

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: Daphne Slusher
FACULTY ADVISOR: Kemp Ellington



THROWING TOGETHER

Our IOHRM students and faculty took a break from their regular schedules to participate in some friendly axe-throwing at our spring social event. Students and faculty had the chance to hang out, throw some axes, or play pool and other various games. 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

STEM Designation for I-O Psychology

Over the last several years, I-O psychologists (Including our own Dr. Tim Huelsman!) and other I-O supporters have advocated for I-O psychology to receive a science, technology, engineering, and mathematics (STEM) Designation. This is an important issue, as I-O psychologists often do not receive the same grant funding access as those in STEM-related fields, and proper funding is critical for furthering research on workplace issues.

After many pushes from the members of the Society for Industrial and Organizational Psychology (SIOP), the United States Department of Homeland Security (DHS) recently added I-O psychology to the STEM Optional Practical Training (OPT) program. The STEM OPT program allows students earning higher education degrees to remain in the United States for up to 36 months post-degree attainment, which helps to ensure that the U.S. economy benefits from students earning degrees in the United States. Additionally, this STEM designation will allow I-O psychologists access to STEM-related funding opportunities and collaborations.

Thank you to Dr. Huelsman, SIOP, and all advocates for working to allow I-O psychology to receive this important designation!

Check out this webpage to learn more: [I-O Psychology Added to the STEM Optional Practical Training Program](#)



APPALACHIAN SAFETY SUMMIT

This year's Appalachian Safety Summit will take place September 27th-28th, 2022.

More details will follow as the date approaches. We look forward to this year's Appalachian Safety Summit!

2022 HR SUMMIT

This year's HR Summit will take place October 7th, 2022. More details will follow as the date approaches. We look forward to this year's HR Summit!

CLASS OF 2023 SUMMER INTERNSHIPS

Congratulations to the following first-years who have accepted summer internships!



Cori Ferguson | Ernst & Young - Charlotte, NC

Cori will be working for Ernst & Young in Charlotte, NC as the People Advisory Services Intern. Her job responsibilities are yet to be determined, but she will likely work with a team on a specific client project.



Veda Gopal | Collins Aerospace - Charlotte, NC

Veda will be working for Collins Aerospace in Charlotte, NC as the Supply Chain HRBP, as a part of co-op that she began this spring semester. Her job responsibilities include working on strategic talent initiatives.



Nicholas Granowsky | Arch Capital Services - Raleigh, NC

Nick will be working for Arch Capital Services in Raleigh, NC as the HR/Talent Acquisition Intern. His job responsibilities will include researching and advising managers on innovative recruiting techniques, creating/refining job descriptions, and creating reports to make recruitment decisions.



Amanda Lillie | Trane Technologies - St. Paul, MN

Amanda will be working for Trane Technologies in St. Paul, MN as the Human Resources intern. Her job responsibilities will include labor negotiations, talent management, and maximizing sustainability of TRANE and Thermo King products.



Kelly McCarthy | Syneos Health - Morrisville, NC

Kelly will be working for Syneos Health in Morrisville, NC as the HR Talent & Workforce Analytics Intern. Her job responsibilities will include creating PowerPoints and completing projects in Excel.



Daphne Slusher | TE Connectivity - Winston-Salem NC

Daphne will be working for TE Connectivity in Winston-Salem, NC as the Human Resources Intern. Her primary job responsibilities will include programming and training and development for the internship program.



Luke Vavricka | Dentsply Sirona - Charlotte, NC

Luke will be working for Dentsply Sirona in Charlotte, NC as the Human Resources Intern. His primary job responsibilities will include compensation and equal pay initiatives, expatriate training and development, and talent management and acquisition.



Ava Young | Ernst & Young - Charlotte, NC

Ava will be working for Ernst & Young in Charlotte, NC as the People Advisory Services Intern. Her primary job responsibilities are yet to be determined.

CLASS OF 2022 POST-GRADUATION JOBS

Congratulations to the following second-years who have accepted positions post-graduation!



Scott Blackburn | Syneos Health – Organizational Development Analyst

Scott will be working as an Organizational Development Analyst for Syneos Health. His primary job responsibilities will include researching OD practices and industry trends and supporting senior consultants on organizational development interventions.



Haley Henderson | Danaher – HR Analyst

Haley will be working as an HR Analyst for Danaher. Her primary job responsibilities will include building reports for the company's HR metrics and Key Performance Indicators (KPIs) and using HR data to analyze trends and answer business questions on an ad hoc basis.



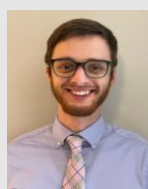
Jenna Hochstetler | Catching Leadership – Consultant

Jenna will be working as a Talent Management & Leadership Development Consultant for Catching Leadership. Her primary job responsibilities will include facilitating corporate training and client work.



Jacob Ledford | Boeing Company – Rotational HR Specialist

Jacob will be working as a Rotational HR Specialist for the Boeing Company. His primary responsibilities will include aiding in various areas, such as talent acquisition or training. As a part of this position, Jacob will plan to move to various places across the country every six months.



Braxton Lee | Maxar Technologies – Position TBD

Braxton will be working for Maxar Technologies, likely in Talent Acquisition. His primary job responsibilities will include working in program management for the Maxar Internship Program.



Ashley Rankin | Johnson & Johnson – HR Leadership Development Program

Ashley will be working for Johnson & Johnson within the HR Leadership Development Program. Currently, Ashley does not have specific job responsibilities, but she will experience different rotations based on her professional interests.



Alexa Sterling | Bank of America – Global HR Associate

Alexa will be working as a Global HR Associate for Bank of America. Her primary job responsibilities will include: establishing multiple peer and mentor relationships to provide ongoing coaching and development feedback throughout the program; supporting needs related to business advisory, operations, HR processes, and special projects; participating in collaboration across teams to develop business acumen and gain exposure to multiple HR functions; connecting with senior HR leaders to better understand how HR drives critical business decisions and serves as a strategic partner throughout the bank; developing networking skills through connections within projects, intern-specific programming, and engagement events.

STUDENT SPOTLIGHT

Congratulations to our students for their hard work on research projects, presenting at conferences, and making great impacts on the organizations with which they are involved!



Ava Young is planning to present a poster at the Society of Industrial Organization Psychology (SIOP) in April, on her research about a Safety Measurement Culture Survey, which will increase the safety environment and safety culture of companies!

Scott Blackburn is doing preparation work for his thesis on finding an innovative way to assess Social and Emotional Learning (SEL). This thesis proposes that SEL assessment needs to be innovated to help address the limitations of self-report measurements and provide a scalable solution.



Cori Ferguson is making great waves in her current graduate assistantship with Student Affairs. She has worked diligently to plan, implement, and lead a department-wide professional development series focused on learning and processing social issues through meaningful dialogue. For these events, she recruited guest speakers and moderated dialogue among Student Affairs professionals. The topics covered this semester are: Mental Health, Ableism, and Political Polarization. Cori is also planning to assist with Dr. George Banks (professor at UNCC) in assessing leadership quality through Zoom meetings with the end goal of developing an algorithm that will give employees feedback on the quality of their leadership during Zoom meetings.

Haley Henderson is working with the Vela Institute and is using five years of student data to assess the impact of COVID-19 on student test scores. She is also using this student data to determine the effects of interventions on student performance.



Jacob Ledford was awarded the Top Student award in AppState's student chapter of the Society for Human Resource Management (SHRM). He was also the co-author on an accepted submission to SIOP 2022, which focuses on looking into predictors that lead to safety incidents in the workplace.



Catherine Parks is working on a thesis investigating the risk perceptions of different levels of employees in a global threads and textiles manufacturer and the influence of those risk perceptions on subsequent actions taken to mitigate hazards. She is also working with GEAR-UP, looking at whether the modality (virtual or direct [face-to-face]) of federally run services influences post-secondary education enrollment and persistence. Lastly, Catherine has had two of her creative writing samples (one fiction and one non-fiction) accepted for publication, along with being published in a few anthologies!

Alexa Sterling is currently working to complete her thesis research this semester. Her research examined victim and perpetrator demographics to determine the role of race in regard to workplace sexual harassment, including the frequency of sexually harassing behaviors and reporting outcomes.



Second-Year Students: Many congratulations to the ten second-years who have passed the Society for Human Resource Management's (SHRM) exam to become a certified professional (CP) in human resources.



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 inquisitions!



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 EBP team is working on two major projects this semester to identify the knowledge, skills, abilities, and other characteristics psychology students learn throughout their undergraduate coursework. Identifying KSAOs will ultimately improve students' own understanding and ability to apply their training to the job market and future careers. Following the identification of KSAOs, the team will formulate an applied use of the knowledge acquired from the results of the study, specifically a crosswalk tool that will help faculty understand and articulate course KSAOs and enable students to identify and translate career relevant KSAOs to potential employers.

SUSTAINABILITY

The sustainability team is working to develop a research project connecting the delivery of sustainability training to various outcomes, which includes studying how business' sustainable behaviors and practices impact employee recruitment and retention, as well as how this relationship is moderated by individual differences and characteristics.

SAFETY



Costain - The Costain team is working to complete macro-analyses, which allows the company to analyze and identify potential opportunities or hazards that may impact the company. The team is also creating a logistic regression model to assist with getting a better look into what is driving safety incidents.



Eastman - 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.



Elevate - The Elevate Textiles team is building a Job Safety Analysis (JSA) application to rollout across the organization.

Faculty Research Spotlight



Dr. Kristl Davison is currently researching implicit measures of personality to predict workplace behaviors and outcomes. This study aims to advance previous research which examined the interactive effects of implicit and explicit aggression on work behaviors by including situational context. They relied on the Trait Activation Theory which suggests that personality traits are expressed as a response to trait-relevant situational cues. Results show that situational cues, specifically perceptions of procedural, distributive, and interactional justice, interact with implicit and explicit aggression to impact positive work outcomes including organizational citizenship behaviors (OCBs) and commendations.



Dr. Yalcin Acikgoz and Dr. Kristl Davison, with their collaborators from Utah State University and the University of Memphis, are researching to investigate if there are differences between racial groups in applicant reactions to organizations using social media screening of applicants. Given the importance of applicant reactions in pursuing employment with an organization, if a minority group has more negative reactions toward a practice, they may be less likely to apply for jobs or stay in the applicant pool after they apply, which may cause adverse impact. An earlier data collection effort toward the study indicated that minority applicants had higher perceptions of invasion of privacy when companies used social media to screen job applicants, which then predicted litigation intentions. Dr.s Acikgoz and Davison are now collecting data to further investigate this relationship.