

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: John Lang
FACULTY ADVISOR: Kemp Ellington



IOHRM STRIKES UP SOME FUN

Our students and faculty kicked off the spring semester with some friendly competition at the local bowling alley at the Second Annual IOHRM Bowling Extravaganza (SABE). In addition to having lots of fun together, our students and faculty have been working hard and accomplishing great things. Check out what we have been up to and what we have on the horizon in the latest edition of **Eye on IOHRM!**

SUPPORT THE IOHRM PROGRAM

Thank you for considering financial support of the IOHRM program!

Contributions can be made to the **General IOHRM Fund** (3rd option from the bottom) or the **Student Support Fund** (5th 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

STAYING CONNECTED

Dear IOHRM Family,

I've called Shawn Bergman "brother" more than a few times and the Class of 2012 has "Uncle Ryan" as one of its members, but I'm not big on using the term *family* except to refer to my relatives.

But now we find ourselves in a crisis brought on by the novel coronavirus and COVID-19. And crises bring people closer together. Despite the distance that separates us, somehow, I feel closer now to the people in my IOHRM family than when we are/were in the same buildings and on the same campus.

We've been told by the CDC to keep 6 feet away from others and to stay at home when possible. We've dutifully done our part to "flatten the curve" by engaging in this *social distancing*. But the World Health Organization (https://www.who.int/docs/default-source/coronaviruse/transcripts/who-audio-emergencies-coronavirus-press-conference-full-20mar2020.pdf?sfvrsn=1eafbff_0) is now urging us to adopt the term *physical distancing* and to find ways to socially connect to each other. Our social relationships are more important now than ever.

So, let's engage in some social connecting.

Current IOHRMers (students and faculty) have risen to the challenge that COVID-19 has presented by converting all classes to online settings—a monumental task for faculty and students alike. Our research and project groups have been meeting and working virtually. IOHRM students have created a virtual "Grad Lounge" (and it is much more comfortable than the one on the first floor of Smith-Wright!), virtual game night, and other social activities. Our Second Years successfully completed their Oral Comp exams and defended their theses online, and we are working on plans to do some sort of virtual hooding. Our First Years are working valiantly to secure internships in a challenging and fluid environment. We were unable to keep our new(ish) tradition of Accepted Students Day, but we remain eager to welcome a new group of IOHRMers to campus in the Fall.

And we are thinking of our IOHRM alumni family. We know your lives have changed as well in the face of this pandemic. Your work is different. Your non-work life is different. In so many ways you are continuing to find some balance between them.

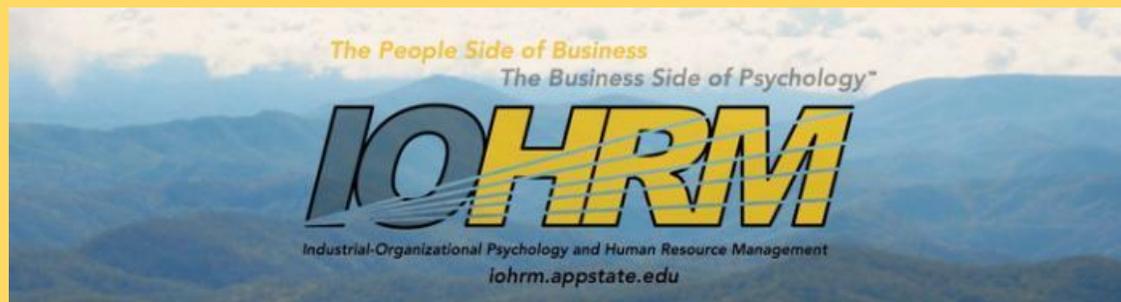
Now it's your turn to connect (email, social media, whatever): (<https://www.linkedin.com/groups/1960824/>) (<https://www.facebook.com/groups/appstateiohrm/>). I invite each of you—alumni, students, and faculty—to share a story about how you are meeting the challenge of COVID-19, or about a new baby, or about a promotion. Share your best memory of your time on campus. Write just to say, "Hi." It doesn't really matter why, just be in touch.

Because we're family.

With warm regards,

Tim

Timothy J. Huelsman, PhD
Program Director



CLASS OF 2021 SUMMER INTERNSHIPS

Congratulations to the following first-year students who have accepted internships for this summer!



Shamin Jamadar | Whirlpool Corporation – Benton Harbor, MI

Shamin will be working in the HR Leadership Development Program at Whirlpool, a national home appliance company. Project assignment can be in Business HR, Talent Development, Project Management, and Benefits & Compensation. Shamin is the first person from the IOHRM program to work with Whirlpool.



John Lang | Charter Communications – Charlotte, NC

John will be working as a Learning Specialist for Spectrum, an American telecommunications and mass media company that is a subsidiary of Charter Communications. He will be working on projects regarding the learning and development of employees with both the Training and Development department and HR.



Royale Nicholson | MUFG – Phoenix, AZ

Royale will be working for Mitsubishi UFJ Financial Group, a global financial services company headquartered in Japan. She will be an HR Business Partner Intern for one of the largest banks in the world and will be gaining experience in various HR functions.



Samuel Biggs | MUFG – Phoenix, AZ

Sam will also be working for Mitsubishi UFJ Financial Group. He will be working as a Data Analyst Intern on the Organizational Development team working on both organizational development and talent development.



Andrea Montoya | Maxar Technologies – Westminster, CO

Andrea will be working as an Organizational Effectiveness Intern for Maxar, a space technology company. She will be diving into employee engagement, learning development, curriculum design, organizational change management, and HR systems administration.



Connor Linden | Eaton Corporation – Pittsburgh, PA

Connor will be working as a Human Resources Intern at Eaton, a global power management company headquartered in Ireland. His project work will include the development of a platform to predict and acquire talent for the engineering function, and the development of a Reward and Recognition Program.



Catherine Meyer | Jacobs Engineering Group, Inc. – Dallas, TX

Catherine will be working for Jacobs, an American international technical professional services firm. She will be working as a Human Resources Intern gaining exposure in various facets of HR systems.

STUDENT SPOTLIGHT

TWO SECOND-YEAR STUDENTS MOVING ONTO GRADUATE PhD PROGRAMS



Matthew Laske (left) and Maira Compagnone (right), part of the Class of 2020, have been accepted and officially committed to further their education in pursuit of a PhD Degree. Both Matt and Maira successfully completed and defended a thesis while working towards their M.A. in IOHRM, and both continue to epitomize the excellence and success of our program. Congratulations to Maira and Matt for this incredible accomplishment and thank you for making IOHRM so proud! On behalf of our students, faculty, and alumni – best of luck to you both!

Matt: University of Kansas

Matthew will be going to the University of Kansas to attend their Applied Behavioral Science program and work towards a PhD in Behavioral Psychology. He will be starting the program August 17th, 2020 and anticipates completing the degree in 2026.

The University of Kansas is an R1 institution, one of high research activity. Matthew will be working with Dr. Florence DiGennaro Reed and the Performance Management Lab conducting research around performance management. He hopes to conduct research around telehealth, communication, and public speaking.

When asked what he is excited for in the future, Matt responded: “I am excited about expanding and applying my knowledge gained at Appalachian State’s I/O-HRM program into a new field of study. You also cannot beat Kansas basketball, go Jayhawks!”

Maira: University of Arkansas

Maira will be attending the University of Arkansas for their PhD in Management, focusing in Organizational Behavior. She will be starting late August 2020 and will finish in 4-5 years; approximately May of 2025 or 2026.

Maira hopes to continue researching in areas that she already has exposure to; such as workplace incivility, diversity, and occupational health and safety. She would also like to explore the macro side of management, in terms of corporate social responsibility and ethics.

The University of Arkansas is an R1 institution, and Maira would like to either get a postdoc position to continue research or pursue a tenure-track faculty position where she can also do some consulting.

When asked what she is excited for in the future, Maira responded: “I am excited to learn more about my field through coursework, but I am even more excited to collaborate with some amazing researchers and to begin to run my own studies.”

APPALACHIAN HR SUMMIT

The inaugural HR Summit conference was held on October 11th, 2019. This event welcomed over 90 people to Appalachian State, providing a great opportunity for current students and alumni from the IOHRM program to network and collaborate with practitioners. The engaging learning sessions spanned important topics and emerging trends in the human resources field.

IOHRM faculty Drs. Shawn Bergman and Tim Ludwig provided guidance and overview of the day's event, along with a few jokes! We would like to thank all of our attendees for their active participation and support.

Additionally, we would like to thank all corporate sponsors and partners of the event: Gallagher, SHRM Catawba Chapter, AXA Equitable Life, TIAA, Nuveen, Carolina West Wireless, and HD Supply, as well as the many individual contributors.

For more information about the event, access to the presentations and breakout sessions, or to learn how to register for the 2020 HR Summit: [CLICK HERE](#)

FEATURED Breakout Sessions

Workforce Analytics: A Hands-On Case Study

Bryce Woods, Senior Director; Strategy Planning & Analytics - TIAA

Boosting learner engagement: How to make learning and development work in your organization

Evea Kaldas; Training Specialist - HD Supply
Cynthia Miller; VP of HR - Carolina West Wireless
Elma Lloyd; Program Manager, Online Learning and Learner Engagement - AXA Equitable Life

Shifting Diversity

Joseph Lewis; Senior Program Manager, Innovation and Operations - AXA Equitable Life

Planning for the future: Figuring out where you are now and planning for where you want to go

Melissa Reagen; Managing Director, Head of Research, Americas - Nuveen Real Estate
Daniel Manware; Research Analyst - Nuveen Real Estate



Plus, additional presentations and networking opportunities!