

# Industrial-Organizational Alumni Newsletter

*Welcome to the inaugural Long Beach State I-O psychology alumni newsletter!*

Fall 2006

Issue 1, No. 1

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## Welcome!

With this inaugural newsletter, we'd like to reintroduce you to the California State University, Long Beach Master in Industrial-Organizational psychology program. Whether you graduated decades ago or rather recently, we hope you'll find the information contained in this semi-annual publication informative and useful.

**The University**

In terms of enrollment, California State University, Long Beach's 35,000 students helps it rank as the second largest university in California (second only to UCLA).

In recent years, CSULB has received a number of major accolades. Most recently, the upcoming 2007 edition of the Princeton Review's *Best 361 Colleges* lists CSULB as one of a select group of schools ranked as "Best in the West." Princeton Review further raved that CSULB ranks 3<sup>rd</sup> in the nation in the category of best value public education. Were that not enough, *U.S. News & World Report* has ranked CSULB third out of 64 Western public master's granting universities. Serving approximately 6,000 graduate students each year, CSULB has awarded more than 38,000 graduate degrees since its inception in 1949.



**The CSULB mascot is the 49er, reflecting the establishment of the University in 1949.**

**The current Industrial-Organizational psychology program can trace its roots to the 1950s.**

**The Department**

With 34 tenured/tenure-track faculty members and nearly as many part-time faculty, the psychology department is one of the largest departments on the CSULB campus. The department enjoys a reputation as a center of excellence at CSULB.

The department of Psychology currently offers three graduate programs: M.A. in Industrial-Organizational, M.A. in Research, and the most recent addition, the M.S. in Human Factors.

**The Master in Industrial-Organizational (MAIO) Psychology Program**

The Psychology department offered its first graduate degree in 1952. This general graduate degree in psychology offered applied courses as electives. In 1972 the Master of Science in Industrial Psychology degree was initiated. The program was renamed the Master of Arts in Industrial-Organizational (MAIO) Psychology in 1988.

Today, admission to the MAIO program is the most competitive in the Psychology department. Admitting a maximum of only 12 students each year, the typical successful applicant to the MAIO program has an undergraduate GPA of approximately 3.6 (out of 4) and a combined Quantitative and Verbal GRE score of nearly 1100.

The primary goal of the MAIO program is to provide each student with the skills necessary to succeed in applying psychology to organizational and industrial problems. The program also provides the opportunity to develop the necessary skills and knowledge for pursuit of a doctoral degree in Industrial-Organizational psychology.

Graduates of the MAIO program have worked in a wide variety of public and private organizations, including Southern California Edison, Los Angeles Unified School District, Boeing, TransAmerica, Toyota Motor Corporation, Los Angeles County, and The Gas Company.

## I-O PROGRAM CHANGES

*A number of important changes are underway in the CSULB I-O program. These changes include modifications in degree requirements and the addition of new faculty.*

*Beginning with the incoming Fall 2006 students, the Master in Industrial-Organizational psychology program will require 36 units for program completion, adding two additional courses beyond the previous 30 unit program. The additional two courses will be the reinstatement of Research Methods in Industrial Psychology, and the requirement of a second graduate statistics course. I-O graduate students will now have the option of taking any two of the following three graduate statistics courses: Multivariate Analysis (regression), Analysis of Variance, and Qualitative Data Analysis. Program requirements continue to include courses in Organizational Behavior, Personnel Psychology, Test Construction, Training, Organizational Development, and Thesis Preparation. Graduation requirements also include a supervised practicum experience and a capstone empirical thesis project.*

*In recent years the I-O program has said goodbye to two well-respected faculty members affiliated with the program. Dr. Patricia Bachelor, who served on a large number of I-O thesis committees as a statistics guru, has retired. Dr. Jennifer Lonergan-Garwick, who served as the Organizational psychology expert for several years, has left for an applied job in industry. Recent graduates may be interested to learn that this past spring Dr. Lonergan-Garwick welcomed her first child, a daughter named Marley.*

*This Fall the I-O program provides a hearty welcome to our two new Industrial-Organizational psychologists: Dr. Hannah-Hanh Nguyen and Dr. Christopher Warren. Never before has the psychology department at CSULB had so many Industrial-Organizational psychologists as faculty members! The I-O program clearly has a very bright future indeed.*

## Practicum Placements

Each year students in the CSULB MAIO program seek organizational placements for their required practicum projects. Similar to an internship, the practicum course provides students the opportunity to gain professional experience applying Industrial-Organizational psychological principles and knowledge in a local organization. However, practicum goes beyond the requirements of a typical internship in that students define and execute a specific I-O psychology related project pertinent to the needs of the organization in which they are placed.

Recent practicum topics reveal the diversity of these assignments, ranging for example from a job analysis on the barbers and cosmetologists in the state of Michigan, to the development of recruitment and retention strategies for an intergenerational workforce at Pacific Capital Bankcorp, to the development of a mission statement and organizational structure for Covert Technologies, start-up manufacturer of a skateboarding railing system.



Graduate students are responsible for finding their own placements for practicum. Requiring a minimum of 10-12 hours a week, practicum experiences can be either paid or unpaid. Though traditionally the practicum course has been taught during the Fall semester, beginning with the 2007-2008 academic year, practicum will be offered during the Spring semester. Interested in helping a second year MAIO student put their newly acquired knowledge into practice? Contact Dr. Dave Whitney at [dwhitney@csulb.edu](mailto:dwhitney@csulb.edu). He'll be happy to announce any potential placement opportunities to the current students.

*Selected photos provided by Diane Roe*

## The Current Cohort

The CSULB MAIO graduate program seeks to enroll twelve incoming graduate students each Fall. This year we have successfully enrolled a diverse group of twelve 1<sup>st</sup> year students to join eleven continuing 2<sup>nd</sup> year students. The 1<sup>st</sup> year students are off to a strong start in seminars such as Personnel, Organizational Behavior, and statistics.



*back row, l-r: Stephanie Wahl, Sarah Lurie, Mal-lory Ruleford, Alex Herrera, Norma Charboneau middle row: Lara Sarkissian, Truc Ha, Jorge Palacios, Jr. front row: Annika Tzschatzsch, Jennifer Venegas, Meg Lewis missing: Jenni Smith*

The 2<sup>nd</sup> year I-O students are making great progress on their required thesis research. Thesis topics for the 2<sup>nd</sup> year students range from the examination of effects of diversity training and rater prejudice on applicant hiring recommendations to a meta-analysis of the effects of anxiety on interview performance.

## The Alumni Web Page

Several years ago we began development of a web page dedicated to the alumni of the CSULB I-O graduate program!

<http://www.csulb.edu/%7Epsych/gradprgm/alumni/maioalum.htm>

We hope the web page provides an opportunity for our alumni to keep in contact with one another. We also find that prospective students enjoy learning about the professional accomplishments of those who have completed our I-O graduate program.

Now it's your opportunity to contribute to this web page! If you are not listed, we'd love to add you. If you are already listed, please provide us with updated information.

Please email Dr. Dave Whitney at [dwhitney@csulb.edu](mailto:dwhitney@csulb.edu) with any of the following information: year of I-O program entry, email address, city of residence, current and past positions and organizations worked for, resume, thesis title, recent photo.





*Meet the I-O Faculty*

**Hannah-Hanh Nguyen, PhD**  
Assistant Professor



Dr. Hannah-Hanh Dung Nguyen earned her M.A. and Ph.D. degrees in Industrial-Organizational psychology from Michigan State University in 2006. She is “home-grown,” getting her B.A. degree at CSULB in 2000.

Dr. Nguyen has dedicated her first semester to new course preps and research lab set-up. She is currently teaching PSY 381 (Introduction to I/O Psychology), PSY 581 (Organizational Psychology) and co-teaching PSY 681 (Pre-thesis). Dr. Nguyen’s current research projects include on-going international research programs on employment discrimination on hiring practices and cultural and motivational values of Asian/Asian-American entrepreneurs.

Dr. Nguyen has served as a consultant for several organizations including Ford Motor Company and the City of Columbus, OH. She is looking forward to engaging in other consulting opportunities in the LA/Orange County area.

**Christopher Warren, PhD**  
Assistant Professor



Dr. Chris Warren received his doctorate from Tulane University in the Spring of 2005.

Dr. Warren’s philosophy of teaching revolves around student participation through active learning, group projects, and an emphasis on contributions to the classroom setting from students. With upper level and graduate students, instruction ideally takes the form of supervision on a project of interest to, and generated by, the student.

As a first year assistant professor, Dr. Warren plans to continue his research in the areas of organizational climate, affect in organizations, and the psychometrics involved in a variety of domains.

Dr. Warren has worked with several consulting firms and state-level departments on projects dealing with employee selection, testing, and training, such as designing emergency preparedness tabletop workshops for public health professionals in the Arkansas Dept. of Health. Dr. Warren also enjoys cooking, live music, and jogging.

**Dave Whitney, PhD**  
Professor



Dr. Dave Whitney earned his PhD in Industrial-Organizational psychology from Michigan State University in 1995.

Dr. Whitney is now entering his 12<sup>th</sup> year at CSULB, and will serve as Program Director of the MAIO program during the 2006-2007 academic year. Dr. Whitney instructs graduate seminars in Personnel Psychology, Training, Test Construction, and Thesis Preparation. He has also served as advisor for over 60 MAIO program theses.

Dr. Whitney’s current research project examines the utility of employment interview preparation workshops for reducing interviewee anxiety and improving performance.

Dr. Whitney has occasionally engaged in consulting activities in the local area with such organizations such as Aon Consulting, the County of Los Angeles, and NEOGOV.

In his personal life Dr. Whitney is busy attempting to keep up with his wife Michelle and two sons, Cole (3) and Kieran (1).

# The CSULB Master of Arts in Industrial-Organizational Psychology

*Knowledge Acquisition*

*Skill Building*

*Professional Development*



*l to r:* Whitney Smith, Kim Kurtis, Hanna Tekonen



*l to r:* Jen Dickson, Steve Rivera, Jen Maguin, Sarah Walters, Gladys Martinez, Roeuny Em, Steven

**CSULB I-O Program**

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