

EYE ON IOHRM

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

INSIDE THIS EDITION OF



IOHRM HIGHLIGHTS	2
CLASS OF 2025 SUMMER INTERNSHIPS	3
FACULTY SPOTLIGHT	4
RESEARCH SPOTLIGHT	5
IOHRM PUBLICATIONS	6

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



BOWLING TOGETHER

For our IOHRM spring social event, the faculty and students went bowling at High Country Lanes. Students and faculty had the chance to hang out and throw some bowling balls. In addition to having loads of fun together, our students and faculty are working hard to accomplish great things! Check out this issue of Eye on IOHRM to see what we have been up to and what is on the horizon!

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

Students Presenting at Conferences

IOHRM professor Dr. Timothy Ludwig and IOHRM student Firzana Syazania will be presenting as part of a symposium titled 'Behavioral Safety Across Industries' at the Association for Behavior Analysis International 50th Annual Convention this May 2024. They will present research conducted by the HR Science Safety Team, which is an analytics replication and cross validation study, examining how behavioral observations reduce the probability of injury for a week. IOHRM students - Jacob Leslie, Taylor Brynds - and undergraduate student Drew Sipe also assisted with this research, as well as IOHRM professor Dr. Shawn Bergman.

Taylor Brynds, Drew Sipe, & Jake Leslie will be presenting a poster at the Society for Industrial-Organizational Psychology (SIOP) annual conference this April 2024. They will be presenting research that summarizes results from the HR Science Safety teams' implementation of the "Data Analytics Readiness Tool (DART)". The DART is used to assess an organization's data analytic capabilities and was administered to both a textile and chemical manufacturer.

The Diversity, Equity, and Inclusion HR Science Team presented at the inaugural Blacks in I/O Psychology (BIOP) conference this past February 2024. The IOHRM students that presented include Natalee Jamerson, Kwani Taylor, and Cassidy Zekas, who are shown below. Their presentation focused on addressing the gap in research as it relates to the HBCU experience and how that affects meta-perceptions of professionalism. During their presentation, they had thought-provoking conversations about the impact of the HBCU experience on Black students and how this impacts their behaviors in the workplace.



CLASS OF 2025 INTERNSHIPS



Taylor Brynds | Texas Instruments – Dallas, TX

Taylor will be working as a Human Resources Intern. She will be working with other interns in a group project for the summer, as well as supporting the company in one of the following areas: talent development, business partner, compensation, recruiting, or ethics and employee relations.



Firzana Syazania | Elevate Textiles – Charlotte, NC

Firzana will be a Safety Intern working with the company's global Environmental Health and Safety (EHS) team. She will work directly on identified projects that promote and further the safe work of Elevate Textiles employees.



Steven Vogel | Blue Origin – Cape Canaveral, FL

Steven will be working as a Change Management Intern, completing various change management projects and other responsibilities are TBD.

FACULTY SPOTLIGHT

Dr. Jessica Doll

Where are you originally from?

Essex, Vermont

Where did you receive your education?

B.S., Psychology: Appalachian State University

M.A., IOHRM: Appalachian State University

PhD., IO Psychology: Clemson University

What are your research interests/current projects?

I'm currently collaborating on several projects in the areas of interpersonal relationships in the workplace, inclusive workplaces (especially regarding gender and neurodiversity), and employee well-being.

Why did you choose your profession?

I was always interested in psychology and felt that I could make a difference and see the impacts of my work more readily by applying it to the workplace. I chose to follow the academic route because I love learning from students and the flexibility of being able to follow my interests.

What are three things to do outside of work?

1. Hanging out with family.
2. Skiing.
3. Reading.

What set the program apart from others that helped you choose to work and teach at App State?

I've worked at a few universities now, but have always wanted to return to App due to my positive experience at App, the degree to which it values its students, the caliber of the IOHRM program, the exceptional qualities of its students, and the collegiality across the faculty. Both the undergrad and grad student body here are not only talented, but also engaged in their academic pursuits, which makes doing my job more rewarding.

What words of wisdom would you give students interested in IO Psychology and HR?

For students interested in Industrial-Organizational (IO) Psychology and Human Resources (HR), my words of wisdom are to figure out what truly interests you within these fields, and don't be afraid to make mistakes along the way. Be flexible and adaptable in your approach, recognizing that career paths may evolve, and be willing to change directions based on your evolving interests and aspirations. I also think it's important to attune to the evolving landscape of IO Psychology and HR, as with most fields these areas are seeing, and will see, lots of changes. Finally, when considering next moves, prioritize and seek out opportunities that will contribute to your skill development, thinking about which skills you need to develop for future roles.

What were you most excited about to live in Boone?

I love living in a small town, being outdoors in the mountains, specifically going skiing and hiking. It reminds me of where I grew up and I wanted that experience for my kiddos.

What is your favorite food/meal?

My husband has made pizza from scratch (even the dough) each Saturday for the last 10 years. He's nailed it!

What is your favorite show/movie?

There's many to choose from, but lately I'm liking Severance, missing Better Call Saul, and rewatching Parks & Recreation. Doctor Who and any non-mystery BBC period costume dramas are my perennial favorites.



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 faculty research!



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 working on getting IRB approval for a new research topic. This research is on organizational attractiveness and application intentions as it pertains to the pictures portrayed on organizational websites, and how marginalized groups respond to them. They hypothesize that images portraying a racially and ethnically diverse workforce will positively affect application intentions of non-White applicants, images portraying a LGBTQ+ symbolism will positively affect application intentions of LGBTQ+ applicants, images representing one marginalized group will have positive, but slightly smaller effects on the application intentions of other marginalized groups, and application intentions of White applicants will remain unaffected by images portraying a racially and ethnically diverse workforce.

EVIDENCE-BASED PRACTICES

The Evidence-Based Practice Team has been working to get the website Eugene, named after Dr. Shawn Bergman's father, up and running for psychology undergraduate students to use as a tool to see what knowledge, skills, abilities, and other characteristics (KSAOs) and work activities they have acquired throughout their education through the psychology curriculum core courses. The goal is to help them see what jobs they would potentially be qualified to apply for upon graduation, and to show them that there are options outside of graduate school for psychology majors to pursue.

SAFETY

The Safety Team is continuing and validating their previous work with a chemical manufacturing company, examining how behavioral observations impact injury rates by analyzing 3 additional years of data. Additionally, they have partnered with a new client, a large oil refinery where they are currently assessing the organization's data analytic capabilities using the DART, a measure created by previous IOHRM students that examines organizations analytic readiness. Following this, the team will be developing and testing hypotheses to determine if the organization's safety processes lead to reductions in injury probabilities.

FACULTY RESEARCH SPOTLIGHT

Drs. Jacqui Bergman, Shawn Bergman, and Kristl Davison are collaborating with Alexa Sterling (IOHRM Class of 2022) on a research project investigating employees' experience with sexual harassment, from an intersectional lens. Specifically, they are focusing on what leads women to report sexual harassment, including type of harassment, individual characteristics (e.g., race, age, education) of the targets of harassment, as well as numbers of harassers and their characteristics (e.g., race, position).

This project is an extension of Alexa's Master's Thesis, and they will be targeting this for a peer-reviewed journal later this year. They hope that this work will help organizations understand the experiences of employees subjected to sexual harassment in order to identify better ways to prevent and respond to sexually harassing situations.



IOHRM PUBLICATIONS

There have been many publications by IOHRM alumni and faculty. Congratulations! Here are a few references for those publications:

(* denotes IOHRM alumni and ^ denotes IOHRM faculty)

^Açıkgöz, Y., Mollica, K., ^Davison, H. K., Hartwell, C. J., & ^Bergman, S. M. (2023). Applicant reactions to social media assessments: Effects of social media type, social media self-efficacy, and minority status. *Employee Responsibilities & Rights Journal*. Advance online publication. <https://doi.org/10.1007/s10672-023-09463-4>

Forman, A.M., ^Ludwig, T.D., ^Bergman, S. & ^Açıkgöz, Y. (2023). Establishment-level safety analytics: Challenges and opportunities. *International Journal of Industrial Ergonomics*, 94, 103428. <https://doi.org/10.1016/j.ergon.2023.103428>

Anand, A., ^Doll, J., & Ray, P. (2023). Drowning in silence: A scale development and validation of quiet quitting and quiet firing. *International Journal of Organizational Analysis*. Advance online publication. <https://doi.org/10.1108/IJOA-01-2023-3600>

^Ludwig, T.D., & *Laske, M.M. (2023). Behavioral Safety: An efficacious application of Applied Behavior Analysis to reduce Human Suffering. *Journal of Organizational Behavior Management*, 43 (3), 190-220. <https://doi.org/10.1080/01608061.2022.2108536>

^Doll, J. L., & Carter, E. (2023). Addressing student wellness within organizational behavior courses: Can curriculum infusion be done effectively? *Journal of Organizational Behavior Education*, 16, 235-252.

^Ludwig, T.D. & *Laske, M. M. (2023). *The Science and Best-Practices of Behavioral Safety: The Source for Reducing Injuries on the Front Line*. Taylor & Francis: London.

