkath@sciences.sdsu.edu](mailto:lkath@sciences.sdsu.edu).

## APSA Fall 2009 BBQ Group Photo







## APSA Fall 2009 BBQ



**Left:** The social committee working hard to prepare the delicious food (left to right): Sean Foley, Isabel Ihringer, Richard Drake (behind), and Mckenzie Martin



**Right:** Dr. Scott Roesch enjoys his food, as always

**Left:** Second-year students (left to right) Sean Foley, Heather Yamashita, and Zack Girgis



**Left:** Students pause during their intense discussion of the importance of validity (left to right): Chris Atkinson, Mckenzie Martin, Richard Drake, Isabel Ihringer, Jens Hasche, and Lacey Wilson