



A publication of the SDSU Applied Psychology Student Association

Fall 2010

First-Year Interviews

By Jacob Mraz



Olivia Bustamante

Hometown: Phoenix, AZ

Undergraduate university:

Arizona State University

Undergrad concentration:

Psychology

I was attracted to SDSU because:

Location, speaking to students about their experiences and assistantships.

In my free time I like to: Video chat

with friends from all over, read for fun and work out.

One thing that's interesting about me is: I played softball in college.



Kate LaMons

Hometown: Denver, CO

Undergraduate university:

St. Mary's College of California

Undergrad concentration:

Psychology

I was attracted to SDSU because:

I love the science-practitioner model that the school advocates and there were several professors with interesting research in my areas of interest.

In my free time I like to: Free time? There's not much but I run, cook, play with my dog, hang out with friends...

One thing that's interesting about me is: I used to work for the FBI in child abduction/homicide.

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Faculty Interview

By Fiona Nyguen



Dr. Thomas and Dr. Ehrhart

For this semester's faculty interview we sat down with Dr. Thomas and Dr. Ehrhart to discuss their new roles as co-advisors of the master's program. This will be Dr. Mark Ehrhart's tenth year teaching at San Diego State. His research interests include leadership, organizational citizenship behavior,

climate and culture and levels of analysis. Dr. Jennifer Thomas has been teaching at SDSU since 1996. Her research interests include behavioral teratology, developmental neuro-anatomy and psychobiology, neurobiology or learning and memory, animal learning and cognition.

How did the decision come about to move from one graduate advisor to having two people share the role?

E: The graduate advisor position requires a lot of time and energy. In fact, one of the concerns Jennifer and I had was whether we would be able to maintain our research at the level that we're used to while still taking on administrative responsibilities. It was decided that the position could be split, so as not to have too much of an effect on any one faculty member's research.

What are some of the challenges of having two people share the role of graduate advisor?

T: The biggest challenge would be the learning curve. There are so many things to understand about the program at multiple levels: what happens in admissions, what the requirements are of students while they're in the program, as well as what happens at higher administration levels. There are many different levels of information that we have to acquire in a short amount of time, so one of the biggest challenges is that we are both going through that learning curve at the same time.

E: Another thing is that all of those different aspects of the position can't just be evenly shared between the two of us. At this point we're almost doing twice as much work because we both need to learn the job and understand what we're doing. At least initially, we're not going to be as effective at splitting up the work. Next year, once we've gone through the whole process, things will change and the efficiency of having two people will be realized.

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First-Year Interviews continued...



Dominique Mansell
Hometown: Riverside, CA

Undergraduate university:
California State University, Long Beach

Undergrad concentration:
Psychology

I was attracted to SDSU because:
The wide range of faculty with many different research interests, its prime

location, I was referred by faculty from my undergraduate university, and the careers of previous graduates.

In my free time I like to: Read non-school literature, take photos, write, play basketball, run, and travel.

One thing that's interesting about me is: I'm allergic to peanut butter and I hate chocolate (with a passion).



Jacob Mraz
Hometown: Lewiston, ID

Undergraduate university:
The University of Idaho

Undergraduate concentration:
Psychology

I was attracted to SDSU because:
The focus on the scientist-practitioner model, strong faculty, and great location.

In my free time I like to: Play guitar, watch movies, watch football, cook, and hang out with friends and family.

One thing that is interesting about me is: I started playing piano when I was 6 and have played guitar and drums in bands since I was 13.



Dara McIntyre
Hometown: San Diego, CA

Undergraduate university: San Diego State University

Undergrad concentration:
Psychology

I was attracted to SDSU because:
Family and friends are all here and this is a good program so it is a win-win situation. It is hard to leave

San Diego since this city is awesome.

In my free time I like to: Play an OBSESSIVE amount of soccer, snowboard, read for fun (ugh, how embarrassing), SLEEP, and make fun of Patriots fans.

One thing that's interesting about me is: You mean besides my deep and burning desire to live in a Harry Potter book? Well... I have severely injured every limb of my body (including splitting my head open) and have already had 4 major surgeries.



Fiona Nguyen
Hometown: San Francisco, CA

Undergraduate university:
San Diego State University

Undergrad concentration:
Psychology

I was attracted to SDSU because:
The faculty. I had a lot of great experiences as an undergrad and it's really great to be able to work with

the I/O faculty as a Master's student. I was also very interested in the internship opportunities the program provides, and of course the city of San Diego is beautiful place to live!

In my free time: I like to paint.

One thing that's interesting about me is: I'm an adrenaline junkie. I'm obsessed with snow sports, skydiving, spelunking, cage-diving, and other such activities with a less than 100% survival rate.



First-Year Interviews continued...



Melissa Oates

Hometown: Mission Viejo, CA

Undergraduate university:

California Polytechnic State University, San Luis Obispo

Undergrad concentration:

Psychology major, concentration in Applied Social Psychology

I was attracted to SDSU because: My research interests fit well with current research projects. I also liked the internship program and the small size of the program.

In my free time: I like to hang out at the beach, read and run.

One thing that's interesting about me is: I'm allergic to metal



Ian Smith

Hometown: Temecula, CA

Undergraduate university:

San Diego State University

Undergraduate concentration:

Business Management

I was attracted to SDSU because:

The strong, well-balanced program was an opportunity to develop myself further and my research

interests were in alignment with many faculty members. In addition, alumni from the program have gone on to successfully apply scientific principles from Industrial/Organizational Psychology in business and/or successfully earn their Ph.D. In short, I felt the work would be interesting (albeit challenging) and that I would be well-prepared upon graduation.

In my free time: I like to cook or get outside. Cooking, for me, is a relaxing process. And living in San Diego, we are a half hour away from the beach, the mountains, and the desert, so there is no shortage of fun activities outdoors.

One thing that's interesting about me is: I have traveled to 11 different countries so far.

Presentations

- Aarons, G. A., **Ehrhart, M. G.**, & Horowitz, J. (2010, August). *Leadership to facilitate evidence-based practice implementation in healthcare organizations*. Professional development workshop presented at the 70th annual conference of the Academy of Management, Montreal, QC.
- Becker K., & **Makransky, G.** (2011, February). *Verifying candidate identity over time: Candidate response consistency for repeated test items*. Paper presented at the Association of Test Publishers 2011 Innovations in Testing conference, Phoenix, Arizona.
- Dlugosz, L. R., Aarons, G. A., & **Ehrhart, M. G.** (2010, August). *Transformational leadership: Leader-member exchange and climate affects organizational citizenship*. Paper presented at the 118th annual convention of the American Psychological Association, San Diego, CA.
- **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.
- Rudner L. M., **Makransky G.**, Guo F., & Talento-Miller E. (2011, February). *The future of testing: Technological innovations that you can expect*. Paper presented at the Association of Test Publishers 2011 Innovations in Testing conference, Phoenix, Arizona.
- **Smith, I. M., Da Costa, M. R., & Kath, L. M.** (2010, March). *Alleviating nurse leader stress: The buffering effects of control and support*. Poster presentation at the San Diego State University Student Research Symposium, San Diego, CA.

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



Announcements

- **Emilio Ulloa** was named as SDSU Student Research Symposium Chair effective Fall 2010.
- **Zack Girgis** accepted the position of HR Data Analyst at Qualcomm.
- **Bruce Griffiths**, founder of OSI, is celebrating 30 years in business this year.
- **Shira Brill** recently started a tenure track professor position at Los Angeles Valley College in the Psychology department.
- **Heather Yamashita** recently announced her engagement to Tony Park. They will be getting married in September 2011.

It's never too early to start making plans to attend **SIOP 2011!**



When: April 14-16, 2011

For more information:
<http://www.siop.org/conferences>

Additional Information

The student editor of this issue was Megan Chappell.
Photos provided by Lisa Kath and Melissa Oates.

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

Exchange Student Introductions

By Melissa Oates



Sarah Zelt

Hometown: Mannheim, Germany

Undergraduate university: University of Mannheim

Undergrad concentration: Psychology

I'm interested in the following I/O areas: Personnel Selection, Change Management, Organizational Development

Favorite thing about San Diego: SUN and Beaches!

In my free time I like to: Enjoy the weather, meet my friends and travel

Favorite place I have visited in the US: Too many! Las Vegas, Boston, Santa Barbara, Joshua Tree National Park

One thing that's interesting about me is: I was a carnival princess when I was nine years old :)



Marie Müller

Hometown: Aschaffenburg, Bavaria, Germany

Undergraduate university: University of Mannheim

Undergrad concentration: Psychology

I'm interested in the following I/O areas: Organizational development

Favorite thing about San Diego: Cultural mixture of people

In my free time I like to: Soak up the sun

Favorite place I have visited in the US: Kings Canyon National Park

One thing that's interesting about me is: My love for and devotion to nature



Speakers Corner

By Leah Bressler

Angelina Sawitzky

Projects Advisor
San Diego Gas & Electric

Our first speaker of the semester was Angelina Sawitzky, who graduated from the SDSU I/O master's program in 2006. After graduating from the program, Angelina took a position as a People Research Analyst in the HR department at San Diego Gas & Electric (SDG&E). She enjoyed this job because it allowed her to work primarily with other I/O psychologists. In this position, she was responsible for internal survey research on topics such as department effectiveness, customer satisfaction, and interest in new programs. Additionally, Angelina created structured interview tests to identify employees eligible for promotion and supervised the validation and use of pre-employment tests. When a new job was created in HR at SDG&E, she changed positions and became a Projects Advisor. In this role, Angelina worked with subject matter experts and instructional designers to create a web-based training. She has also been involved in website development and HR communication initiatives. She enjoys being a Projects Advisor because it exposes her to all the different HR departments.

Angelina offered us some helpful advice for pursuing our own careers. She suggested that we be open with our supervisors and other co-workers about our long-term career goals. She also stressed the importance of networking both within and outside of the company at which you work. Angelina advises graduates of the program to apply to a variety of jobs. If one's goal is to gain general HR experience, she advises targeting larger companies with larger HR departments so that there is the ability to try out different roles.

Additional Speakers

- Students also attended a speaker sponsored by the SHRM student group at SDSU. **Cyndi Uelen**, Director of Employee Development at the Brickman Group, spoke about career development, recruiting techniques, on-boarding and performance management.
- **Steven Ashworth** and **Kevin Reindl** presented a panel discussion called "Long Term Implementation of Job Component Validity – A 10-year Follow-Up" at the December SDIOP meeting.

Katie Wilson

Ethics Specialist
Qualcomm

Our second speaker this semester was Katie Wilson, another graduate of our program. Katie had internships at Select International and Jones & Associates Consulting. Next, she took a temporary position as a Data Analyst at Qualcomm, and subsequently became an HR Generalist. A new position was created in the Employee Relations department focused solely on ethics and compliance. Shortly thereafter, Katie found herself in this role as an Ethics Specialist and has been there for almost two years. In her job, Katie is primarily responsible for conducting ethics investigations throughout the company. She works closely with Internal Audit, Legal, and Marketing. She also has to be knowledgeable about both U.S. and international whistleblower hotlines. Katie enjoys this role because she has a different job than any of her peers in HR. Her main project thus far has been to create a new code of conduct based on a culture of ethics. She organized focus groups in multiple locations and asked employees to identify the top themes they thought should be included. Katie shared the final product with us, which is a book filled with valuable information and pictures that will be given to each employee at Qualcomm.

Interestingly, Katie also had a role in facilitating the closure of the Flo TV division at Qualcomm, a group with which some of the students in the program worked last spring on a consulting project. She acted as an internal consultant recommending how to deal with the closure in an ethical manner. Katie provided some advice for current students in the program. She said that it is important to look for an organization where HR adds value and has a strategic role. It can be frustrating if HR does not have a seat at the executive table. Additionally, Katie warned us against getting a job before finishing the thesis. She struggled with this and had to resort to extrinsic sources of motivation to finally get it done.

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



Publications

- Bartley, C.E., & Roesch, S.C. (in press). Coping with daily stress: The role of conscientiousness. *Personality and Individual Differences*.
- Hattrup, K. (in press). Using composite predictors in personnel selection. In N. Schmitt (Ed.). *The Oxford handbook of personnel assessment and selection*. Oxford University Press.
- Kath, L. M., Marks, K. M., & Ranney, J. (2010). Safety climate dimensions, leader-member exchange, and organizational support as predictors of upward safety communication in a sample of rail industry workers. *Safety Science*, 48(5), 643-650.
- Luu, L., & Hattrup, K. (2010). An investigation of country differences in the relationship between job satisfaction and turnover intentions. *Applied HRM Research*, 12, 17-39.
- Merz, E.L., & Roesch, S. C. (in press). Modeling trait and state variation using multilevel factor analysis with PANAS daily diary data. *Journal of Research in Personality*.
- Mueller, K., Volkle, M. C., & Hattrup, K. (in press). On the relationship between job satisfaction and non-response in employee attitude surveys: A longitudinal field study. *Journal of Occupational and Organizational Psychology*.
- Naumann, S. E., & Ehrhart, M. G. (in press). Moderators of the relationship between helping norms and individual helping. *Small Group Research*.
- Patock-Peckham, J., King, K. M., Morgan-Lopez, A. M., Ulloa, E. C., & Filson, J. (in press). The gender specific mediational links between parenting styles, parental monitoring, impulsiveness, drinking control, and alcohol-related problems. *Journal of Studies on Alcohol and Drugs*.
- Schneider, B., Ehrhart, M. G., & Macey, W. A. (2010). Perspectives on organizational climate research. In S. Zedeck (Ed.), *APA handbook of Industrial and organizational psychology: Vol. 1. Building and developing the organization* (pp. 373-414). Washington, DC: American Psychological Association.

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Faculty Interview contin-

What are some of the responsibilities of a graduate advisor?

E: Well it starts with the prospective students. We receive a lot of emails and phone calls from prospective students wanting more information about our program. Then, as co-chairs of the master's committee, which is made up of ten faculty members and two master's student representatives, we have to oversee the entire admissions process, which involves meeting, talking about the candidates, deciding on how many students can be admitted, and then deciding who will be admitted and who will be waitlisted. The admitted students then have to be contacted, the waitlist has to be managed, and then admitted students have to be tracked as to whether they've accepted or not. We also make sure every student is matched with a mentor and hopefully receives some sort of funding, whether it be through grants or teaching assistantships.

T: As co-chairs of the master's committee we're also involved in the curriculum, policies, and in any other issues that come up with the master's program. We teach PSY 600 and we have to be there for students in terms of any questions they have while they're going through the program.

E: We deal with paperwork related to master's proposals and defense meetings, graduation requirements, and any changes in program of studies. In addition, there are general issues and challenges with students that we have to deal with. If a student is having personal problems, an emergency or family issues come up, or anything else occurs that disrupts their academics, we're involved in all of those things. We support students and make sure they get through the program, fulfill all of their requirements and successfully graduate.

T: We also teach and do our research and run our labs!

What changes are you trying to make?

E: We are working on getting more feedback from students about their assistantship experiences. In addition to the TAs being assessed by faculty, we want to get student's assessment as to whether or not they are getting what they want out of the experience. In addition, we are working on creating a standardized annual student evaluation that could be implemented across the entire master's program.

Do you have any advice for current master's students?

T: Take advantage of the opportunities that are available to you because this is the time when you are laying the foundation for your career. Listen and learn from the faculty! We're trying to provide you with as much as possible about all of the tools and information you will need to succeed and graduate.



Study Abroad Experience

By Megan Chappell

Brandon Roberts participated in the exchange program with Mannheim University from August through December in 2009. Here are some of his thoughts about the experience.



What did you need to do in order to prepare to live abroad?

Honestly, it was pretty easy. There were a few things for the study abroad program for SDSU and had to choose housing. The hardest thing was getting a work permit. Other than that, it was pretty straightforward and both SDSU and the University of Mannheim make it fairly easy on you before you arrive. I totally failed on the German, but would recommend learning as much as you can. EVERYONE at the University speaks English, but its nice to be able to converse with people outside the university setting as well.

What did you do while you were at the University?

I didn't take any classes because I had completed all my requirements in the first two years at SDSU. I took research credits and worked a lot with Karsten and the students in the lab doing cross-cultural research. I also did an internship at BASF in their survey analysis group. It was actually pretty interesting, we worked on a job attitudes survey for a big acquisition the company made right before I got there.

What did you do in your free time?

I traveled a lot. Mannheim is less than 4 hours by train from Munich, Berlin, Zurich, Paris, Belgium, Amsterdam, Interlocken, and Zermatt—all really cool places to see. It's only a few minutes from Frankfurt and Heidelberg (which is a really beautiful German town). Near Christmastime Germany has a tradition of having a Christmas Market in each town. It's kind of a competition between each town to make the best one. I spent a lot of time at the markets and tried to see as many as I could while I was there.

What were some of the best parts of the study abroad experience?

- My friends and I went to Oktoberfest
- Running with the bulls
- Spending two weeks in Morocco
- I hiked to the Matterhorn in Zermatt

Second Year Internship Experiences

By Dominique Mansell

Internships give students valuable work experiences and the opportunity to apply the knowledge and skills they learned in their first year of coursework. This past year, students found them to be enjoyable and positive.

There was also a good variety among the positions and tasks performed. San Diego County Regional Airport Authority (SDCRAA), AMN Healthcare, Mail Boxes Etc., the University of Montana, Qualcomm, Robbins Umeda, and Gen-Probe make up the organizations this group of second year students had the opportunity to work for. Megan Chappell learned different employee training methods, interning in a training and organizational development department at SDCRAA. Leah Bressler's internship involved working closely with HR managers and external consultants on two main projects concerning competency modeling to determine the competencies of successful lawyers. She also created a proposal as to how the firm can institutionalize its core values. Chris Atkinson's internship involved conducting qualitative and quantitative analyses of company engagement to determine which team of employees exceeded benchmarks. He also developed a model to measure the relationship between employees "intent to stay" and department voluntary turnover metrics. Susan Drobka interned at Gen-Probe where she developed an online resource for employees to access information and tools to aid them in their personal and career life.

Being proactive was the number one piece of advice from second year students in regards to internships. Specifically, second years found that being proactive while searching for internships, participating in interviews, and throughout the internship was very beneficial. Ricky Drake advises to give your resume to Lorah Bodie, Community Liaison, and begin the search for an internship early to maximize your options. Lacey Wilson recalls mentioning to her supervisor at Qualcomm that she has worked on a project very similar to one they were working on while she was there. Because of this she joined the project team and put to use skills she learned in the program that she otherwise may not have had the opportunity to be part of. Morgan Da Costa also adds that being confident in your abilities and cognizant of skills learned in classes and previous work experience that can be transferable to your internship will further ensure an enjoyable and successful internship.

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Study Abroad Experience continued...

In 15 words or less sum up your study abroad Experience

I've got more great memories and stories from the seven months I was there than probably the rest of my life put together.

Would you recommend other I/O students to take advantage of the student exchange program?

I think it's a great experience that I am so glad I took advantage of. I think the way I did it really make sense. You finish your requirements in your first two years, then just wait to graduate and spend a semester abroad. I mean you have your whole life to work. You aren't going to get too many opportunities to live abroad this easily. Plus if you are going to be searching for a job anyways.... might as well do it in Germany :)

Publications continued...

- Ulibarri, M. D., Strathdee, S. A., **Ulloa, E. C.**, Lozada, R., Fraga-Vallejo, M., Magis-Rodríguez, C., De La Torre, A., Amaro, H., O'Campo, P., & Patterson, T. L. (2009). A mediation model examining the relationship between client perpetrated abuse, injection drug use, and HIV status among female sex workers in two Mexico-U.S. border cities. *AIDS and Behavior*, 15(1), 179-185.
- **Ulloa, E. C.**, Castaneda, D., & Hokoda, A. (2010). Teen Relationship Violence. In M. Paludi & F.L. Denmark (Eds.), *Victims of Sexual Assault and Abuse: Resources and Responses for Individuals and Families: Vol. 1. Incidence and Psychological Dimensions*. New York: Praeger Publishers.

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

APSA Fall 2010 BBQ Group Photo





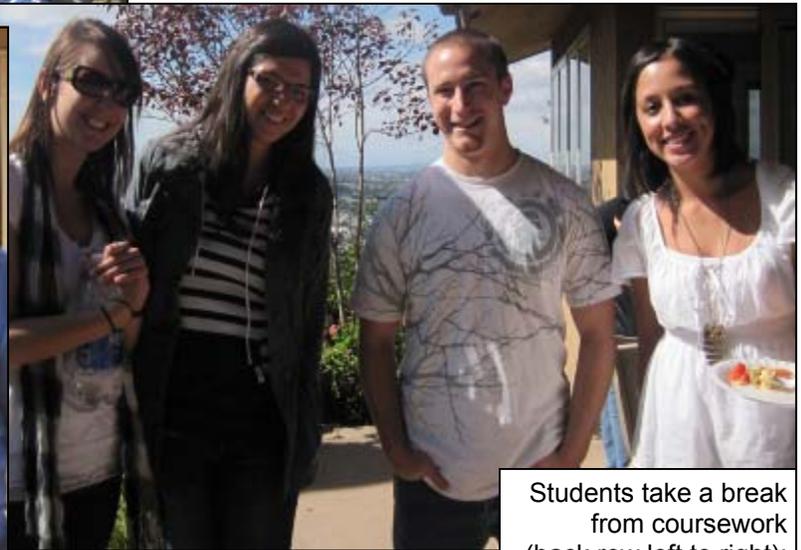
More photos of faculty and students



Left: The faculty pose for a picture at the BBQ (left to right): Dr. Mark Ehrhart (with Evan - 6 months), Dr. Allison Vaughn, Dr. Lisa Kath, Dr. Emilio Ulloa, Dr. Scott Roesch, and Dr. Jeff Conte (with Colleen - 9 months)

Below: Lindsay Palmer (graduated 2010), Morgan Da Costa (second year), Ian Smith and Olivia Bustamante (first years)

Right: Sarah Zelt and Leah Bressler at the Fall BBQ



Students take a break from coursework (back row left to right): Chris Atkinson, Ian Smith, Richard Drake, Fiona Nguyen, Leah Bressler, Melissa Oates and Lacey Wilson (front row left to right) Dominique Mansell, Dara McIntyre, Olivia Bustamante and Kate LaMons



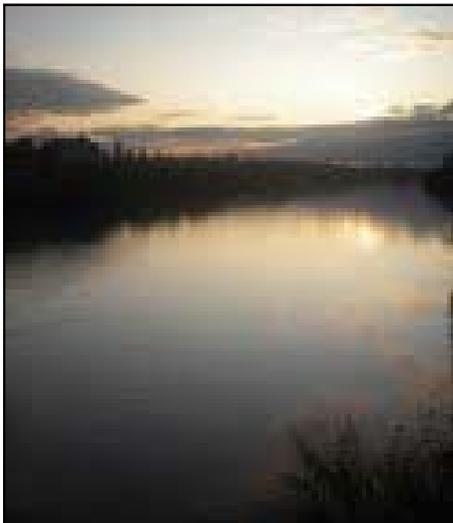


More photos from Germany



Neuschwanstein,
the castle of
King Ludwig

Brandon Roberts with
Heidelberg in the
background



View of Heidelberg. Only a 20 minute
tram ride from Mannheim.

The Wasserturm - the water
tower in Mannheim



Mannheim Palace at night

Brandon and friends enjoying beers at
Oktoberfest



Inside a
tent at
Oktoberfest

