

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: Dalton Powers
FACULTY ADVISOR: Kemp Ellington



WELCOME, CLASS OF 2023!

Front Row: Marissa Mei, Megan Hine, Amanda Lillie, Taylor Bott, Daphne Slusher, Veda Gopal, Arman Shahi

Back Row: Luke Vavricka, Dalton Powers, Nick Granowski, Kelly McCarthy, Ava Young, Cori Ferguson

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



APPALACHIAN SAFETY SUMMIT

After a year of uncertainty, this year feels like a sort of homecoming for the IOHRM program. Last year's Summit was completely virtual in keeping with the precautions of the pandemic, but as assessments of safety allow for in-person gatherings to resume, we were graced with this exciting in-person event. Between October 26th and 27th, Appalachian State University's Safety Summit welcomed over 60 in-person guests and more than 50 more virtually.

To celebrate this achievement, the 7th Annual Appalachian Safety Summit, hosted by Dr. Ludwig, invited distinguished industry members, advocates, and pioneers to the Plemmons Student Union to discuss the research and current state of workplace safety, and where safety can go in the future. Our esteemed presenters spoke on many vital issues affecting the world of safety. From correcting misunderstandings and misinformation, to building, measuring, and maintaining a safety culture, our speakers walked attendees through a number of hidden phenomena shaping the environments in which modern employees work. Our own Dr. Tim Ludwig and Dr. Shawn Bergman presented on the negative neurological effects of poor working environments and techniques to critically evaluate information, respectively.

Among the ranks of the established industry professionals stood several of our own IOHRM students. Four members of the HR Science's Safety Team, Riggs Matthews, Jacob Ledford and Haley Henderson presented an analytics report on how potential risk reporting predicts realized risk using data from one of the Safety Team's corporate contracts, while Catherine Parks presented *with* corporate stakeholders on the development and implications of a new leading indicator safety measurement system. When participants were asked to share the most interesting or impressive thing they had learned over the course of the conference, one responded that it was the caliber of AppState's graduate students that impressed them most.

To say the Safety Summit was a success would be an understatement, not only for the experiences and opportunities afforded our students but for the safety industry as a whole. For the past seven years, over \$50,000 in proceeds from the Appalachian Safety Summit have supported the research and professional development of students in Appalachian State University's Industrial/Organizational Psychology & Human Resource Management (IOHRM) graduate program. *Click the banner/link to learn more about this event.*

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MEET THE CLASS OF 2023



Taylor Bott | Tampa, FL

UNDERGRADUATE DEGREE: Marketing & Psychology, Behavioral Analysis Emphasis | University of Florida

IOHRM INTERESTS: My current interests are organizational development and culture and organizational behavior.

CHOICE OF FICTIONAL CHARACTER TO BE: Jane Jetson - The Jetsons



Cori Ferguson | Charlotte, NC

UNDERGRADUATE DEGREE: Psychology, Business Concentration | Appalachian State University

IOHRM INTERESTS: Emphasis on the people side of business, advocating for the workers in their organizations, and creating inclusive, healthy work environments.

CHOICE OF FICTIONAL CHARACTER TO BE: Leslie Knope - Parks and Recreation



Veda Gopal | Cary, NC

UNDERGRADUATE DEGREE: Psychology, Accounting Minor | NC State University

IOHRM INTERESTS: I have interests in the organizational side of psychology and making an impact on people.

CHOICE OF FICTIONAL CHARACTER TO BE: Tony Stark - Iron Man



Nicholas Granowsky | Greensboro, NC

UNDERGRADUATE DEGREE: Psychology, Statistics and Business Minors | Appalachian State University

IOHRM INTERESTS: I am very interested in evidence-based management practices, recruiting, selection, and training and development.

CHOICE OF FICTIONAL CHARACTER TO BE: Rick Sanchez - Rick & Morty



Megan Hinline | Fayetteville, NC

UNDERGRADUATE DEGREE: Psychology and Computer Science | UNC Chapel Hill

IOHRM INTERESTS: Research and technology's impact on the workplace.

CHOICE OF FICTIONAL CHARACTER TO BE: Kuzco - The Emperor's New Groove



Amanda Lillie | Angier, NC

UNDERGRADUATE DEGREE: Psychology, Minor in Sociology and Criminal Justice | Appalachian State University

IOHRM INTERESTS: Work stress, motivation, employee satisfaction, and emotional labor.

CHOICE OF FICTIONAL CHARACTER TO BE: Garfield - Garfield



Kelly McCarthy | Raleigh, NC

UNDERGRADUATE DEGREE: Psychology, Neuroscience, Health & Society Minors | UNC Chapel Hill

IOHRM INTERESTS: I am interested in talent management and acquisition, project management, behavioral analysis, and consulting.

CHOICE OF FICTIONAL CHARACTER TO BE: Violet - The Incredibles



Marissa Mei | Sunrise, FL

UNDERGRADUATE DEGREE: Psychology and Family & Child Sciences | Florida State University

IOHRM INTERESTS: I love the organizational side of IO! I want to improve quality of work life and positively impact personal life.

CHOICE OF FICTIONAL CHARACTER TO BE: Blair Waldorf - Gossip Girl



Dalton Powers | Memphis, TN

UNDERGRADUATE DEGREE: Psychology, Business Minor | The University of Alabama

IOHRM INTERESTS: I am fascinated with motivation and its impact on workplace productivity and employee retention.

CHOICE OF FICTIONAL CHARACTER TO BE: The Guy - High Maintenance



Arman Shahi | Toronto, Canada

UNDERGRADUATE DEGREE: Biological Sciences and Psychology | McMaster University

IOHRM INTERESTS: Management consulting, performance optimization, wellbeing, entrepreneurial skill sets, and self-leadership are some of my major interests.

CHOICE OF FICTIONAL CHARACTER TO BE: Superman - Superman



Daphne Slusher | Somerset, KY

UNDERGRADUATE DEGREE: Psychology | Otterbein University

IOHRM INTERESTS: I love topics like diversity and work-life balance, and how business and roles can influence these topics.

CHOICE OF FICTIONAL CHARACTER TO BE: Stitch - Lilo & Stitch



Luke Vavricka | Minnetonka, MN

UNDERGRADUATE DEGREE: Psychology, Behavioral Analysis Minor | University of Minnesota Duluth

IOHRM INTERESTS: I am interested in the ethics of business, sustainable HR practices, and organizational psychology research focused on employee personality.

CHOICE OF FICTIONAL CHARACTER TO BE: Spiderman - Spiderman



Ava Young | Zebulon, NC

UNDERGRADUATE DEGREE: Psychology, Business Concentration, Human Resource Management Minor | Appalachian State University

IOHRM INTERESTS: Organizational culture, leadership development, and safety at the moment.

CHOICE OF FICTIONAL CHARACTER TO BE: Mozzie - White Collar

RESEARCH SPOTLIGHT

App State 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 students, it is clear how devoted past and present members are to research and development. With this in mind, we humbly present some of the IOHRM’s current scientific inquiries.

Student Spotlight



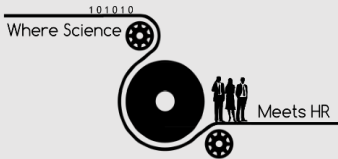
Ava Young is currently working with a professor and alumni of the IOHRM program on publishing a research paper discussing a Safety Measurement Culture Survey. The goal is that using this survey will increase the safety environment and safety culture of companies in an effort to create safer environments for employees and save companies the expense of worker compensation claims.

Catherine Parks is developing a risk perception survey for manufacturing contexts. This measure is vital to Catherine’s research looking at safety risk perceptions and process changes implemented as a result of corporate safety focus initiatives.



Scott Blackburn is doing preparation work for his thesis on finding an innovative way to assess Social and Emotional Learning (SEL). This research helps get beyond the limitations of self-report measures and terminology confusion of creating yet another SEL framework.

Nick Granowsky is part of the NIOSH team working toward securing funding for a 4-year study focusing on further developing the Data Analytics Readiness Tool that has been worked on over the past few years. Nick and colleagues are working toward creating a valid analytics tool to benefit occupational safety efforts across multiple industries where currently there are few to none.



HR Science is subdivided into three groups focused on research in different, important areas of Human Resources.

The Sustainability team is currently researching recruitment and retention at sustainable organizations and whether there is a positive relationship between an organization’s sustainability performance and employees desire to work.

The Evidence Based Practices team is investigating and attempting to resolve the issue of underemployment for Psychology undergraduates when seeking employment following graduation. The team is working to identifying knowledge, skills, and abilities graduates that graduates can utilize to better their chances at employment.

The HR Science Safety Team is working on three separate projects with three corporate entities to collect data to evaluate their safety practices and generate predictive models for injury rates.



The Costain team is analyzing the differences between hazards and incidents and how to track and report these incorporating lag time.

The Elevate Textiles team is completing data analysis, protocol implementation, and trainings.




Lastly, the Eastman team is examining the impact of observation checklist quality on incident prevention in the workplace through analysis of data collection across the industry.



CLASS OF 2022 SUMMER INTERNSHIPS

Scott Blackburn | Syneos Health, Morrisville, NC – Remote




PRIMARY RESPONSIBILITIES: Facilitating team effectiveness workshops like StandOut 2.0, conducting a DE&I Analysis on a business unit showcasing comparisons with the enterprise and the industry, and conducting organization analyses about the understanding of analytics within HR.

HIGHLIGHT: Getting to present to the Chief Human Resources Officer and Senior HR Leadership Team multiple times with various analysis results. Also, having them say if the rest of the people in your program are like you, I want to see more IOHRMers apply for next summer.

BIGGEST CHALLENGE: The lack of automation of some spreadsheets; for example, I had to manually pull out themes from interviews as there was currently no investment in text analytics or qualitative analysis processes/tools. I helped directors appreciate learning R more.

Haley Henderson | Mack Trucks, Macungie, PA




PRIMARY RESPONSIBILITIES: My primary responsibilities were creating a mentorship program, helping lead gender balance focus groups, and acting as a recruiter for a hiring initiative of 500 technicians.

HIGHLIGHT: The president of the United States visited the plant; although, I did not get to meet him.

BIGGEST CHALLENGE: The biggest challenge was convincing directors that diversity refers to more than just sex, but also race, gender, age neurodiversity, national origin, etc.

Jenna Hochstetler | ALG Senior, Hickory, NC




PRIMARY RESPONSIBILITIES: As the training and development intern I worked with the COO, HR Director, and T&D director to create and facilitate manager-level virtual and in-person trainings. My capstone project was creating an online open-source Leadership Library. In other words, I create a google site with ted talks, videos, links, books, pdfs, application activities, and more. The content was separated out by competencies specifically designed to cater to the needs of the company's new and existing front-line leadership teams.

HIGHLIGHT: I had the opportunity to present both my proposal and the final product of my Leadership Library to the Chief Information Officer, Chief Operations Officer, T&D Director, and other key players in the organization.

BIGGEST CHALLENGE: When we work on projects in the program we don't have to worry much about external factors such as coworkers leaving or large organizational changes during our projects. This internship was a good chance to practice delivering results in the midst of organizational change and challenges. I also learned first-hand the importance of having an executive team that gives HR a seat at the table.

Jacob Ledford | The Boeing Company, El Segundo, CA



PRIMARY RESPONSIBILITIES: I was sent from Boeing to work with one of their subsidiaries named Millennium Space Systems. I was tasked with being an HR Generalist, basically joining the HR team in their day-to-day work. Although I was an HRG, I spent the majority of my time in selection and staffing as Millennium is a rapidly expanding company.

HIGHLIGHT: My biggest highlight was flying to LA to work in person for one week. I got to meet the entire team at Millennium and tour the facility!

BIGGEST CHALLENGE: My biggest challenge was working on Pacific Time while living in Eastern Standard Time and trying to schedule interviews.



Braxton Lee | Maxar Technologies, Westminster, CO – Remote

PRIMARY RESPONSIBILITIES: My primary responsibilities were harmonizing and centralizing policies post-merger/acquisition, reporting on employee relations data, and improving process/workflow.

HIGHLIGHT: Visiting the satellite construction High Bay in Palo Alto, California.

BIGGEST CHALLENGE: Cross-communication and collaboration with segregated legacy business units.



Mirenda Mason | JPMorgan Chase, New York, NY – Remote

PRIMARY RESPONSIBILITIES: My work revolved around the employee experience. I examined feedback on the new digital HR system we put into place. I also worked on strategy.

HIGHLIGHT: The highlight was a virtual paint night!

BIGGEST SURPRISE: My biggest surprise was learning how long it takes for projects to finish in a large company.



Riggs Matthews | Eastman Chemical Co., Kingsport, TN

PRIMARY RESPONSIBILITIES: Set up a data collection system for new safety assessment tool; collected, cleaned, and stored new sources of non-safety data for a predictive analytics tool; assessed how disciplinary data affects safety incident frequency.

HIGHLIGHT: Observing employees working in the factory.

BIGGEST CHALLENGE: Pulling data makes pulling teeth look like a piece of cake.



Donovan Mattox | Landmark Health, Huntington Beach, CA

PRIMARY RESPONSIBILITIES: I was a Talent Acquisition Intern with my primary project working on creating Employee Resource Groups (ERGs) within the organization's Microsoft Teams platform.

HIGHLIGHT: My biggest highlight was the network of professionals I was able to interact with at the company.

BIGGEST SURPRISE: My biggest surprise was the importance of my work given my company's growth and expansion.



Catherine Parks | Elevate Textiles, Charlotte, NC

PRIMARY RESPONSIBILITIES: My three primary projects included: a total rework of the Safety Leading Indicator Index, centralizing databases, and a pilot of a predictive study for a plant in Mt. Holly. The Safety Leading Indicator Index is a metric the Environmental Health & Safety team uses to keep track of safety practices and incidents at plants all around the world. The pilot study involved using data adjacent to the Leading Indicator Index to build a predictive model to forecast safety incidents of varying severity.

HIGHLIGHT: My highlights are twofold. The first is that I got to have two separate lunches with the company's entire Leadership Team, where I dazzled the CEO with the impressive length of our program's name. The second is that I got to see a Grasshopper's game with my fellow interns, former interns who had been hired on as full-time employees, the director of corporate communication, and the head of talent development.

BIGGEST SURPRISE: The biggest surprise was finding that things (particularly data storage) in some organizations don't look the way they should—it's not uncommon for things to be all over the place—and that's just how things are. Organizations are just groups of humans, and humans are famously bad at things, but it was still a surprise that in an organization of this size things weren't more organized (it's kind of in the name).



Ashley Rankin | Syneos Health, Morrisville, NC

PRIMARY RESPONSIBILITIES: Developed global, culturally relevant DEI training content, modules and LMS landing page for Syneos Health employees; Conducted research on ERG branding practices and developed potential recommendations for future Syneos Health ERG branding; Support HR Program Manager, with any ERG program-related tasks, meetings and initiatives.

HIGHLIGHT: Developing a 5 module DEI training course for a global 26,000 employee company!!

BIGGEST SURPRISE: I really enjoyed collaborating and creating DEI content for trainings!



Alexa Sterling | Dow Chemical, Midland, MI - Remote

PRIMARY RESPONSIBILITIES: I worked with the Talent Management and Compensation teams. With Talent Management, I worked on developing a tracking mechanism within Workday to capture informally offered training and development programs in order to conduct more robust talent review discussions. For the Compensation project, I worked on computing Job Catalog Assessment Profiles to illustrate the “health” of functions, a smaller project within the global Realizing the Career Framework project.

HIGHLIGHT: I most enjoyed working with my Talent Management project coach, who supported and cheered me on, recognizing my contributions and making me feel a part of the team. They provided feedback throughout the internship, encouraging my professional development, and never failed to voice their appreciation for the work I have done.

BIGGEST CHALLENGE: The greatest challenge was working in a virtual environment as you are not able to as easily develop the professional and personal connections often made in-person. However, the many social hours and events hosted by the Human Resources Development Program (HRDP) provided a sense of community, support and friendship.



Teague Vreeland | Go-Forth Pest Control, Greensboro, NC

PRIMARY RESPONSIBILITIES: I conducted job analyses, oversaw full cycle recruitment, and developed performance improvement documents for sales staff.

HIGHLIGHT: My biggest highlight was developing my professional skills with supportive colleagues and having the opportunity to travel for work, as well as working remotely while traveling.

BIGGEST CHALLENGE: Biggest challenge was learning to find the middle ground between ideal solutions and organizational ability to implement change (i.e., learning you have to meet people where they are in order to get things done).



Andrew Webb | E4H Environments for Health, Boston, MA

PRIMARY RESPONSIBILITIES: I was mostly responsible for assisting in Diversity, Equity, & Inclusion (DE&I) efforts; federal compliance auditing; recruitment and selection; and to a lesser extent, benefits accounting and wellness program planning.

HIGHLIGHT: My highlight was definitely getting the opportunity to stay with a coworker in idyllic Stowe, Vermont, and work at our location in Burlington, Vermont for half a week.

BIGGEST SURPRISE: The biggest surprise was how readily I was welcomed into the office, and how quickly I became a staple fixture in the workplace -- I had the option to work in a hybrid manner, but I went in every single day, and I loved every interaction I had with my coworkers.

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!



Michael Boitnott
Recruiter, Cville Capital
Partners LLC



Adeline Brooks
Manager - People Advisory
Services, EY



Ryan Felty
Director of Global People &
Culture, Dan Foods Global



Heather Griffin
Manager of Org'l
Effectiveness & Analytics,
EnPro Industries Inc.



Meaghan Hansen
Vice President of HR,
Carolina West Wireless



Amber Boyles Harrison
Sr. HR Business Partner,
Lincoln Financial Group



Amanda Hutchins
Learning Engagement
Manager, CHI Consulting



Danielle Kretschmer
Manager of Leadership &
Culture Strategy, Accenture



Cynthia Miller
Vice President of HR,
Carolina West Wireless



John Misenheimer
People & Communities
Research Analyst, Cisco



Cheryl Nickel
Sr. Consultant of Org'l
Effectiveness, Spectrum



Morgan Powers
Sr. Manager & HRBP, Reynolds
American Inc.



Derrick Swing
HRP, Sierra Nevada
Brewing Co.