

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: Erin Lally
FACULTY ADVISOR: Kemp Ellington



WELCOME, CLASS OF 2026!

Back: Jack Bowden, Drew Sipe
Third: Brenna McNamara, Leah Uteg
Second: Madalyn Stephens, Claire Parsons, Amy Hu
Front: Erin Lally, Elizabeth Russell, Gabriella Gayoso

SUPPORT THE IOHRM PROGRAM

Thank you for considering financial support of the IOHRM program! Contributions can be made to the IOHRM Professional Foundation through our PayPal account. The mission of the IOHRM Professional Foundation is to enhance the development of IOHRM professionals across business, industry, non-profits, and government through mentorship, networking, continued professional development, and engagement. The foundation also advocates for students and alumni seeking employment within the field.

GIVE HERE



For more information about the IOHRM Professional Foundation, please contact IOHRMprofessionalfoundation@gmail.com.

IOHRM HIGHLIGHTS

STAYING CONNECTED

Dear IOHRM Family,

The last time I wrote to you in the *Eye on IOHRM* we were in the throes of COVID. This time I write in the aftermath of Hurricane Helene that hit the High Country almost 6 weeks ago. Like COVID, the devastation, the strain, the long recovery from Helene will continue to impact us for some time in the future.

In contrast to COVID, however, Helene gave us a chance to see some silver linings almost as soon as the clouds cleared. The strength of IOHRM was apparent and within hours we had reports on the well-being of all program students and faculty. The one exception was first-year IOHRM student Jack Bowden whose status was unknown for some time. He eventually returned safely from Asheville (where he attended a SHRM meeting with several other students and faculty) with a memorable story of his harrowing journey.

While most of us fared pretty well and avoided any major damage to our homes and apartments, many were without power and water for days and weeks. During the 2+ weeks that the University was closed, Helene strengthened the bonds of our IOHRM family and the connections we have with our larger community. We helped each other, we helped our neighbors, we helped strangers in need. We sought refuge with family and friends away from the hurricane's path. The 1st-years set up virtual rooms to hang out while they were physically separated. The faculty had endless text banter and a friendly competition to see who would have power restored last (having "won," I'm still waiting for them to buy me dinner!).

One final silver lining deserves special mention. From our postponed *HR Summit*, we were able to collect approximately \$7000 from our generous alumni, attendees, and organizational sponsors. Through the efforts of our Board and Dr. Shawn Bergman, the IOHRM Professional Foundation has been able to distribute thousands of dollars to students in need due to the impact of Helene. We continue to distribute this money and any surplus will be donated to the [App State Disaster Relief Fund](#) and the [Boone Area Chamber of Commerce Foundation](#).

Thank you for taking the time to read this note and for being a member of the IOHRM family.

Sincerely,

Tim

Timothy J. Huelsman, PhD
Program Director



IOHRM HIGHLIGHTS



APPALACHIAN SAFETY SUMMIT

The 10th Annual Appalachian Safety Summit took place on September 3rd and 4th of 2024 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 Dr. Shawn Bergman welcomed 120 in-person participants and 13 virtual participants.

The presenters were made up of both business leaders and experts from academic settings. These presenters spoke on an array of vital issues in the world of safety such as emotional intelligence, safety culture, safety reporting strategies, and employee wellness. One of the presenters was IOHRM Alum, Catherine “Ginger” Parks who discussed the risk perceptions of employees across 5 organizational levels and how those perceptions affect subsequent safety behaviors. We also had the privilege of having current second year, Firzana Syazania, speak about research conducted with two different organizations regarding cross-replication and validation findings to determine the influence of behavioral observations and hazard identification in reducing injury probabilities.

Dr. Timothy Ludwig, one of IOHRM’s own, gave an inspiring presentation on building solid foundations for safety systems. This interactive session emphasized the importance of operationally defining and measuring specific behaviors related to safety. Congratulations to Dr. Ludwig and Dr. Bergman on 10 years of Appalachian Safety Summit!



[Appalachian Safety Summit](#)

[Website](#)

Sponsored by:



HR Summit
Spring 2025

“A dawn of new possibilities”

Reminder that the next
HR Summit will be held
April 10th-11th, 2025!

MEET THE CLASS OF 2026



Jack Bowden | Kalamazoo, MI | SHRM ASC – Consulting Team

Undergraduate Degree: Psychology with minors in Philosophy and Business | Western Michigan University

IOHRM Interests: Leadership, leadership development, and performance management

Favorite way to destress: Go on hikes



Gabriella Gayoso | Charlotte, NC | B2B – Training & Development Coordinator

Undergraduate Degree: Psychology | UNC- Charlotte

IOHRM Interests: Organizational development, leadership, and training & development

Favorite way to destress: Rewatch my favorite movies including Forrest Gump and Star Wars!



Amy Hu | Cary, NC | HR Science – Safety Team

Undergraduate Degree: Psychology with a minor in Sociology | NC State

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

Favorite way to destress: Watch TV and play games at the same time



Erin Lally | Fresno, CA | HR Science – Safety Team

Undergraduate Degree: Economics with a concentration in Public Policy and a minor in I/O Psychology | San Diego State University

IOHRM Interests: People analytics, safety, organizational development, motivation, and work-nonwork balance

Favorite way to destress: Crochet, cross stitch and watch movies



Brenna McNamara | Bethany, CT | HR Science – EBP Team

Undergraduate Degree: Psychology with a concentration in Business and a minor in HR Management | Appalachian State University

IOHRM Interests: Retention, organizational change and development, and training & development

Favorite way to destress: Go to the gym or spend time outdoors



Claire Parson | St. Charles, MS | B2B – HR Business Partner

Undergraduate Degree: Psychology with a minor in Anthropology | Truman State University

IOHRM Interests: Consulting, organizational culture, and leadership development

Favorite way to destress: Turn off all my electronics and spend time outside

CLASS OF 2026 CONT.



Elizabeth Russell | Winston Salem, NC | SHRM ASC – Consulting Team

Undergraduate Degree: Business Administration with a concentration in HR and a minor in Spanish | NC State

IOHRM Interests: Talent attraction, recruiting, and organizational effectiveness

Favorite way to destress: Listen to podcasts



Drew Sipe | Pittsboro, NC | HR Science – Safety Team

Undergraduate Degree: Psychology | Appalachian State University

IOHRM Interests: Organizational change, change management, and people analytics

Favorite way to destress: Go on a long hike



Madalyn Stephens | Fairfax, Virginia | HR Science – Safety Team

Undergraduate Degree: Psychology with a minor in Biology | Old Dominion University

IOHRM Interests: Training & development, recruitment, data analytics, and safety

Favorite way to destress: Go to the gym



Leah Uteg | Chicago, IL | B2B – HR Business Partner

Undergraduate Degree: Organizational Psychology with minors in Business and Theatre | University of Illinois, Urbana- Champaign

IOHRM Interests: Training & development, and organizational change

Favorite way to destress: Read a book

CLASS OF 2025 SUMMER INTERNSHIPS



Taylor Brynds | Texas Instruments, Dallas, TX

Responsibilities: Identify, define and map technical skills for engineering teams, revised selection process, recorded new manager trainings and presented on career development resources.

Highlights: Working with global leaders and HR partners to learn how HR operates at different TI sites around the world.

Lessons Learned: Don't feel guilty for taking the time to network with leaders, your team and other interns. These connections are essential to success!



Madison Culver | U.S Department of State, Washington, DC

Responsibilities: Taking on tasks that HR colleagues needed assistance with including projects, presentations, policy and data analytics.

Highlights: Presenting past academic research to members of my team, appointed secretaries of the Global Talent Management bureau in the State Department.

Lessons Learned: Feel confident enough to ask for feedback and ask for projects to aid in professional development and learning.



Natalie Del Rey | Forvis Mazars, Charlotte, NC

Responsibilities: Employee onboarding and lifecycle changes, the annual merit cycle, employee relations, and performance management processes. Assisted in multiple onboarding tasks, such as sending out communications, tracking staffing changes weekly, and helping create deliverables to share with new hires to ease their transition into the organization.

Highlights: Accompanying an HRBP to facilitate a workshop in the Raleigh office to encourage productive and harmonious team performance.

Lessons Learned: Communication is extremely valuable and goes a long way in making connections!



Natalee Jamerson | Navy Federal Credit Union, Vienna, VA

Responsibilities: Strategized and developed communication frameworks to support Change Management activities and the effective adoption of change and developing a strategic integration plan for partnering with Contact Center project stakeholders.

Highlights: Getting to work closely with a variety of teams my work would impact as well as being selected to ask a question to the CEO and COO at the Summer Associate town hall.

Lessons Learned: learning how to navigate resistance in a corporate environment, as politics come into play.



Lane Perkinson | Raymond James, St. Petersburg, FL

Responsibilities: Organized recruitment events, provided feedback on orientation programs, tracked training modules, and conducted research on candidate assessments. I also worked on leadership development projects, contributed to cross-functional HR initiatives such as a career development model, and helped evaluate diversity, equity, and inclusion efforts.

Highlights: Leading the Academy Prep Day of Service Event, where I organized the project, developed presentation materials, and coordinated sessions for 8th graders and graduates. My Career Trajectory Model received recognition by senior HR leaders.

Lessons Learned: Being uncomfortable is okay, and becoming comfortable with it can be your greatest asset.



Caleb Pollard | United Therapeutics, Durham, NC

Responsibilities: Worked with the HRIS Workday, created surveys and analyzed survey data, improved the onboarding process and created onboarding materials, and researched AI in HR.

Highlights: Presenting my AI in HR presentation to the entirety of the HR department.

Lessons Learned: If there is something you want to work on, ask!

CLASS OF 2025 SUMMER INTERNSHIPS



Lukas Robertson | Plemmons Student Union, Boone, NC

Responsibilities: Collected and organized employee data for job descriptions, created an interactive onboarding packet, built development courses in University Moodle, trained leadership on the new system, and worked with the sustainability department to audit the Union's waste management system and identify areas for improvement.

Highlights: Designing the performance management system and utilizing knowledge learned in the classroom.

Lessons Learned: Regardless of how evidence-based your practices are & how polished your final project is, you need to make and retain the business case.



Oliver Sullivan | Blackhawk Networks, remote

Responsibilities: Develop career paths for various job families, process terminations, manage stock option documentation, and maintain the integrity of the stock admin database.

Highlights: Interviewing subject matter experts for the various roles that I developed ladders for.

Lessons Learned: Communication is key!



Firzana Syazania | Elevate Textiles, Charlotte, NC

Responsibilities: Provided recommendations and solutions to revise the 2025 version of a leading indicator safety program. Assisted in the training, development, and maintenance of a newly implemented behavioral safety program. Led initiatives and projects to merge data and standardize behavioral observation protocols for several facilities.

Highlights: Being able to collaborate and work with colleagues from a wide range of departments and positions.

Lessons Learned: Unfamiliarity can be your biggest asset! Your new perspective can identify gaps and issues that may have been overlooked.



Anna Van | Collins Aerospace, Winston-Salem, NC

Responsibilities: Analyzed voluntary controllable attrition trends for hourly and salaried employees at the Winston-Salem site, conducted a job leveling assessment of M6 employees, and created an employee engagement guide for new and current employees in the Interiors Services & Support unit.

Highlights: Networking with various HR professionals in the HR Partner and COE roles across Collins Aerospace, Pratt and Whitney, and Raytheon.

Lessons Learned: Change is a constant at any organization.



Steven Vogel | Blue Origin, Merritt Island, FL

Responsibilities: I was a change management intern primarily working on developing protocols and methods for our information sharing system.

Highlights: Going up the rocket launch pad.

Lessons Learned: You aren't being a burden by doing your job, it's ok to ask for other people's time.



Cassidy Zekas | Micron Technology, Boise, ID

Responsibilities: Supported DEI-related initiatives aimed at fostering an inclusive workplace by assisting with research, data analysis, event coordination, and the development of programs that promote diversity and equity. Some projects included launching an employee resource group mentorship program (ERG), developing an onboarding framework for new ERG leaders, and researching DEI in Mexico.

Highlights: My amazing team! I enjoyed working with them so much and they truly made my internship a remarkable experience!

Lessons Learned: It is extremely important to think about the user experience whether you are developing a product, program, etc.

ALUMNI MENTORS

The IOHRM program has always greatly valued its ability to maintain connections with alumni of the program. The Alumni Mentor program is back to do just that! As part of the Introduction to Human Resources and Professional Issues course, taken during students' first semester here, each first-year student will have the opportunity to interact with esteemed alumni who have graciously volunteered their time.

Each student is assigned an Alumni Mentor who, during the semester, helps perfect resumes, create career development plans, and provide general advice about the IOHRM program experience or graduate school in general. Having a mentor who has been through the IOHRM program is an invaluable experience and will provide new students with a fantastic resource.

This program has seen great success in the past and promises to be another exciting opportunity this year. A big thank you to all alumni currently involved in this program!



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