

APSA NEWSLETTER

A publication of the SDSU Applied Psychology Student Association

Spring 2008

First-Year Student Experiences

By Marisa Sklar

As our first year in this program comes to a close, what better time than now to reflect on our experiences here? We each came to this program with different interests in mind. For example, many of us were aware of the strong faculty base this program offered, and chose this program specifically for its faculty support. Others of us had attended SDSU as an undergraduate, were already working in our labs, loved the location, and felt this program was overall the best fit.

At the start of our year, almost every one of us immediately immersed ourselves in our labs. We often took on the responsibility of multiple projects, researching charismatic leadership, diversity in the workplace, cross-cultural research, person-environment fit, mental health outcomes evaluation, and even some projects for the nursing department. For some, much time was spent simply learning what was expected of us in our lab and familiarizing ourselves with our mentor's management style before we ever started working on our research.

Our first seminar class in this program was PSY 622: Seminar in Organizational Psychology. This class proved to be a great learning experience, and was enjoyed by all. In fact, this seminar tended to be a favorite amongst a majority of us. But how could you go wrong with daily snacks and video clips?

As our year progressed, the biggest challenge we encountered was finding a balance between our schoolwork and our social life. As Stephen nicely said, "Due to the demanding nature of the program, you can spend all your time studying and still not be done with your work. So, the biggest challenge was trying to find some type of medium." Time management was a serious struggle for many of us. Luckily, many of us have found ways to reach some sort of middle ground. In those rare moments of free time, many of us would play sports, catch up with friends and family, or make use of San Diego's natural playground: the beach!

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SIOP 2008

By Ryan Mills



One of the greatest highlights of the spring 2008 semester was the Annual Conference for the Society for Industrial and Organizational Psychology (SIOP). Traditionally, SIOP takes place in a major U.S. city, and with this year's conference being held in San Francisco, many of our students and faculty were able to attend.

Some of the major themes at SIOP 2008 included leadership, cross-cultural work issues, and employee selection. Another theme universal to any discussion of I/O Psychology is the scientist/practitioner gap. For many first-year students in our program, this was their first encounter with the other side of that gap. "I was surprised how applied [the conference] was," said Brandon Roberts. "There was definitely a gap between science and practice." Another student noted that although in some sessions the gap was wide, there were others that bridged the gap by using empirically-driven data to solve practical dilemmas within the workplace.

As expected, the SDSU faculty and students shined at SIOP 2008. Jeff Conte, along with SDSU Management professor Michelle Dean, presented a piece on the measurement of emotional intelligence. Mark Ehrhart, along with students Taylor Peyton and Corinne Boulanger and alumna Angelina Sawitzky, presented an interactive poster on personality, work stress, and citizenship behavior. Keith Hatrup participated in two symposia, the first focusing on job satisfaction and turnover between individualist and collectivist countries, and the second, presented with students Brandon Roberts and Jordan Willoughby, focusing on individualism/collectivism, organizational commitment and job facet satisfaction. Lisa Kath chaired a symposium on the topic of workplace safety climate and presented a piece on the drivers of upward safety communication.

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Speakers Corner

Kevin Sears
Senior Manager
Amgen

Kevin Sears, Senior Manager of Operations Training and Development at Amgen and SDSU graduate, recently shared his experiences about the field of training and development with current SDSU students. Kevin's vast array of experience includes a variety of organizations such as Bolt Consulting, Navy Personnel Research Development Center, and Center for Creative Leadership. These experiences and his work at General Dynamics as a Senior Training Specialist led him to his current position at Amgen where he has been for over four years. Mr. Sears shared great advice with the first and second year M.S. students. He suggested that the need for quality of life is essential when choosing an organization to work for. While opportunities in I/O Psychology may be ample throughout the country, it is important to consider other factors such as family or geographic location. He also stated the need for learning as much as possible through any job you take and understanding the company you work for. While I/O Psychology is an applied field, Kevin mentioned the need for students to speak the business language and be able to translate what we understand in I/O through a business vernacular.

Tanya Goodwin-Maslach
Learning Development Manager
Qualcomm

Tanya Goodwin-Maslach, Learning Development Manager at Qualcomm, recently came to speak to the SDSU Applied Psychology students about her extensive consulting experience and her career path. Tanya initially was a director at TalentSmart, focusing on consulting and product development, before moving on to her current position at Qualcomm. In addition, Tanya also worked as a consultant for numerous years. Through her experience, she stressed two important points to all students interested in pursuing a career in I/O Psychology: to develop strong and genuine relationships and understand the business vernacular. Specifically, she stated that networking with colleagues, classmates, and so forth is invaluable in the business world. Furthermore, understanding the business language will help students better express what they know in I/O Psychology in business terms. Lastly, she discussed that a good work-life balance is a necessity and how well these two balance truly depends on the individual.

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Presentations

- Ayala, R., Wilson, L., Yamashita, H., & Kath, L.M. (2008, February). *The perception of risk in the workplace*. Poster presented at the 1st annual San Diego State University Student Research Symposium, San Diego, CA.
- Conte, J. M., & Dean, M. A. (2008, April). An overview of and update on the measurement of emotional intelligence In D. L. Rhodes & D. A. Newman (Chairs), *Measuring emotional intelligence: How and why?* Symposium presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Ehrhart, M.G., Peyton, T., Boulanger, C., & Sawitzky, A. (2008, April). *More helping = more stress? It depends on who you are*. Interactive poster presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Huynh, W., Czerwinski, M., & Kath, L.M. (2008, February). *Exploring the influences of different levels of support on safety training climate*. Poster presented at the 1st annual San Diego State University Student Research Symposium, San Diego, CA.
- Luu, L. D., & Hattrup, K. (2008, April). *Country differences in the relationship between job satisfaction and turnover*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Makransky, G., & Glas, C.A.W. (2008, July). *An automatic online calibration design in adaptive testing*. Paper presented at 6th annual conference of the International Test Commission, Liverpool, England.
- Marks, K. & Kath, L.M. (2008, April) Drivers of upward safety communication. In L. M. Kath & A. K. McGonagle (Co-chairs), *Relationships between supportive work environments and worker safety outcomes*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Mills, R., Hitchcock, E., & Kath, L.M. (2008, February). *The influence of environmental factors on individual safety motivation*. Poster presented at the 1st annual San Diego State University Student Research Symposium, San Diego, CA.

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

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Publications

- Buelna, C., **Ulloa, E.C.**, & Ulibarri, M. D. (in press). Power as a mediator of the relationship between dating violence and sexually transmitted infections. *Journal of Interpersonal Violence*.
- Devos, T., Blanco, K., Muñoz, C., Dunn, R., & **Ulloa E. C.** (in press). Implicit orientation toward family and school among bilingual Latina/o college students. *Journal of Social Psychology*.
- Ehrhart, K. H., **Roesch, S.**, **Ehrhart, M. G.**, & Kilian, B. (in press). A test of the factor structure equivalence of the 50-item IPIP five-factor model measure across gender and ethnic groups. *Journal of Personality Assessment*.
- **Hattrup, K.**, & **Roberts, B. G.** (in press). What are the criteria for adverse impact? In J. L. Outtz (Ed.), *Adverse impact: Implications for organizational staffing and high stakes selection*. San Francisco: Jossey-Bass.
- **Kath, L.M.**, Swody, C.A., Magley, V.J., Bunk, J.A., & Gallus, J.A. (in press). Cross-level, three-way interactions among workgroup climate, gender, and frequency of harassment on job-related outcomes of sexual harassment. *Journal of Occupational and Organizational Psychology*.
- **Ulloa, E.C.**, Jaycox, L., Skinner, S., & Orsburn, M. (in press). Attitudes about violence and dating among Latino/a boys and girls. *Journal of Ethnic & Cultural Diversity in Social Work*.
- Yabko, B., Hokoda, A., & **Ulloa, E. C.** (in press). Depression as a mediator between family factors and peer bullying victimization in Latino adolescents. *Violence and Victims*.

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

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

**Congratulations to Dr. Jörg Matt!
As of Fall 2008, Jörg will be
Chair of the Psychology
Department at SDSU.**

Presentations continued...

- McGonagle, A.K., Mathieu, J.E., & **Kath, L.M.** (2008, April) A multi-level look at upward safety communication. In L. M. Kath & A. K. McGonagle (Co-chairs), *Relationships between supportive work environments and worker safety outcomes*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- **Peyton, T.**, & **Ehrhart, M.G.** (2008, February). *Emotional deviance in customer service employees: Individual factors and perceived job stress*. Oral presentation at the 1st annual San Diego State University Student Research Symposium, San Diego, CA.
- **Peyton, T.**, & **Ehrhart, M.G.** (2008, March). *Theoretically examining emotional deviance: Predicting antecedents of an overlooked construct*. Paper presented at the 29th Annual Meeting of the Industrial/Organizational and Organizational Behavior Graduate Student Conference, Denver, CO.
- **Roberts, B. G.**, **Willoughby, J.**, **Hattrup, K.**, & Müller, K. (2008, April). *Individualism/collectivism and the relationship between facet satisfaction and commitment*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Robinson, R., & **Kath, L.M.** (2008, February). *The mediating role of job satisfaction in the job stress-intent to quit relationship: A study of grocery store employees*. Poster presented at the 1st annual San Diego State University Student Research Symposium, San Diego, CA.
- Robinson, R., & **Kath, L.M.** (2008, April). *The mediating role of job satisfaction in the job stress-intent to quit relationship: A study of grocery store employees*. Poster presented at the Western Psychological Association Conference, Irvine, CA.

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First Year Student Experiences continued...

So now our year's coming to a close, which means "Party Time!!!" What are we going to do with such luxurious amounts of time? A very select, lucky, few will be traveling to Peru this summer, while the majority of us will be working our internships and hopefully making significant headway on our theses.

Looking back at all of our first year experiences, we have all enjoyed everything this program has to offer. From attending classes, SIOP, and APSA BBQs, to getting the opportunity to apply our experience through class projects, we have all learned so much over the year and have grown close with one another. Although the program is demanding, it is a wonderful program that is worth all of the work.

Over the course of this year, we have all gained pearls of wisdom we would like to share with the Fall 2008 incoming first year students. We hope you will take these words of advice to heart, and enjoy your first year in this program!

- Be prepared to work hard.
- Don't be afraid to ask questions.
- Work with your classmates to get assignments done.
- Don't just learn how to manage your time—start managing it now.
- You spend a lot of time reading about your thesis topic. So, seriously think about what you are interested in, and base your thesis on that.

It's never too early to start making plans to attend **SIOP 2009!**

When: April 2 - 4, 2009
Where: New Orleans, LA

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

Speakers Corner continued...

Andrea Jackson
Senior Employee Relations Specialist
Qualcomm

Andrea Jackson, a Senior Employee Relations Specialist at Qualcomm and Applied Program graduate, recently spoke with current SDSU students on a variety of topics. Andrea has spent the last three years at Qualcomm focusing on facets of employee relations such as affirmative action and ethics. In talking with the students, she discussed the flexibility of the Industrial/Organizational degree in organizations. However, Andrea also suggested that students first focus on getting into an organization which will eventually allow for movement around the company itself. She also mentioned that students should start thinking about where they want to work, such as big companies versus small, external consulting versus an internal position, and so forth. Overall, she stated that some of the most valuable tools she has gained from the program at SDSU have been her presentation skills, teamwork, coordination within group projects, and networking.

Dr. Karsten Müller
Professor
University of Mannheim

Dr. Müller, Professor at the University of Mannheim, came to SDSU recently to give a presentation on cross-cultural research and collaboration as well as studying abroad in Mannheim. He specializes in employee surveys and cross-cultural organizational change. In terms of collaboration, Dr. Müller frequently partners with Dr. Keith Hattrup, a resident professor here at SDSU. In addition to providing a wealth of information on the effectiveness of employee surveys in managing a diverse international work force in multi-national organizations, Dr. Müller also talked to students about coming to University of Mannheim for a semester of study. The cross-cultural exchange between University of Mannheim and San Diego State University was founded originally by Dr. Jörg Matt and Dr. Werner Wittmann. Dr. Müller discussed the benefits of spending a semester abroad, both in terms of personal and career growth, and suggested that it is an experience all Applied Psychology students should consider.

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Above: First-year students Brandon Roberts and Ryan Mills look at the SIOP schedule.



Above: Keith Hattrup, Karsten Müller, and students present a poster at SIOP 2008.

Right: Group picture after a SIOP interactive poster session.

SIOP 2008 continued...

A unique aspect of SIOP is the Job Placement Service, which assists students in their final year of coursework to network and interview with potential post-graduate employers. Although the service was generally seen as helpful, a couple of students pointed out ways to get more out of it. Taylor Peyton remarked, "I think the job placement service would be most useful if you begin your job hunt about two months in advance of the conference. This would enable you to have plenty of time to set up interviews with the companies that interest you most." In addition, Alice Wastag noted that preference of location plays a role: "The placement center only had one job posted for the area I was looking for... It might be more useful if you are very flexible and willing to move anywhere."

Other advice for students planning on attending next year included, "Figure out what your main goal for the trip is and focus on that... I knew that networking for a job was a top priority and I focused on that." Other students recommended utilizing the index of the official program to search for the names of people whose symposia you'd like to attend most. In addition, finding the right balance between applied and academic symposia is critical.

SIOP 2008 was a huge success. Our entire I/O faculty participated in presentations, and many of our students did as well. In speaking with many students and faculty, people's greatest highlight of SIOP 2008 was far and away that so many of us were able to attend and enjoy the conference together!



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Above (left to right):
Back Row: Ryan Mills, Brandon Roberts, Jordan Wil-
loughby, William Huynh, Taylor Peyton, Mark Ehrhart,
and Stephen Vong.
Front Row: Corinne Boulanger, Linsey Dirkes, Lisa Kath,
Nora Grace Awkerman, Alice Wastag, and Keith Hattrup.



Above: Mark Ehrhart's lab presents at a SIOP inter-
active poster session.

Right: Jeff Conte's lab smiles for a group picture at
SIOP.



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Announcements

- **Tiffany Adams** took a job with Qualcomm as an HR Representative in January of 2008.
- **Addie Brewer** recently became engaged. She will be getting married next summer in San Diego. In addition, she will be joining the SDSU/UCSD clinical psychology joint doctoral program this fall.
- **Amelia Burns** is in the process of starting her own business called *A Better Choice Nanny and Babysitting Agency* and is projected to be up and running in the summer of 2008.
- **Dr. Ulloa** and his wife, Dr. Monica Ulibarri, are expecting a baby in December.

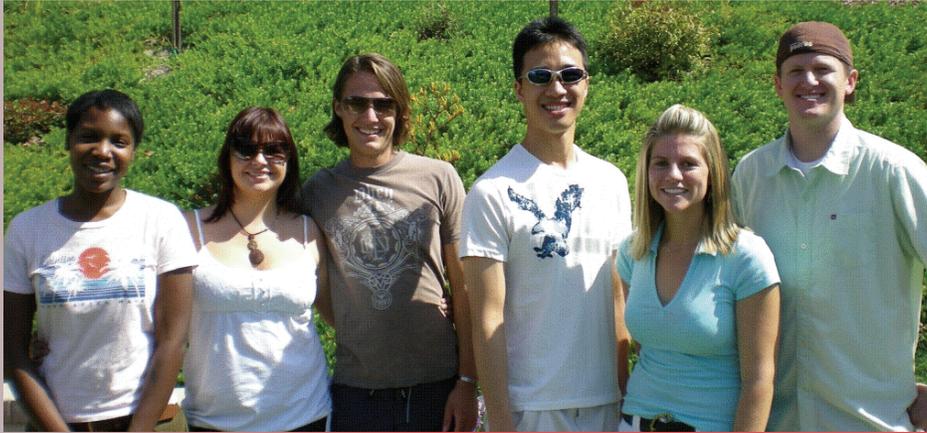
Thesis Defenses

- **Amelia Burns.** *Exploring Predictors and Outcomes of Burnout in Young Adults within a College Setting.* April 2008. Chair: **J. Conte.**
- **Marissa Crane.** *Eating Disorders at San Diego State University: Needs Assessment for Eating Disorder Screening and Referral on a College Campus.* April 2008. Chair: **J. Matt.**
- **Bri Hays (Allgire).** *The Impact of Emotional Regulation and Resilience Curriculum on the Retention of At-Risk Students: An Evaluation of the Bounce Back Retention Program.* April 2008. Chair: **S. Roesch.**
- **Alice Wastag.** *Validity Evidence Linking Polychronicity to Time Urgent Behaviors.* May 2008 Chair: **J. Conte.**

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Left: First-year students (left to right): Jessika Reliford, Tressa Schultze, Brandon Roberts, Stephen Vong, Linsey Dirkes and Ryan Mills.

Right: Second-year students (left to right): Jordan Willoughby, Taylor Peyton, Addie Brewer, Corinne Boulanger, Alice Wastag, and William Huynh.



Left: Faculty (left to right): Jeff Conte, Jörg Matt, Melody Sadler, Mark Ehrhart and Lisa Kath (with Emi).



Additional Information

The student editors of this issue were Alice Wastag and Stephen Vong.

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.