



SAN DIEGO STATE
UNIVERSITY

APSA Newsletter

A PUBLICATION OF THE SDSU APPLIED PSYCHOLOGY STUDENT

Fall 2017

Meet Our First Year Students!

Name: Lukas Toroslu.

Hometown: Duernau, Baden-Wuerttemberg, Germany.

Attraction to SDSU: Experience as an undergraduate exchange student.

You know you're in graduate school when: You learn what you enjoy.

In my free time, I: Go to the gym.

An interesting fact about me: I have lived in three countries (Germany, Peru, and the USA).

My favorite San Diego grub: Trilogy Sanctuary.

In ten years, I see myself: Doing what I am passionate about, just as today.

Favorite office supply: Adobe Acrobat Pro.



Name: Maria Tolstykh

Hometown: Moscow, Russia

Attraction to SDSU: It is a top I/O school on the west coast, offered funding, particular interest in cross-cultural organizational research conducted in Dr Hatstrup's lab, balance between research and application.

You know you're in graduate school when: You forget the difference between the weekend and weekdays.

In my free time, I: Practice yoga and meditation, exercise, and walk by the beach.

An interesting fact about me: I don't like cold liquids.

My favorite San Diego grub: Cafe Gratitude.

In ten years, I see myself: Balancing between a consulting job and traveling the world

Favorite office supply: Paper clip. It helps keep it all together :-)

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Additional Information:

THE STUDENT EDITOR OF THIS ISSUE WAS
BRANDON HIMES

PHOTOS PROVIDED BY
BRANDON HIMES & AARON MCKNIGHT

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
lisa.kath@sdsu.edu



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Facebook

You can connect with
SDSU's M.S. Program in Applied Psychology
by liking us on Facebook!

Stay in the loop on recent thesis defenses, recent faculty publications and presentations, alumni announcements, and SIOP event information

Meet Our First Year Students! (continued from page 1)



Name: Amy Tran
Hometown: San Diego, CA
Attraction to SDSU: I found SDSU to be the best choice for me because it fits my lifestyle, the professors are amazing, and there are so many opportunities for career and personal development.
You know you're in graduate school when: When you can't stop talking about it!

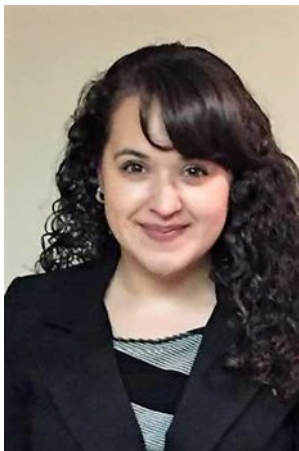
In my free time, I: I like to go camping, hang out at the beach, go on hikes, play Hearthstone, and cook meals with friends!

An interesting fact about me: I can solve a Rubik's cube.

My favorite San Diego grub: Adobada tacos from Tacos el Gordo...*drools*

In ten years, I see myself: I see myself working for the City of San Diego doing I/O psychology.

Favorite office supply: Post-it Notes!



Name: Jahnina Moss
Hometown: San Diego
Attraction to SDSU: Top program and amazing location.
You know you're in graduate school when: You have no time to watch Netflix.
In my free time, I: Watch Netflix.
An interesting fact about me: I'm an only child.
My favorite San Diego grub: El Indio Taco Shop.
In ten years, I see myself: Working as an Organizational Consultant.

ational Consultant.

Favorite office supply: Post-it note.

Name: Marissa Morrison
Hometown: Jamul, CA
Attraction to SDSU: I am a San Diego native and I just could not seem to leave this amazing place or the fantastic weather.
You know you're in graduate school when: You don't even know what questions to ask because you don't know what you don't understand.
In my free time, I: What free time? All jokes aside: I love to bake, spend time with my friends, and compete in pageants.



An interesting fact about me: I was born at home rather than a hospital.
My favorite San Diego grub: Bravo's Café.

In ten years, I see myself: With a career that I love and starting a family of my own.

Favorite office supply: Staples.



Name: Brandon Himes
Hometown: Fresno, CA
Attraction to SDSU: Best IO masters program in California. Offered the most balanced training out of all the masters level schools I applied to.
You know you're in graduate school when: You realize that you are teaching labs to undergrads that are in the same position you were a couple of years ago.
In my free time, I: Hang

out with friends, hit the beach, play sports.

An interesting fact about me: I had the opportunity to kick a field goal for a year of free rent at a college football game... Missed wide left!

My favorite San Diego grub: Cannonball in Mission Beach. Hard to beat the view.

In ten years, I see myself: Working for an organization that focuses on human services and the betterment of society.

Favorite office supply: Dunder Mifflin Paper.

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Fall APSA Speakers

Mike Smith

By Dylan Petze

Mike Smith is an SDSU alumni who graduated from our very own master's program in Industrial/Organizational Psychology.

Mike currently works at Exemplis as a HR business partner where he uses his extensive experience in I/O to drive organizational effectiveness. Mike brings a wealth of knowledge to the table for Exemplis for he has years of experience working for two well known companies, Boeing and Oakley. While working for these various companies, Mike made it very clear that a organization's culture is more important than we may think, from conservative Boeing to the creative Oakley, Mike has seen either ends of the spectrum and is able to share the pros and cons of both.



With the knowledge from attending our program, Mike was able to share some of his greatest experiences, and also some of his mistakes with current students, so that we may learn from them. His five “nuggets” of knowledge that he did share included understand why HR exists, consider every interaction with executives as a mini-interview, understand the business strategy of your organization, make real connections with people (peers and leaders), and finally learn to do what is most important for we will not have the time or resources to do everything.

Exemplis™

***Don't forget to join the APSA LinkedIn Group.
For more information, contact Dr. Lisa Kath***

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Second Year Internship Experiences

By Aaron McKnight

Internships provide our students an opportunity to practice their skills and apply their knowledge within an organization. This year, we had 6 students complete engaging internships. Oftentimes, these internships build a foundation for our students' careers, building upon knowledge gained throughout the M.S. program, and supporting our success in future career opportunities.

Dylan Petze: I completed my internship at Qualcomm over the summer with their Talent Analytics Team and SDSU IO alumnus Ryan Mills. During my time there, I was able to engage in both quantitative and qualitative data analysis for various projects including their quarterly pulse surveys which measure employee engagement among other relevant organizational variables. Overall, my experience at Qualcomm has been a rewarding one which has taught me necessary skills for data analysts in big organizations, data presentation techniques, and what to expect when exiting this program. 10/10 would do again.

Liz Davies: This summer I was able to work at Health Services Research Center, a division under the UC San Diego School of Medicine, as a Community Health Program Rep, Asst. I truly enjoyed working with my direct supervisor and others on qualitative coding projects for mental health programs in the area, as well as being a part of the toolkit development team. I had opportunities for multiple trainings, completed data entry and quality assurance tasks, attended county meetings, and did data analysis. I worked with multiple other interns and we got to see firsthand how community programs in San Diego work through direct contact with those running the sites as well as site visits. I can't say enough good things about the people at HSRC and I'm so thankful I got the opportunity to work there.

Sal Rubalcaba: I was able to work over the summer at the Center for Creative Leadership as a Research, Innovation, and Product Development Intern. I worked on a variety of projects, most of which were focused on using both qualitative and quantitative survey data to assess the effectiveness of leadership development programs. I also had the opportunity to develop deliverables for clients, such as data visualizations and one-pagers about current research. Finally, I spent some time developing a coaching culture assessment by diving into the literature on coaching culture and by conducting a series of focus groups with experts on coaching culture. It was a great experience!

Saige Riley: Over the summer I had the privilege of working for Visa on their Global Talent Management Team in Foster City, CA. My main project related to employee career growth, and involved developing strategies to increase internal mobility within Visa. This project involved reviewing relevant literature, external benchmarking, internal data analysis and assessment, conducting focus groups worldwide, and a design thinking session. Additionally, I worked on a team project with other HR interns that involved learning culture. We were even able to present to Visa's HR executives! I learned so much and was able to have fun in the process. With Visa's global intern summit I met other interns from around the world! It was an amazing experience and I am excited to return to Visa's Talent Management Team this summer.

Brittney Carroll: I completed my Program Evaluation internship at the UCSD Health Sciences Research Center as a Community Health Program Representative Assistant. I worked on a variety of local and state-wide program evaluation projects, most of which were focused on using both qualitative and quantitative research methods to evaluate the effectiveness of mental health programs. I also had the opportunity to help develop deliverables for clients, such as research manuscripts and reports, data visualizations and data dashboards. Finally, I also had the opportunity to create an academic poster for the 2017 Meeting of the Minds Conference. I gained valuable experience!

Aaron McKnight: Over the summer I had the opportunity to work for FMG Leading, a leadership, culture, and organizational change consulting firm with offices in downtown San Diego. During my time with the FMG Leading's analytics team I was able to work on multiple internal/external projects on topics such as engagement, mission-vision-values, culture change, and drivers of human capital. My time over the summer provided me critical experiences analyzing data for client deliverables, writing white papers for publication, and creating internal learning management presentations. I'm excited to continue my work with them this coming semester.

Bridging
the Gap
Between
Research
and
Practice

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Student Exchange: An Interview with Stefanie Bakker

By Brandon Himes

What is your home institution?

My home institution is the University of Osnabrueck in Germany. I am currently enrolled in the master's program for inter-cultural psychology.

What were you looking forward to most about coming here to SDSU to study?

I have not lived in a different country yet. I decided to apply for this program because I wanted to challenge myself. SDSU provides some great graduate classes for I/O psychology and I was excited to hear about and discuss some theories and topics from the American point of view. And of course I was looking forward to experience the American spirit at a big campus like SDSU.

What has been surprising or most shocking to you since being here?

I talked to former exchange students at SDSU and all of them told me about the differences in studying compared to Germany. However, the amount of time spending on assignments and readings every week still was overwhelming to me during the first weeks. Used to intensive studying at the end of the semester right before the exams, this type of studying was new to me. I got used to it pretty fast and appreciate now the advantages of currently ongoing assignments.

What do you like most about San Diego?

I love the variety of San Diego's landscape. Within short distance you can get to great hikes, impressive mountains, beautiful beaches and big cities like Los Angeles. San Diego itself is an amazing city with lots of places to discover and never gets boring.

What were the favorite places you have visited in the US?

My favorite place here in San Diego is Coronado and its gorgeous beach and little restaurants. My most impressive trip was to Yosemite, exploring the national park with all its giant waterfalls and hikes.

What do you like to do in your free time?

I joined some sports clubs at SDSU and am super happy to experience the great spirit during practices with the other students. I also love spending time at the beach, surfing and having S'Mores at the bonfire.

What is some advice you would give to people studying abroad here for the program?

Try to get involved from the very beginning. There are so many opportunities at SDSU to get in contact with different people and different cultures. You won't regret it!

What has been your favorite food during your exchange?

Sushi (first time)!!

What's the strangest thing about American culture?

I wouldn't call this strange, but to experience the strong bond of belonging to one university was very impressive to me. Belonging to SDSU is like expanding your identity by a new part that will stay with you forever. Whether it's a sports event or being member of different clubs at the university, it feels like you are one big community.

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Faculty Publications

- Aamodt, M. G., **Conte, J. M.**, Howes, S. S., Levy, P. E., Riggio, R. E., & Spector, P. E. (2017). The authors speak: Six I-O psychology textbook authors discuss how they decide what to cite. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10(4), 606-610.
- **Hatrup, K.** (in press). Review of the NEO-PI-3 (UK Edition). In J. F. Carlson, J. F. Geisinger, & J. I. Jonson (Eds.), *The twenty-first mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- **Hatrup, K.** (in press). Review of the Psychological Capital Questionnaire. In J. F. Carlson, J. F. Geisinger, & J. I. Jonson (Eds.), *The twenty-first mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements
- Straatmann, T., Hamborg, C.K., Koenig-Schulte, S., & **Hatrup, K.** (in press). Analyzing mediating effects under lying the relationships between P-O fit, P-J fit, and organizational commitment. *International Journal of Human Resource Management*
- Wang-Jones, T. "T". S., Alhassoon, O. M., **Hatrup, K.**, Ferdman, B. M., & Lowman, R. L. (2017). Development of gender identity implicit association tests to assess attitudes toward transmen and transwomen. *Psychology of Sexual Orientation and Gender Diversity*, 4(2), 169-183

Recent Thesis Defenses

Dustin Abbott "Establishing the Relative Importance of Structural Empowerment Dimensions in Predicting Nursing Outcomes." August 2017 **Chair:** Lisa Kath

Admissions Summary (Across Last 3 Years)

Average number of applicants: 105
Average number of admission offers: 11
Average number of students enrolled: 7
Average GRE Verbal for enrolled students: 156
Average GRE Quantitative for enrolled students: 155
Average GPA for enrolled students: 3.7



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

It's never too early to start
planning for
SIOP 2018!

April 19-22, 2018
Chicago, Illinois



Awards/Announcements

Straatmann, T., Kohnke, O., Hattrup, K., & Mueller, K. (2016). Assessing employees' reactions to organizational change: An integrative framework of change-specific and psychological factors. *Journal of Applied Behavioral Science*, 52, 265-295. **Awarded Best Paper of the Year at the Journal of Applied Behavioral Science**

Zack Girgis– Promoted to Senior HR Business Partner at LinkedIn.

Melissa Cutting (class of 2012)–promoted to Manager of Organizational Development at Cubic Corporation.

Berry Soltani–Newly hired on as a Consultant at Paradigm, a diversity and inclusion strategy firm in San Francisco.

Lindsay Palmer (class of 2010)– Recently engaged to Jon Luevanos.



Seeking IO Professionals

Are you looking to build your name in I-O Psychology and leave a lasting legacy? SIOP's Local I-O Group Relations Committee is searching for natural leaders who want to make an impact in the I-O community by starting a local I-O group in the San Diego area. If you have an entrepreneurial spirit and are passionate about advancing the field of I-O, SIOP's Director of West Coast Local I-O Groups, Naz Tadjbakhsh, wants to speak with you and help you get started! Please email Naz directly at ntadjbak@gmail.com to get started today.

FALL 2017 HIGHLIGHTS

The APSA Fall BBQ is an annual potluck event in which students, faculty, friends, and their children get together to enjoy food and drinks along with laughs. Lisa Kath hosted the event this year at her lovely hilltop home. In addition to socializing at the Fall BBQ, our students enjoy spending time together outside of academics.



Above: Students pose with Dr. Lisa Kath, Dr. Jonathan Helm, and Dr. Jeff Conte.

Below: Lukas Toroslu and Maria Tolstykh passionately discuss their favorite 90's boy band.



Right: Liz Davies, Dylan Petze, and Sal Rubalcaba enjoy some wonderful food and drinks as they admire the spectacular hilltop view.

