

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: Gabriel Dainotto
FACULTY ADVISOR: Kemp Ellington



WELCOME, CLASS OF 2024!

Back: Tanner Landolt, Gabriel Dainotto
Third: Ciara McKnight, Rylie Sant, Logan Briggs
Second: Jake Leslie, Sunny Barboj, Morgan McElhaney
Front: Kwani Taylor, Ellise VanGilder, Alex Mecklenburg

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.

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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 8th Annual Appalachian Safety Summit took place on September 27th and 28th of 2022. Much like last year, the presentations took place both in-person and virtually. Chancellor Sheri Everts welcomed 130 in-person participants and 30 virtual participants.

The presenters were made up of both business leaders and experts from academic settings. They discussed an array of prevalent topics in the world of safety such as management behaviors, conversational skills, design, and risk. Dr. Timothy Ludwig and Dr. Shawn Bergman kicked off the presentations, and later had electrifying presentations about behavioral systems and problem-solving procedures, respectively.

As is tradition, the IOHRM students did not let the faculty have all the fun. Breakout sessions led by the IOHRM students showed the community what the younger generation of scientists and practitioners were studying. IOHRM students Jake Leslie, Nicholas Granowsky, Rylie Sant, Tanner Landolt, Morgan McElhaney, Alex Mecklenburg, Ellise VanGilder, and Sunny Barboj helped prepare and/or present.



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IOHRM HIGHLIGHTS

HR SUMMIT 2022

HUMAN RESOURCEFULNESS: HOW HUMAN RESOURCES CAN HARNESS ITS SUPERPOWERS TO BRING US INTO A NEW FUTURE

The highly anticipated HR Summit of 2022 was held on October 7th. Attendees chose to attend both in-person and virtually. The single day event was packed with lectures from top professionals in the field of human resource management, clinical psychology, accounting, and data analytics. Many of these presenters were past IOHRM alumni, including Sarah Light, Kristen Kaufmann, Michael Boitnott, Morgan Powers, Carlton Brunson, and Amber Boyles Harrison. First-year IOHRM students were thrilled to see how adept the alumni were at presentation, and the IOHRM faculty were equally impressed with how the alumni had grown in their field.

Dr. Tim Huelsman and Dr. Tim Ludwig of the IOHRM department kicked off the day with a brief welcome speech. The presentations covered a range of topics including soft skills, recruiting, globalization, and returning to work post-COVID. Another IOHRM faculty member, Dr. Shawn Bergman, finished the presentations with a provocative and emotional presentation about how to develop better problem solving processes.

After Dr. Bergman's speech, many attendees chose to attend a social hour. Current students, faculty, alumni, and industry leaders shared a meal and conversation. Hope to see everyone at the next HR Summit in 2023!



Partners and Corporate Attendees:



MEET THE CLASS OF 2024



Sunny Barboj | Miami, FL

Undergraduate Degree: Economics and Psychology | University of Central Florida

IOHRM Interests: Personality, consulting, and leadership

Other interests: Cooking and writing



Logan Briggs | Sanford, NC

Undergraduate Degree: Psychology with a minor in Business | UNC Greensboro

IOHRM Interests: Recruiting, selection, and performance management processes

Other Interests: Climbing, mountain biking, and running



Gabriel Dainotto | Durham, NC

Undergraduate Degree: Psychology | UNC Asheville

IOHRM Interests: Organizational culture, strategy, and diversity, equity, and inclusion

Other Interests: Cycling, coffee, and cooking



Tanner Landolt | Gerald, MO

Undergraduate Degree: Music Business and Entrepreneurship | Belmont University

IOHRM Interests: People analytics

Other Interests: Climbing, skiing, running, drinking coffee, eating good food, seeing new places, and having good conversations



Jake Leslie | Clayton, NC

Undergraduate Degree: Psychology with a Business concentration | App State University

IOHRM Interests: Intrinsic motivation in the workplace, data driven selection systems, and employee engagement

Other Interests: Puzzles, coffee, hikes, playing with my dog, and random data/programming



Morgan McElhaney | Charlotte, NC

Undergraduate Degree: Psychology with a minor in Business Administration | NC State

IOHRM Interests: Motivation, stressors, training and development, and retention

Other Interests: Work/life balance and finding ways to make the workforce better for employees

CLASS OF 2024 CONT.



Ciara McKnight | St. Petersburg, FL

Undergraduate Degree: Psychology with a minor in Leadership Studies and Sociology | University of Central Florida

IOHRM Interests: Occupational health, training and development, talent, and diversity, equity, and inclusion

Other Interests: Hanging out with my dog, watching movies, reading, baking



Alex Mecklenburg | Downers Grove, IL

Undergraduate Degree: Psychology with a Business Concentration with a minor in Management | Central Michigan University

IOHRM Interests: Personality, leadership, organizational change and development, motivation and engagement, and burnout

Other Interests: Hiking, yoga, meditation, watching TV/movies, trivia



Rylie Sant | Denver, CO

Undergraduate Degree: Applied Behavioral Science with an Organizational Behavior Management concentration | University of Kansas

IOHRM Interests: Organizational development, performance management, leadership development, and safety

Other Interests: off-roading, hammocking, painting, and watching romantic comedies



Kwani Taylor | Philadelphia, PA

Undergraduate Degree: Psychology with a minor in Sociology | North Carolina Agricultural and Technical State University

IOHRM Interests: Consulting and diversity, equity, and inclusion

Other Interests: Learning, experiencing new things/places, and travelling



Ellise VanGilder | Asheville, NC

Undergraduate Degree: Psychology with a minor in Studio Art | UNC Asheville

IOHRM Interests: Work stress, organizational culture, person-job fitness, productivity, and motivation

Other Interests: Hiking, watching movies, exploring places to eat, reading, and art

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 professors' current scientific inquiries!



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: Evidence-Based Practices (EBP), Sustainability, and Safety. These teams work with data provided by external partners to provide their HR expertise as consultants and work to develop value-added for all stakeholders.

EVIDENCE-BASED PRACTICES

The Evidence Based Practice Team is focused on using evidence and research to better understand topics within the HR field. This semester they are focusing on addressing the problem of underemployment of graduates that obtain a Bachelor's degree in Psychology. Another research project their team is beginning to tackle is how psychology students can help solve industry issues. Their student team members are Taylor Bott, Megan Hine, Morgan McElhaney, Alex Mecklenburg, Abby Branco, Paige Farmer, Mark Allen, Leo Negrete-Perez, and Aidan Powell.

SUSTAINABILITY

The Sustainability Team looks at sustainability through a HR lens to gain an understanding of how organizations can leverage HR to better their sustainable practices. This semester they are looking at the roles of signal emphasis and participant individual differences in effectively communicating organizational sustainability to new hires. Their student team members are Amanda Lillie, Ellise VanGilder, Logan Briggs, Mackenzie Law, Mariana Solanilla, Kaitlyn Miller, and Morgan Greene.

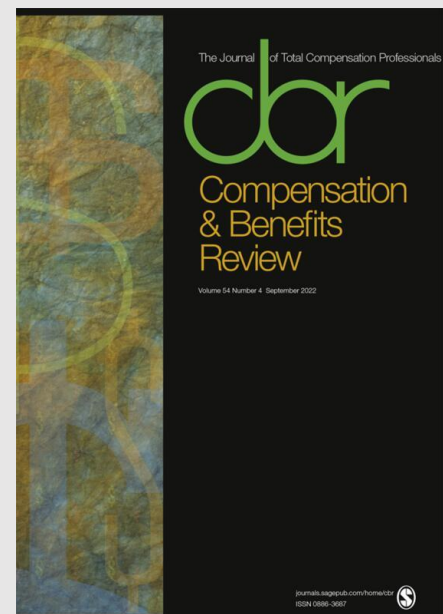
SAFETY

The Safety Research Team analyzes archival data from multiple organizations in hopes of providing insights that could lead to a decrease in workplace incidents. This semester they are working alongside a manufacturing company to determine the effectiveness of a safety engagement initiative. That is, to identify whether leadership engagement in safety practices has increased post-implementation, and whether there is a corresponding decrease in workplace injuries. Their student team members are Jake Leslie, Rylie Sant, Tanner Landolt, Sunny Barboj, and Nicholas Granowsky.

Faculty Research Spotlight



Dr. Kristl Davison and Scott Blackburn (IOHRM Class of 2022) recently had a paper accepted at Compensation & Benefits Review, titled "The Case for Offering Paid Leave: Benefits to the Employer, Employee, and Society". In this manuscript, they proposed that employer-sponsored paid leave is increasingly important given that the U.S. lags behind most other nations in its leave policies, and many employees, particularly those in lower-wage, part-time, or front-line occupations do not have paid leave from their employers. They proposed that paid leave is advantageous for both employees and employers, as well as society.



CLASS OF 2023 SUMMER INTERNSHIPS



Taylor Bott | PDO Restaurants, Tampa, FL

Responsibilities: Ran analytical reports to evaluate turnover, supported training with a new store opening, ran in-store training coordinator focus groups, completed compensation modeling to evaluate our market competitiveness, and helped create a diversity, equity, and inclusion vision statement and structure for ERGs
Highlights: Got to work cross functionally to execute initiatives, gained a valuable understanding of how HR can support and be supported, particularly by marketing and operations
Lessons Learned: How to best approach and handle a problem; learned to ask quality questions



Cori Ferguson | Ernst & Young, Charlotte, NC

Responsibilities: Worked with a change management consulting team advising a client on how to best implement a new technology in their fashion merchandising chain of operations; this was created for the client to best convey the change to their organization
Highlights: Got to learn and promote a change tracking and analytics software for the client
Lessons Learned: The power of networking



Veda Gopal | Collins Aerospace, Remote

Responsibilities: Analyzed HR survey results, created and implemented a summer intern program, and supported learning and development initiatives
Highlights: Owned a project and saw results which impacted peoples' experience at work
Lessons Learned: Being resourceful, take advantage of the learning opportunity that internships provide



Nicholas Granowsky | Arch Capital Services, LLC, Remote

Responsibilities: Assisted in the overhaul of the IT department's career framework and was in charge of sourcing and recruiting for several different positions at a time
Highlights: Sourced a candidate who was eventually hired in a position which had been open for around a year
Lessons Learned: Not being afraid to ask questions or share your opinion is one of the best ways that you can make an impression on other people



Megan Hinline | Included Health, Remote

Responsibilities: Ran diagnostic and prescriptive metrics of turnover for the company by department, responded to ad hoc requests, and created a report library
Highlights: Received an offer to extend her internship at the end of the summer and went on a boat in San Francisco for onboarding
Lessons Learned: Logic doesn't mean the same thing to all people; in other words, you have to ask questions carefully to make sure you're understanding exactly what people are looking for from you



Amanda Lillie | Trane Technologies; Thermo King, Minneapolis, MN

Responsibilities: Assisted the HR team in preparing for upcoming labor negotiations, coordinated an employee engagement event, aided in executing interviews and HR communication, and improved HR standard processes
Highlights: Got to work with a group of leaders in the company to aid in preparing for labor negotiations
Lessons Learned: To put your best foot forward you have to find a balance between work and life; overworking yourself everyday isn't necessarily a strength



Kelly McCarthy | Syneos Health, Morrisville, NC

Responsibilities: Updated monthly workforce demographic data, prepared documents outlining best practice research, and researched external benchmark data

Highlights: Presented diversity, equity, and inclusion group project findings and recommendations to the senior HR leadership team (SHRLT)

Lessons Learned: How to better navigate Excel and PowerBI



Marissa Mei | Collins Aerospace, Remote

Responsibilities: Presented on company culture with senior leaders, recruited for jobs in the Dubai location, tracked intern conversions, and pulled employee data

Highlights: Met with the VP of Human Resources for the business unit, did presentations with senior leaders and gave them guidance

Lessons Learned: How to work with people efficiently and be more confident



Dalton Powers | Grind City Brewing Co, Memphis, TN

Responsibilities: Created an employee handbook, developed job descriptions for all current and some future roles, streamlined the entry level hiring process, and produced a very simple performance management system

Highlights: Worked with the founders to establish mission, vision, and values alongside a brewery marketing agency

Lessons Learned: Imposter syndrome does not mean you are not a subject matter expert



Arman Shahi | Syneos Health, Remote

Responsibilities: Collaborated with the talent management team to reinvent the performance system and conducted research using technology, literature, and expert practitioner insights to guide decision making

Highlights: Dove deep into performance management technology

Lessons Learned: A successful remote environment requires a culture that empowers, supports, and nurtures the growth of individual team members

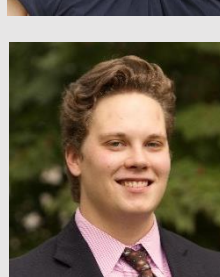


Daphne Slusher | TE Connectivity, Winston-Salem, NC

Responsibilities: Oversaw the internship program for my business unit and assisted with HR business partner (HRBP) operation projects, such as workforce trends

Highlights: Got to do research related to something I'm interested in and seeing how it relates back to the organization and can help them succeed over time

Lessons Learned: Communication is key - if you have questions just ask them, even if you think the person doesn't want to be bothered, otherwise they'll think you know everything and not offer their assistance

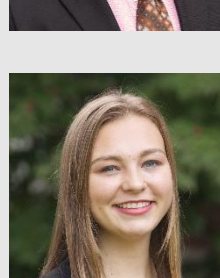


Luke Vavricka | Dentsply Sirona, Charlotte, NC

Responsibilities: Worked on pay equity assessments and job matching

Highlights: Got to work with a geographically diverse team; worked with members living in Germany, Brazil, and China

Lessons Learned: Education is the baseline and will help get a career started, but you cannot learn how to do everything in the classroom



Ava Young | Ernst & Young, Remote

Responsibilities: Created and analyzed data for a survey with the hope of determining the effectiveness of a training that was being implemented, updated another survey to determine the effectiveness of our project team and where we could improve, and helped edit and proof many slide decks

Highlights: Traveled to Chicago for business to meet the team in person

Lessons Learned: Ask questions and offer help in any way you can think of; showing that kind of initiative goes a long way