

# EYE ON IOHRM

Industrial-Organizational Psychology and Human Resource Management | Appalachian State University

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## ABOUT THE IOHRM PROGRAM

The Industrial-Organizational Psychology and Human Resource Management (IOHRM) program at Appalachian State University is a nationally ranked, interdisciplinary Master of Arts degree program offered by the Departments of Psychology and Management. For more information, please visit our website or find us on social media.



STUDENT EDITOR: Lane Perkinson  
FACULTY ADVISOR: Kemp Ellington



## WELCOME, CLASS OF 2025!

Back: Lukas Robertson, Lane Perkinson

Third: Natelee Jamerson, Steven Vogel, Oliver Sullivan, Caleb Pollard

Second: Firzana Syazania, Cassidy Zekas, Madison Culver

Front: Natalie Del Rey, Anna Van, Taylor Brynds

## SUPPORT THE IOHRM PROGRAM

Thank you for considering financial support of the IOHRM program!

Contributions can be made to the General IOHRM Fund (3<sup>rd</sup> option from the bottom) or the Student Support Fund (5<sup>th</sup> option from the top). Contributions to the General Fund are preferred, as there are fewer restrictions on allocations of funds.

**GIVE HERE**

Be sure to search for your employer to see if they participate in an Employer Matching program!

For more details on how funds are used and how to give, click [here](#). To go directly to the donation page, click "Give Here."

# IOHRM HIGHLIGHTS



## APPALACHIAN SAFETY SUMMIT

The 9th Annual Appalachian Safety Summit took place on September 19th and 20th of 2023 at the Grandview Ballroom overlooking Kidd Brewer Stadium. The Safety Summit educates and informs safety employees, teams, and managers on the latest research and practice in behavioral safety to facilitate safety culture change. The presentations took place in-person and were broadcasted live over zoom. Dr. Timothy Ludwig and Denise Murry welcomed 150 in-person participants and 20 virtual participants.

The presenters were made up of both business leaders and experts from academic settings. These presenters spoke on array of vital issues in the world of safety such as management behaviors, conversational skills, psychological safety, and employee/leader engagement. A couple of these presenters were IOHRM Alumni, Maira Ezerins and Matt Laske. Matt Laske discussed approaches to field discussions about safety and shared key features to having top-tier discussions. He specifically focused on the facilitator approach where everyone feels valued, heard, and potential root causes are identified before the incident occurs. Maira Ezerins discussed DEI (Diversity, equity, and inclusion) in the context of safety. She described the evidence behind higher risk profiles for vulnerable populations, job characteristics that lead to worsened safety outcomes, and resources that may aid in mitigating this risk.

Dr. Shawn Bergman, one of IOHRM's own, gave an electrifying presentation about AI and Safety. This interactive session dispelled the mystique around artificial intelligence (AI), cut through the hype and uncertainty of AI, and demonstrated the best ways to maximize the benefits and minimize the downside of using technology to improve performance and keep people safe on the job. IOHRM students Jake Leslie, Tanner Landolt, Alex Mecklenburg, and Lane Perkinson helped prepare this presentation.



**Appalachian Safety Summit**  
**Website**

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# IOHRM HIGHLIGHTS

## IOHRM Leaders of B2B

Beans 2 Brew (B2B) is the only entirely student-run, non-profit coffee shop on campus. Founded in 2014 by the Association of Student Entrepreneurs and located in Peacock Hall, B2B offers students a chance at hands-on entrepreneurship. As a non-profit, all profit is distributed to volunteer-chosen organizations. App State clubs in WCOB (Walker College of Business) and beyond perform unique functions in operating the coffee shop (Marketing, Accounting, Supply Chain, Management, HR etc.). B2B offers students opportunities to be business and executive team leads after holding entry level positions for a semester. A few IOHRM students hold these team lead positions, and they include Gabriel Dainotto, Ciara McKnight, and Kwani Taylor.



### Gabriel Dainotto | Executive Director

**Responsibilities:** I ensure that the B2B projects are aligned with our mission statement and B2B has a strong connection with the rest of WCOB. I work with members of functional heads on their projects, create ways that B2B can help WCOB, and improve the value of our products at the cafe.

**Personal and Professional Benefits:** I've learned how to lead a professional meeting, how to communicate with and organize a large team, how to see a project through from inception to completion, and network with professionals and faculty at the WCOB.



### Ciara McKnight | Operations Director

**Responsibilities:** I oversee the shop operations including training, staffing, scheduling, and onboarding of volunteers.

**Personal and Professional Benefits:** I have gained exposure to the nonprofit space, improved training strategies, and conducted outreach to WCOB student organizations to open doors for more club partnerships.



### Kwani Taylor | HR Director

**Responsibilities:** I led bi-weekly HR and Operations team meetings, and developed performance management plans. I delivered projects with other executives, developing selection processes and succession planning.

**Personal and Professional Benefits:** The opportunity to implement what I am learning in the IOHRM program that influence business decisions.



# MEET THE CLASS OF 2025



## **Taylor Brynds | Cherokee, Kansas | HR Science - Safety Team**

**Undergraduate Degree:** Psychology and Business Management | Pittsburg State University

**IOHRM Interests:** People analytics, organizational development, consulting, project management, work stress, organizational culture, and employee job satisfaction

**Other interests:** Hiking, reading, card/board games, being outdoors, & playing with animals



## **Madison Culver | Jefferson, NC | HR Science - Safety Team**

**Undergraduate Degree:** Psychology with a concentration in Social Sciences and minor in sociology | Appalachian State University

**IOHRM Interests:** Training & development, organizational development, and leadership

**Other Interests:** Reading, painting, photography, watching/listening to true crime, outdoors, taking photos, and riding horses



## **Natelee Jamerson | Louisville, Kentucky | HR Science - DEI Team**

**Undergraduate Degree:** Psychology with minors in Leadership Studies and Childhood Studies | Christopher Newport University

**IOHRM Interests:** Organizational development, leadership development, recruiting, talent management, motivation, and training & development

**Other Interests:** Travel, go on walks, cross-stich, shopping, and hanging out with friends



## **Lane Perkinson | Garner, NC | B2B - Operations Specialist**

**Undergraduate Degree:** Psychology with a minor in Cognitive Science | NC State

**IOHRM Interests:** Training & development, performance management, organizational development, motivation, and leadership development

**Other Interests:** Soccer, video games, traveling, target/clay shooting, hiking, and EDM



## **Caleb Pollard | Reidsville, NC | HR Science - Safety Team**

**Undergraduate Degree:** Psychology with a Natural Sciences Concentration | Appalachian State University

**IOHRM Interests:** Behavior and consulting work

**Other Interests:** Going to the gym, soccer, and chess



## **Natalie Del Rey | Miami, Florida | B2B - HR Business Partner**

**Undergraduate Degree:** Psychology | Florida International University

**IOHRM Interests:** Management, leadership and organizational development

**Other Interests:** Being around animals, horseback riding, taking scenic walks with her dog, traveling, listening to music and audiobooks

# CLASS OF 2025 CONT.



## **Lukas Robertson | Park City, Utah | HR Science - DEI Team**

**Undergraduate Degree:** Animal Science with a minor in religious studies | Cal Poly San Luis Obispo

**IOHRM Interests:** Leadership development, motivation, and company culture

**Other interests:** Being in nature, skiing, mountain biking, concerts, and thrifting



## **Oliver Sullivan | Fremont, California | HR Science - EBP Team**

**Undergraduate Degree:** Psychology | University of Oregon

**IOHRM Interests:** Motivation, understanding factors that motivate people at work

**Other Interests:** Watching sports, hiking, being outdoors, want to learn how to ski, video games, and staying active in his free time



## **Firzana Syazania | Jakarta, Indonesia | HR Science - Safety Team**

**Undergraduate Degree:** Behavioral Science with a double minor in Data Analysis and General Business | Western Michigan University

**IOHRM Interests:** Behavioral safety, performance management, and motivation

**Other Interests:** Traveling, hanging with friends, reading and calm outdoor activities



## **Anna Van | Kinston, NC | SHRM**

**Undergraduate Degree:** Psychology and Communication Studies with a concentration in Interpersonal and Organizational Communication | UNC Chapel Hill

**IOHRM Interests:** Organizational development and management consulting

**Other Interests:** Trying new restaurants and going on walks



## **Steven Vogel | Durham, NC | B2B - Training & Development Specialist**

**Undergraduate Degree:** Psychology with a minor in Gender and Sexuality | UNC Chapel Hill

**IOHRM Interests:** DEI, company culture, and training & development

**Other Interests:** Writing, cooking, and video games



## **Cassidy Zekas | Salt Lake City, Utah | HR Science - EDP & DEI Teams**

**Undergraduate Degree:** Management | University of Utah

**IOHRM Interests:** Training & development, college access, and leadership

**Other Interests:** Live music, hiking, climbing, vintage clothes, and going to the gym



# RESEARCH SPOTLIGHT

AppState is a hub for innovation and the application of education. Beyond the classroom, students and professors act as collaborators on projects which vary in scope and function. From the HR Science Team to the endeavors of IOHRM faculty, it is clear how devoted members are to research and development. With this in mind, we humbly present some of the IOHRM's HR Science Team and RCIO Posters!

The HR Science Research Team is an on-campus student organization composed of both graduate and undergraduate students. Very closely linked to the IOHRM Master's program, the mission of the team is to create and advance knowledge of human resources through the use of data, technology, and HR-best practices. The HR Science team is composed of three major sub-teams: Diversity, Equity, and Inclusion (DEI), Evidence-Based Practices (EBP), and Safety. These teams work with data provided by both internal and external partners to provide their HR expertise as consultants and work to develop value-added for all stakeholders.

## DIVERSITY, EQUITY, AND INCLUSION

The Diversity, Equity, and Inclusion Team is focused on continuing research and developing a proposal on organizations and how their online presences portray their values and diversity, equity, and inclusion statements and initiatives and how these portrayals affect talent application intentions. They plan to replicate these studies and expand on the hypothesis into other marginalized groups including LGBTQ+. A project the team may start is helping implement a DEI self-assessment program. The DEI team is led by Tanner Landolt, Kwani Taylor and Tim Huelsman.

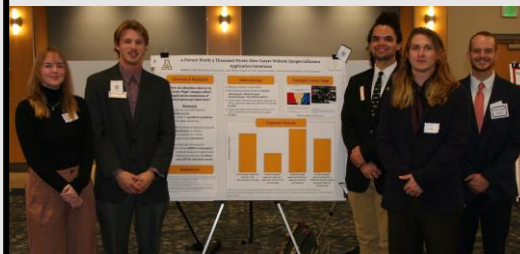
## EVIDENCE-BASED PRACTICES

The Evidence Based Practice Team is building on existing team research and background focused on identifying the disconnect between the skills undergraduate psychology students learn in their courses and why they are underemployed once they graduate. Their big project involves working on a website where undergraduate psychology students can type in a course they are interested in taking and it will populate KSAOs and potential jobs and conducting research on App's psych undergrads to determine how we can best support them. The EBP team is led by Morgan McElhaney, Alex Mecklenburg, and Dr. Shawn Bergman.

## SAFETY

The Safety Team will be partnering with Marathon Petroleum Corporation to examine if their behavior-based safety practices affect the total number of injuries that occur within their facilities. This project will include Q/A sessions and storytelling presentations with employees of Marathon, hands on data analytics and visualization experience in RStudio and other tools, and scholarly and non-scholarly report writing. The team is led by Jacob Leslie, Dr. Shawn Bergman, and Dr. Timothy Ludwig.

## RCIO Poster Highlights



### IOHRM Students

Second on Left: Lukas Robertson  
Fifth: Tanner Landolt



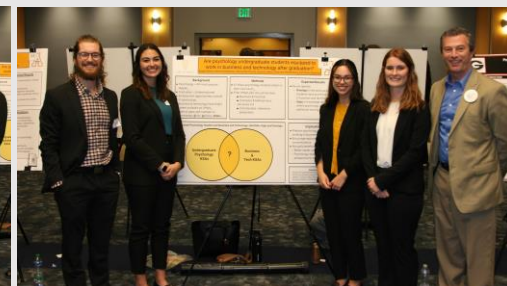
### IOHRM Students

First on Left: Kwani Taylor  
Third: Cassidy Zekas



### IOHRM Students

First on Left: Oliver Sullivan  
Second: Logan Briggs  
Fourth: Morgan McElhaney  
Sixth: Alex Mecklenburg



### IOHRM Students/Faculty

First on Left: Cassidy Zekas  
Second: Alex Mecklenburg  
Fourth: Morgan McElhaney  
Fifth: Dr. Shawn Bergman



### IOHRM Students/Faculty

Left to Right: Jacob Leslie, Firzana Syazania, Caleb Pollard, Dr. Shawn Bergman, Madison Culver



### IOHRM Students/Faculty

Left to Right: Rylie Sant, Taylor Brynds, Jacob Leslie

# CLASS OF 2024 SUMMER INTERNSHIPS



## Sunny Barboj | Trane Technologies, Davidson, NC

**Responsibilities:** Conducted job analysis, compensation analysis, and developed compensation plans for employees without a short-term incentive plan.

**Highlights:** Developing presentation skills as well as technical skills with excel.

**Lessons Learned:** When creating deliverables, making sure to develop them with upper management in mind, as they might not be as knowledgeable about the subject as you are.



## Logan Briggs | The Arc of Greensboro, Greensboro, NC

**Responsibilities:** Digitized personnel records and various HR related projects such as an employee satisfaction survey, job analysis, reviewed the employee handbook and performance management, and job coaching.

**Highlights:** Receiving the data from the employee satisfaction survey and playing with the data.

**Lessons Learned:** That a good relationship with your supervisor is integral to how you feel at an organization.



## Gabriel Dainotto | NC SBTDC, Remote

**Responsibilities:** Supported and guided the long-term business strategy of a client (Olfax Medical) by using data. Conducted a market landscape analysis to gain understanding of other companies similar to the client. Used data sourced from market reports to run an opportunity analysis for the client in order to find the markets with the strongest opportunity for their product.

**Highlights:** Working directly with the CEO to learn how to gather data that supports the business strategy.

**Lessons Learned:** Asking for help is crucial, expected, and not embarrassing!



## Tanner Landolt | Steelcase, Inc., Grand Rapids, MI

**Responsibilities:** Analyzed employee voices data and presented results and recommendations across global talent functions, developed automated dashboards for talent leaders to monitor their metrics and outcomes as they implemented changes in their practices, and conducted a selection validation study.

**Highlights:** Presenting the results of my selection validation study to Talent Acquisition.

**Lessons Learned:** Statistical significance does not mean practical significance, and people tend to care less about the how and more about the why and what next when it comes to presenting analysis results.



## Jake Leslie | Jacobs, Remote

**Responsibilities:** Worked on a group project with our Chief People & Inclusion Officer to prepare Jacobs for Generation Z and compared culture and pulse survey responses of active and voluntarily terminated employees.

**Highlights:** Getting to put what I have learned in the classroom into actual practice in an organization. Getting to use my analytics and statistics skills and tie results to actual theory was a lot of fun and very exciting.

**Lessons Learned:** The things we are learning in the classroom do matter and make a significant difference in how well you do your job.



## Morgan McElhaney | LPL Financial, Fort Mill, SC

**Responsibilities:** Helped support the University Relations Team by organizing events, making recommendations for improvements, and creating weekly communications to the interns. Worked on a special project to revamp the employee referral program by conducting external and internal research that varied from a literature review, interviews with stakeholders, and creating a final evaluation that I presented in many leadership meetings.

**Highlights:** Presenting my summer long research and suggestions to the VP of Human Capital.

**Lessons Learned:** Improvisation/adaptability to change.



# CLASS OF 2024 SUMMER INTERNSHIPS CONT.



## Ciara McKnight | GE Gas Power, Atlanta, GA

**Responsibilities:** Held an HR Partner role and worked with a client group on talent acquisition and onboarding, new manager assimilation, and talent review. Completed a feedback project on the current "care conversations" process and supported program management for interns and leadership program members.

**Highlights:** Networking with so many people that had different career paths and experiences.

**Lessons Learned:** As much as the company may be evaluating you as an intern, it's a chance for you to do the same. Figuring out what you like and do not like pertaining to the role, the company, etc. is important.



## Alex Mecklenburg | Pratt & Whitney, East Hartford, CT

**Responsibilities:** Supported the Office of the CHRO through assistance with communications, planning & coordination, and ad-hoc project work. Created and presented to Global HR community best practices of how to develop one's executive presence. Developed and updated materials for New Hire Orientation, New Manager Integration, and FAQs.

**Highlights:** Met many incredible people who are very passionate about their work and travel around New England.

**Lessons Learned:** Making sure not to overcommit to things and to keep the bigger picture in mind, it's easy to get wrapped up in the day-to-day.



## Rylie Sant | Corning Inc., Newton, NC

**Responsibilities:** Participated in plant restructuring logistics, efforts to improve employee morale with the creation of an employee events committee, and developed an employee document storage solution. Worked with the global employee relations team to interview different countries on their unions, collective bargaining agreements (CBAs), and storage solutions.

**Highlights:** Getting to work with our global employee relations team and connect with our different plants around the world to learn more about their unions and CBAs.

**Lessons Learned:** Plant restructuring, learning more about the process, outcomes, and culture shift that come with a restructuring event.



## Kwani Taylor | R.J Reynolds American Tobacco, Winston-Salem, NC

**Responsibilities:** Worked in employer brand and researched organizational attractiveness and employee online engagement. From this research, I created a multi-program package that would help increase the company's online engagement. Coordinated a third-party production company for an intern, day in the life series.

**Highlights:** Presenting my initiative plan to the entirety of the talent team.

**Lessons Learned:** Not all work environments will be for everyone. An organization may have great pay, benefits, and people, but person-organization fit is complex, and some companies may just not be the right fit.



## Ellise VanGilder | T. Marzetti, Westerville, Ohio

**Responsibilities:** Conducting research and developing recommendations for a continuous employee listening program, managing the launch of the new Young Professional's ERG, and supporting my supervisor in developing a leadership competency model called "Growth Behaviors."

**Highlights:** Interacting with and learning from many of the cross-functional executive leaders in the company, as well as gaining valuable hands-on experience implementing coursework concepts into the 'real-world'.

**Lessons Learned:** Understanding how to cater best practices to the strategies and goals of a company, and how to handle this through the limitations of the organization.