



A publication of the SDSU Applied Psychology Student Association

Spring 2010

Second-Year Experiences

By Susan Drobka

Lindsay Palmer

Over the past two years, what has been your favorite class? All of my seminars! I really enjoy the discussion format of the seminars as well as working on all of the applied projects.

What has been your favorite experience or memory of the program? All of the new people that I met. I also really liked that in my second year our classes were integrated with the first years.

What are your post-graduation plans? I have accepted a research analyst position at Rady Children's Hospital on the outcomes/evaluation team of a behavioral/developmental program for young children.

What has been the most effective way to deal with the inevitable challenges and stress of graduate school? Get involved in some other activity that doesn't involve school/thesis work (sports teams, reading non-school books, etc.). You need to have something that keeps you sane and gives you a bit of a break (if that's even possible)!

Any other final comments regarding your experience and/or the program? I have really enjoyed being a part of this program. The professors and the other students have made my last two years both challenging and incredibly exciting.

Sean Foley

Over the past two years, what has been your favorite class? I've really enjoyed them all, even the ones I didn't think I would like stats and psychometrics. I really liked the Org psych classes.

What has been your favorite experience or memory of the program? The group projects. Working with my classmates to create what I think are some really great end results.

What are your post-graduation plans? Find a job, hopefully one that allows me to use what I've spent the last two years learning.

What has been the most effective way to deal with the inevitable challenges and stress of graduate school? Try to stay on top of things, even when procrastination seems like a good idea.

Any other final comments regarding your experience and/or the program? Can't believe it went so fast!

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Speakers Corner

By Leah Bressler & Megan Chappell

Nancy Battillo, Recruiter at Qualcomm

Our first speaker of the spring semester was Nancy Battillo, an alumna of the SDSU I/O program. Nancy graduated in 2001 and is now working as the Lead Recruiter in the Hardware Department at Qualcomm. She has worked for 11 years in human resources and staffing for companies such as Wind River and Nokia. At Qualcomm, Nancy recruits engineers who build chips for cell phones.

Nancy gave us a lot of good advice that will be helpful as we search for jobs and internships. She encouraged us to be open-minded and to maintain a good attitude and stressed the importance of networking, especially through Internet resources like LinkedIn. Nancy emphasized that it is important to research companies before going into an interview and ask questions during the interview process. She also said that contacting people at the company you are interested in working for and asking for an informational interview is often more effective than submitting your resume online and hoping someone calls. Finally, Nancy gave us a few important tips for putting together resumes and preparing for interviews.

Chris Watz, Leadership Coach and Life Management Architect at Watz Productivity

Our second speaker this semester was Chris Watz, who holds an MA in Organizational Behavior and Program Evaluation from Claremont Graduate University. Chris has 10 years of experience working in more than 20 countries. His expertise is in strategy, leadership, and organizational effectiveness. Chris spoke to us primarily about his experience working for World Vision, a humanitarian organization that provides 3.6 million needy children with the resources they need through child sponsorship. They work in the poorest, most remote locations, and have field operations in 78 countries. They also aid in community development in those areas with more stable, less violent conditions.

Chris led us through a consulting exercise based on a real life scenario that he encountered while working at World Vision. The company had just faced a big change due to decentralization, such that they grew faster than they could handle with their existing resources. Chris divided us into two groups to discuss ideas about how to fix the issues that had resulted from decentralization at World Vision. The exercise gave us a taste of the type of work an organizational effectiveness consultant in a global organization might do.

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Second Year Experiences continued

Zack Girgis

Over the past two years, what has been your favorite class? It is probably a tie between PSY 721 and PSY 670. They map on the best with my personal interests.

What has been your favorite experience or memory of the program? Long study sessions with my cohort the day before an exam, then rewarding ourselves with a drink or delicious meal after the test.

What are your post-graduation plans? Either to find a job down here in San Diego or move back to the Bay Area and job search.

What has been the most effective way to deal with the inevitable challenges and stress of graduate school? I would recommend socializing with your peers on and off campus. You will have the opportunity to get to know some great people with many of the same interests, so take some time to get to know them. You'll be surprised at how much a brief conversation with a peer can calm your nerves.

Any other final comments regarding your experience and/or the program? The faculty here are great, so be sure to take some time to get to all of the professors.

Heather Yamashita

Over the past two years, what has been your favorite class? I liked each class for different reasons and I can't say that any one class in particular stood out above the rest.

What has been your favorite experience or memory of the program? Looking back, my favorite experience has been exam study sessions with my cohort. Although they are not enjoyable at the time, I think they have helped us become closer. Eating pizza and brownies during a five hour long study group while debating interrater reliability will be in my memory long after we graduate.

What are your post-graduation plans? To find a full-time job in San Diego.

What has been the most effective way to deal with the inevitable challenges and stress of graduate school? I love to make lists. Whenever I feel overwhelmed, I make a list of all the things I need to get accomplished and cross them off as I complete them.

Viet Pham

Over the past two years, what has been your favorite class? This is a hard one. I find myself drawn most to the courses that had a strong link between the readings and applied projects, such as Dr. Conte's seminar in personnel psychology and Dr. Kath's advanced seminar in personnel psychology.

What has been your favorite experience or memory of the program? This may sound masochistic, but just the whole dynamic in the advanced statistics course -- from the crazy study sessions to the synergistic class exchanges.

What are your post-graduation plans? Complete my thesis and then find a full-time job.

What has been the most effective way to deal with the inevitable challenges and stress of graduate school? Taking time outside of classwork to relax and breathe. Talking to my cohort.

Any other final comments regarding your experience and/or the program? Best wishes!

Thesis Defenses

- **Sean Foley.** "New Employee Orientation: The Benefits of Role Information." June 2010. Chair: **L. Kath.**
- **Zack Girgis.** "Predicting Multitasking Performance and Understanding the Nomological Network of Polychronicity." May 2010. Chair: **J. Conte.**
- **Lindsay Palmer.** "Organizational Citizenship Behavior and Role Stress: The Moderating Role of Individual Differences." April 2010. Chair: **M. Ehrhart.**
- **Marisa Sklar.** "The Influence of Dissemination Techniques on Different Evaluation Stakeholders." May 2010. Chair: **G. Matt.**

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



Speakers Corner continued

David Windley, EVP and CHRO at Yahoo!

In February David Windley, an alumnus of SDSU's College of Business, spoke to students in our program as well as students in the Business School's Management Program. Mr. Windley is the EVP and Chief Human Resource Officer at Yahoo!. As CHRO he is the leader of Yahoo!'s global HR team, and responsible for driving the organizations worldwide strategies around talent, culture and organization effectiveness. Prior to his tenure at Yahoo!, he worked in other industries such as construction & engineering, insurance, and entertainment-software.

In addition to talking about his professional experiences, David offered excellent career advice. He stressed the importance of always thinking like a leader and learning to ask the right questions. Doing these things early on in one's career will help develop the leadership skills needed to move up within an organization. He also recommended that to get to the top of an organization you should wear the hat of the top HR person, think strategically, be technically competent, and be able to navigate people. Since many students in attendance were beginning a job or internship search, several questions were asked on this topic. He suggested looking for organizations that emphasize talent because these companies will likely provide more experiences and opportunities for HR and I/O professionals. David also had the opportunity to live and work abroad in Switzerland and Singapore while working. He highly encouraged us to do the same if the opportunity presents itself.

Below: First-year student Rick Drake presenting his award winning poster at SDSU's Student Research Symposium (see right for presentation details).



Presentations

- **Drake, Jr., R.**, Delizo, S., & Fraga, S. (2010, March). *Recruiting for voluntary LGBT training*. Poster presented at the San Diego State University Student Research Symposium, San Diego, CA. [Note: Won Provost Award for Outstanding Poster.]
- Hausmann, N., Mueller, K., Spies, S. O., **Hatrup, K.**, & Straatmann, T. (2010, April) Cross-national differences in cultural positivity and organizational commitment. Paper presented at the 25th annual conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- **Makransky, G.** (2010, June). *Catching cheaters in an unproctored internet ability test: Using adaptive confirmation testing*. Paper presented at the 1st Annual International Association for Computerized Adaptive Testing, Arnhem, The Netherlands.
- **Makransky, G.** (2010, June). *An item response theory method for verifying unproctored internet test results*. Paper presented at the International Conference for Rasch Measurement: Probabilistic models for measurement in education, psychology, social science and health, Copenhagen, Denmark.
- **Roberts, B.**, & **Hatrup, K.** (2010, April). Culture's role in the relationship between climate strength and commitment. Paper presented at the 25th annual conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- **Schultze, T.**, **Ehrhart, M. G.**, **Kath, L. M.**, & Stichler, J. F. (2010, April). *LMX as a buffer of role stress in nurse managers*. Poster presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Shore, L. M., **Ehrhart, M. G.**, & Coyle-Shapiro, J. (2010, April). POS in teams: Support for all or support for one? In M. G. Gonzalez-Morales & R. Eisenberger (Chairs), *Multilevel perspectives on perceived organizational support*. Symposium presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- **Vaughn, A.A.**, & Reblin, M. (2010, April). *Engaged couples' transition into marriage: Relationship quality and dyadic adjustment*. Paper presented at the annual meeting of the Western Psychological Association, Cancun, Quintana Roo, Mexico.
- **Vong, S.**, **Ehrhart, M. G.**, Ehrhart, K. H., & Devos, T. (2010, April). *Gender and organizational citizenship behavior: An implicit association approach*. Poster presented at the 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

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



First Year Experiences

By Chris Atkinson

It's the end of the first year in the M.S. program and it is hard to believe how quickly it flew by! We have effectively managed to complete our courses, identify potential thesis topics, and get to know each other on a personal level. We have all worked very hard, and look forward to the coming year. Let's take a look back at some of the highlights of the year.

Our first semester classes gave us the theoretical and statistical foundations of I/O Psychology. Organizational Psychology covered topics like motivation, groups & teams, organizational justice, and organizational citizenship. For the first time in the program's history, both the first and second years had seminar classes together. We enjoyed this format as it allowed both cohorts to get to know each other better and provided for more interesting and diverse discussions. The term paper at the end of the semester could be written on any topic of organizational psychology and many of the first-year students chose to a topic that they were interested in for their thesis. It was very helpful to have the opportunity early on in the program to focus on our thesis. First semester advanced statistics was a challenging course that stretched us and often involved working long hours into the night. The knowledge gained here will help us a great deal when it comes to analyzing our thesis data eventually.

The second semester's seminar in Advanced Organizational Psychology dived deeper into the "O" side and explored climate, culture, and leadership in depth. We wrestled with the nuances of climate and culture as well as how leadership plays an integral part in organizations. The group project offered a rewarding opportunity to conduct focus groups inside organizations and analyze their culture. It was exciting to get this real world experience and see how it connected to the climate and culture discussions and readings we had throughout the semester. Testing and measurement provided us theoretical and applied knowledge of psychological measurement in organizations. Many saw this class to be particularly useful when in assisting us in our future careers.

Although the courses provided us with great useful knowledge, they were just part of the experience of the I/O program. Research was also an integral part of the program. By assisting our advisors in their ongoing research, we gained hands-on experience in areas of I/O such as diversity training, training effectiveness, cross-cultural issues, citizenship behavior, and stress reduction. By engaging in research, we have learned the complexity of conducting research and how new I/O knowledge is added to the field. Working in our labs also helped us develop thesis topics, which over the summer will hopefully be developed further.

Some students were funded through their mentor's labs, while others were TAs for undergraduate statistics or research method labs. Teaching assistants gained the experience of communicating complex topics to students with varying skills and abilities. These presentation and interpersonal skills will be valuable assets when entering the workforce upon graduation. Teaching these classes also helped solidify research and statistical concepts in our minds.

As the year comes to a close we are grateful of the knowledge we have gained and the hands-on research experience. We look forward to beginning or continuing our internships and the coming academic year!

Announcements

- **Melinda McCants** has left Clarkston Consulting (where she worked since graduating from the program in 2004) to join Amgen. She is a Project Manager in Process Development, specifically focused on the global labeling process.
- **Jonathan Kochik & Laura Kochik** welcomed their son, Quincy McCarren Kochik into the world on April 21, 2010. Jonathan was also promoted to Learning & Talent Development Manager with AMN Healthcare on April 5th.
- **Nora Grace Awkerman** is now working as an Associate at ICF International (Baltimore, MD). She is also engaged to be married to Barker French this summer (July 4, 2010).
- **Mark Ehrhart** and Karen Ehrhart welcomed their first child, Evan Gregory Ehrhart, on May 1, 2010.
- **Hayley Isaacs** will be launching her new company this summer, Zenthuze. For more information, visit www.zenthuze.com (the full website will be live in just a few weeks!)
- **Kristin Carpenter Graner** welcomed her first child, Olivia Grace Graner, on February 5, 2010.
- **Rene Kusch**, a former exchange student in the program, has accepted a job offer at Hogan Assessments Germany as a consultant as of September 1, 2010 in Duesseldorf, Germany.
- **Guido Makransky** has recently been promoted to Senior Psychometrician, Occupational Psychologist at Master Management International A/S in Copenhagen, Denmark.
- **Tressa Schultze** began a new position as HR Coordinator at JC Resorts on May 19, 2010.



2010 SIOP Conference in Atlanta

By Susan Drobka

This past April, the Society for Industrial and Organizational Psychology (SIOP) held its annual conference in Atlanta, Georgia. Every year, the conference is in a different city, and exploring new cities is always part of the fun. Despite the conference being across the country, the SDSU applied program was very well represented. Two faculty members attended, along with four second-year students, five first-year students, and even one undergraduate I/O student. Also, former SDSU students and faculty were involved in a variety of oral and poster presentations.

Some of the students who attended had been to previous SIOP conferences, but for many it was their first time. Those who had attended before enjoyed it as much as previous years, and the students new to SIOP had a great time being introduced to a new experience. The field of I/O is such a small world, and SIOP offers a great opportunity to be surrounded by so many fellow I/O "nerds."

As always, the conference schedule was packed with poster presentations, panels, and consulting booths filled with I/O-related discussions and information. A few common themes covered at the conference included training, consulting, technology, and diversity. There were also a few seminars that offered advice to students who were soon to be entering the real world of applied I/O. Students attending the conference were able to get a feel for both the practitioner, applied side of I/O Psychology, as well as gain research information related to their thesis topics.

Below: Heather Yamashita (left) and Morgan Da Costa (right) drinking sweet tea at a restaurant in Atlanta.



This year, two second-year students (Sean Foley and Heather Yamashita) were able to attend the 2010 Master's Consortium, held the day before the conference. The consortium brings master's students from around the country together to network and hear presentations by practitioners in the field currently holding Master's degrees.

Although the majority of the conference was spent networking and attending various symposia and presentations, students from the applied program still had time to explore the city of Atlanta. The students and faculty had the opportunity to eat at some great restaurants, try the Atlanta sweet tea, and also visit the Coca Cola museum. Overall, the 2010 conference was a great experience for all who were able to attend, and hopefully everyone will be able to attend the 2011 conference in Chicago.

Below: Leah Bressler (left) and Lacey Wilson (right) having fun at the Coca Cola museum in Atlanta.



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

When: April 14th - 16th, 2010

Where: Chicago, Illinois

For more information:

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



Study Abroad Experience

By Jens Hasche

Going abroad can seem quite intimidating. Lots of administrative barriers, being on your own in a new environment, housing issues, language issues, money issues – why would you want to do that?

As I was preparing for my time at SDSU about a year ago, my exchange advisor in Mannheim told me about her husband who always becomes very sentimental when looking at the pictures from his time abroad. Since then, a lot has happened. Projects, presentations, papers, exams, heated discussions, an uncountable number of read (or at least skimmed) journal articles and book chapters. But also BBQs, nights out, days at the beach, trips, and a lot of laughter.

I learned about the differences between managers and program evaluators in PSY630, took a deep dive into the selection and training theory and practice in Lisa's PSY721, argued with Viet about the different paths of male and female executives climbing the corporate ladder (and with the rest of the class about pretty much everything else) in Mark's PSY 622, and listened to firsthand experiences of the McDonald's organizational culture from Keith's youthful days in PSY 675. I played soccer against Dr. Matt at the student-faculty soccer match, ate delicious hamburgers at the APSA BBQ, chatted with Maureen at the front office, and celebrated Sean's birthday in a bar in North Park and the second year's graduation at Lei Lounge in University Heights. I surfed during sunset at La Jolla, windsurfed on Mission Bay, partied in Pacific Beach, made friends from all over the world at the International Student Center, and went to San Francisco, Yosemite, the Grand Canyon, and Mexico.

There is nothing like living and studying in another country to experience a different culture and to learn a lot about others and yourself. I want to take this opportunity to thank both the faculty and the students from the program for treating me as one of their own and for helping me overcome all the issues that seem almost negligible in hindsight. I know they are not negligible for anyone going abroad – but they are well worth dealing with, especially when there is such a well-organized exchange program like the one between SDSU and the University of Mannheim. Nothing will enrich your academic studies and your life as a whole just like it.

Without a doubt, I will become sentimental as well when thinking back in a few years and when looking at the (as of now) 3877 pictures in my SDSU exchange year folder. Thank you – it was a truly amazing experience!

Publications

- Chung-Herrera, B. G., **Ehrhart, M. G.**, Ehrhart, K. H., **Hattrup, K.**, & Solamon, J. (2010). Stereotype threat, state anxiety, and specific self-efficacy as predictors of promotion exam performance. *Group & Organization Management, 35*, 77-107.
- Landy, F. J., & **Conte, J. M.** (2010). *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology (Third Edition)*. Hoboken, NJ: Wiley-Blackwell.
- **Makransky, G.**, & Glas, C. A. W. (2010). Unproctored internet test verification: Using adaptive confirmation testing. *Organizational Research Methods*. Prepublished May, 2010; as doi: 10.1177/0123456789123456.
- **Makransky, G.**, & Glas, C. A. W. (in press). An automatic online calibration design in adaptive testing. *Journal of Applied Testing Technology*.
- Mueller, K., **Hattrup, K.**, & Straatmann, T. (in press). Globally surveying in English: Investigation of the measurement equivalence of a job satisfaction measure across bilingual and native English speakers. *Journal of Occupational and Organizational Psychology*.
- **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.**, Norman, G., Villodas, F., & Sallis, J. J. (in press). Intervention-mediated effects for adult physical activity: A latent growth curve analysis. *Social Science and Medicine*.

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

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.



2010 Applied Program Photos

Right: Celebrating after the graduation ceremony. Left to right: Sean Foley, Lisa Kath, Heather Yamashita, Zack Girgis



Below: Second-year students and their advisors at the 2010 SDSU Graduation Ceremony. Left to right: Mark Ehrhart, Lindsay Palmer, Sean Foley, Heather Yamashita, Lisa Kath, Zack Girgis, Jeff Conte





2010 Applied Program Photos

Right: SDSU Applied Faculty members hanging out in Lisa's lab. Left to Right: Mark Ehrhart, Lisa Kath, Scott Roesch, Allison Vaughn



Left: SDSU students taking a picture break in Mark's lab while studying for finals. Left to right: Mark Ehrhart, Susan Drobka, Leah Bressler



Right: SDSU students working hard in Lisa's lab. Left to Right: Viet Pham, McKenzie Martin, Lacey Wilson, Zack Girgis, Morgan Da Costa, Sean Foley