

EYE ON IOHRM

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

INSIDE THIS
EDITION OF



IOHRM HIGHLIGHTS 2

CLASS OF 2022
INTERNSHIPS 3

RESEARCH SPOTLIGHT 4-5

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: Catherine Parks
FACULTY ADVISOR: Kemp Ellington



TOGETHER ON THE GREENWAY

Our students and faculty ended the fall semester with some bonding and friendly competition at the Greenway near Leon Levine Hall. 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 this 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



The (re-imagined) 2020 HR Summit conference was held on the mornings of October 13th, 14th, 15th and 16th. In light of the continued impact of the COVID-19 pandemic, and to ensure the safety of our students, faculty, presenters, and conference attendees, the 2020 HR Summit was an online event that (virtually) welcomed over 100 attendees 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, including the effects the COVID-19 pandemic may have on the workplace, and allowed HR professionals the opportunity to earn SHRM and HRCI continuing education credits.

The IOHRM program thanks all of our attendees for their active participation and support. Additionally, we would like to thank all corporate sponsors and partners of the event: Alorica, ATI Specialty Materials, Gallagher, SHRM Catawba Chapter, BB&T Student Leadership Center, AXA Equitable Life, TIAA, Nuveen, Carolina West Wireless, and HD Supply, as well as the many individual contributors.

We are already looking forward to the 2021 HR Summit, which (hopefully) will be held in-person in the Fall.

2020 HR Summit Sessions

It's not easy, but you can get there: How to have impactful conversations about diversity and inclusion in the workplace

Valerie Oswalt; Executive Vice President and President – Campbell Snacks
Elizabeth A. Campbell; Director of Inclusion and Diversity – Campbell Snacks
Lisa Cristantiello; Vice President of Human Resources – Campbell Snacks



Surviving and thriving in the new normal: The impact of COVID-19 on mental health and what we can do about it

Dr. JP Jameson; Professor, Doctoral Program in Clinical Psychology – Appalachian State University

WHAT IS NOT BURNOUT

- DISTINCT FROM DEPRESSION & SECONDARY TRAUMATIC STRESS
 - MORE CONNECTED TO DEPRESSION THAN PREVIOUSLY THOUGHT
- RELATED TO, BUT NOT THE SAME AS, JOB DISSATISFACTION
- WORKERS ARE NOT ALWAYS SELF-AWARE OF BURNOUT
- CONTINUUM:
SATISFACTION—DISTRESS—IMPAIRMENT—BURNOUT

Misunderstanding and misinformation: Why is it happening and how to combat it

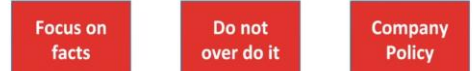
Dr. Shawn Bergman; Distinguished Professor, IOHRM faculty, Director of Research – Vela Institute
Annie Jankura; Learning Consultant – KeyBank

Having Crucial and Productive Conversations

Preparation



Tactics



The "workplace" post COVID-19? Exploring the new normal in organizations

Evea Kaldas Stuart; Senior Organizational Development Analyst – HD Supply
Stephanie Jeffer; Organizational Development Specialist – Mansfield Energy
Jennifer Cline; Head of Workplace Strategy and Execution – TIAA
Elma Lloyd; Chief of Staff for the Life and Employee Benefits – Equitable Life Insurance
Cynthia Miller; Vice President of Human Resources – Carolina West Wireless
Stacey Hussey; Human Resources Manager – Buckeye Fire Equipment Company



CLASS OF 2022 SUMMER INTERNSHIPS

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



Ashley Rankin | Syneos Health – Morrisville, NC

Ashley will be working for Syneos Health in Morrisville, NC as the Diversity, Equity and Inclusion intern. Her job responsibilities will include participating in the research and development of diversity strategies, assisting with data analysis and presentation of diversity related data, and supporting employee resource groups.



Scott Blackburn | Syneos Health – Morrisville, NC

Scott will be working in the Team and Organization Effectiveness group within Global Learning and Talent Management at Syneos Health. His project work will include rolling out an enterprise-wide assessment portfolio, supporting organization analysis and organization design projects, and developing tools and resources for team effectiveness interventions.



Jenna Hochstetler | ALG Senior – Hickory, NC

Jenna will be working in the HR department as the Learning and Development Intern. She will mainly be at the ALG Corporate headquarters in Hickory, with site visits to various communities throughout NC and neighboring states. She has also been tasked with introducing and implementing the new company-wide training platform to all ALG communities in Florida.



Haley Henderson | Volvo's Mack Trucks – Macungie, PA

Haley will be working for Volvo's Mack Trucks as an HR intern. Her project is to design and create a new recruiting process as well as manage Mack Trucks' data. She will be relocating to Macungie, PA for the internship, and is the first IOHRM student to work for Mack Trucks.



Mirinda Mason | JPMorgan Chase – New York, NY

Mirinda will be working as an HR Analyst Intern for JP Morgan, a multinational Fortune 500 company encompassing banking and other financial services. She will gain hands-on experience in different lines of business (Asset & Wealth Management, Consumer & Community Banking, Commercial Banking, and Corporate & Investment Banking) or corporate functions.



Andrew Webb | Environments for Health Architecture – Boston, MA

Andrew will be working for Environments for Health Architecture (E4H), a healthcare architecture firm with locations in the Northeast and the South. Andrew will be working in an HR generalist role, including developing employee resource groups.

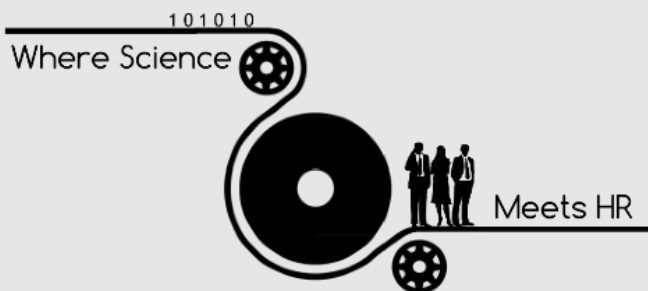


Alexa Sterling | Dow Chemical Company – Midland, MI

Alexa will be interning with Dow Chemical Co., a multinational corporation that manufactures plastics, chemicals, and agricultural products. Alexa will be an HR intern, working with senior HR leadership to develop Dow's culture. Alexa's projects will have an emphasis on attracting, developing, rewarding, and retaining a diverse and talented workforce to compete in the global marketplace.

RESEARCH SPOTLIGHT

Dr. Kristl Davison is currently working on research investigating the effects of faking on the relationship between cognitive ability and conscientiousness. Though meta-analytic findings demonstrate little or no relationship between cognitive ability and conscientiousness, faking research suggests the two variables are related when test-takers are motivated to fake. Dr. Davison's research utilizes different faking conditions to explore collinearity between conscientiousness and cognitive ability when respondents are motivated to fake. She subsequently uses her findings to discuss implications for selection systems.



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, Safety, and Sustainability. 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 Practices (EBP) team within HR Science focuses on the use of scientific literature, organizational data, professional expertise, and stakeholders' perspectives to improve management decisions and increase the likelihood of desired outcomes. In short, EBP is the application of science, psychology, data, and technology to improve individual and organizational decision-making.

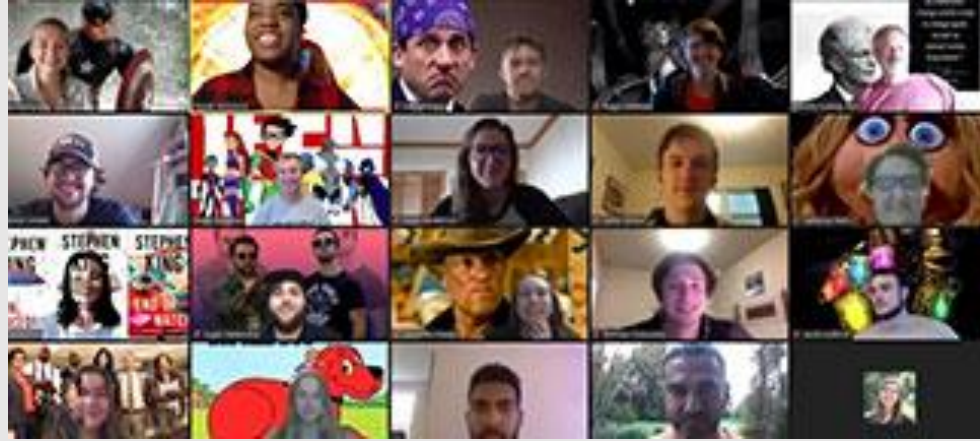


Currently, the team is working on a project that will identify the knowledge, skills, and abilities (KSAs) a psychology undergraduate student can obtain with the completion of their degree. Right now, they are finishing up building a survey that will be used to collect data from the subject matter experts—professors of the psychology department. The team will then use this data to map identified KSAs onto the courses that psychology undergraduates take here at App State. This research intends to point out important KSAs to psychology undergraduates so that they can be better prepared to market themselves and communicate their abilities to employers and hopefully lower the underemployment of psychology graduates.

SAFETY

The Safety Team is currently working on multi-year data analytics projects with the cooperation of several corporations, and a federal agency!

The Eastman team is trying to build a real-time predictive model that integrates enterprise-level information



across divisions (e.g., maintenance, warehouse) to predict the likelihood of accidents. The hope is that Eastman can use this information to remedy those predicted accidents before they happen. The team is currently analyzing descriptive statistics for incident and audit data, and is also doing data entry so

EASTMAN

safe/unsafe behaviors (e.g., not wearing PPE) can be used to develop new insights.

The National Institute of Occupational Safety and Health (NIOSH) team is working in collaboration with a representative from the agency to review the existing literature on enterprise-level advanced analytics approaches to safety and workplace injuries. The aim is to see where the technology is now, how it has been implemented, and what can be learned from it, so that potential contributions can be made.

Articles to investigate have been selected, and research methods, variables, etc. are currently being identified.



As for the Costain team, they are currently working with Costain to identify predictors of safety outcomes. The team has generated multiple hypotheses to focus on this semester, as well as aspirational hypotheses for future semesters. Data has been transferred to the team, and they are in the process of cleaning and managing the data—in doing so, the team is looking to identify the best analytic approach to predicting safety outcomes for Costain."

SUSTAINABILITY

The Sustainability Team has just finished preliminary analyses in regards to the relationship between various corporate sustainability measures and HR outcomes such as engagement, retention, pride, etc.

This was done using data provided to the team by Mercer and MSCI. In addition to this, the team created a data report of the findings that was shared with Mercer, and provided some intriguing preliminary findings. The team is currently working on drafting a paper on this data, and hope to have it submitted for review sometime later this year. Moving forward, the team is looking to develop a list of standardized questions surrounding various sustainable initiatives and policies that can be used to gauge which areas interest businesses the most, in order to better refine the research. For anyone who is interested in what the team is doing, check out the [website](#) to stay up to date on all the things the Sustainability Team is up to!

