

# EYE ON IOHRM

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

## INSIDE THIS EDITION OF



IOHRM HIGHLIGHTS 2

CLASS OF 2020 INTRODUCTIONS 3-4

FACULTY SPOTLIGHT 5

CLASS OF 2019 SUMMER INTERNSHIPS 6-7

ALUMNI MENTORS 8

SPOTLIGHT ON SUSTAINABILITY 9

## 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: Lindsey Wuerfel  
FACULTY ADVISOR: Kemp Ellington



## WELCOME, CLASS OF 2020!

Left to Right: Jessie Harris, Brooke Myall, Matthew Laske, Kelly Redd, Darby Ford, Erin Marion, Bill Griffin, Rosalyn Rease, Tara O'Neil, Lindsey Wuerfel, Soundarya Kanthimathinathan, Philip Hinson, Maira Compagnone

## SUPPORT THE IOHRM PROGRAM

Thank you for considering financial support of the IOHRM program!

Contributions can be made to the **General IOHRM Fund** (3<sup>rd</sup> option from the bottom) or the **Student Support Fund** (5<sup>th</sup> 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



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

For more information about SHRM certification:

[CLICK HERE](#)



## IOHRM RECOGNIZED BY SHRM

The IOHRM program was recently approved as aligning with the SHRM HR Curriculum Guidelines, making it one of only two I-O programs to be listed in SHRM's HR Program Directory. The major benefit to the alignment with SHRM's curriculum guidelines is that IOHRM students will be eligible to take the SHRM-CP exam upon completion of 500 hours of an internship or practical HR experience. SHRM credentials are highly esteemed and will allow our students the opportunity for further recognition in the field of Human Resource Management.

Special thanks to our faculty, Program Director Dr. Tim Huelsman, and second-year student, Troi Robinson-Moss, for the hard work they put into the application process!

## APPALACHIAN SAFETY SUMMIT

On April 2-3, 2019, Appalachian State will host the fifth annual **Appalachian Safety Summit**. Since 2015, the Appalachian Safety Summit Conference has educated and informed safety employees, teams, and managers about the latest research in behavioral safety approaches to safety culture change. Attendees will walk away from our conference armed with the tools and strategies to help motivate employees to maintain safe behavior that ensures a more productive workplace. We invite you to beautiful Boone, NC to learn from leading experts in the behavioral-based safety field.

We are proud to have six speakers join us this year, including our very own **Dr. Timothy Ludwig**, named one of *Industrial Safety and Hygiene News Magazine's* *Power Leaders in the Safety and Health World*. We encourage everyone to save the date and get ready to **elevate your approach to behavioral safety!**

For more information on the Safety Summit and to register to attend:

[CLICK HERE](#)



APPALACHIAN  
SAFETY SUMMIT

APR 2-3, 2019  
BOONE, NC



**Shawn M. Galloway**  
President and Chief Operating Officer  
ProAct Safety, Inc.



**Dr. Angelica C. Grindle**  
Senior Vice President  
Quality Safety Edge



**Dr. Timothy Ludwig**  
Appalachian State University  
Safety-Doc.com



**Dr. Sherry Perdue**  
Principal/ Senior Specialist and Co-Owner  
Safety Performance Solutions Inc.



**Claire Fryer**  
Director of Behaviors  
Management - Costain



**Denise Murray**  
Learning Consultant  
Mudita Pro



**Mark L. Peal**  
Director, HSE  
Eastman Chemical Company

ELEVATE YOUR APPROACH TO BEHAVIORAL SAFETY

[www.appalachiansafetysummit.com](http://www.appalachiansafetysummit.com)

# MEET THE CLASS OF 2020



## MAIRA COMPAGNONE | Middleboro, MA

**UNDERGRADUATE DEGREE:** Ethics, Social, & Political Philosophy | University of Massachusetts Boston

**WHY IOHRM:** I learned a lot about faculty research and I/O courses while working in the management department, and really fell in love with HR.

**HOBBIES:** Hiking and yoga



## DARBY FORD | Wake Forest, NC

**UNDERGRADUATE DEGREE:** Psychological Sciences & Criminal Justice | UNC-Charlotte

**WHY IOHRM:** I want to ease the stress of Americans through psychologically-based strategies.

**FAVORITE SPORTS TEAM:** Carolina Panthers



## BILL GRIFFIN | Frederick, MD

**UNDERGRADUATE DEGREE:** Clinical/Counseling Psychology | Washington College

**POST-GRADUATION PLAN:** HR Generalist/Specialist or Business Consulting

**FAVORITE TV SHOW:** The Office



## JESSIE HARRIS | Raleigh, NC

**UNDERGRADUATE DEGREE:** Psychology | Appalachian State University

**WHY IOHRM:** My experience with the IOHRM program in my time as an undergrad at App made me want to be a part of this program. I decided to go into I/O because I want to impact something that is an important part of everyone's daily life, work, in a positive way.

**FAVORITE FOOD:** Dandan noodles



## PHILIP HINSON | Gastonia, NC

**UNDERGRADUATE DEGREE:** Psychology | UNC-Charlotte

**POST-GRADUATION PLAN:** My current goal is to pursue a career in consulting. I look forward to helping different types of companies with projects, research, and creating positive work environments.

**FAVORITE BOOK:** The Hitchhiker's Guide to the Galaxy



## SOUNDARYA KANTHIMATHINATHAN | Alpharetta, GA

**UNDERGRADUATE DEGREE:** Psychology | University of Georgia

**POST-GRADUATION PLAN:** I know I want to work in either an internal or external consulting role. I'm not sure about specifics in terms of focus areas, companies, etc., but I'm sure graduate school will help with that!

**FAVORITE SUPERHERO:** Wonder Woman





## **MATTHEW LASKE | Kalamazoo, MI**

**UNDERGRADUATE DEGREE:** Behavioral Science | Western Michigan University

**WHY IOHRM:** I chose the IOHRM program because of its one of a kind collaboration between the psychology and business college, the fantastic faculty to student ratio, the program's culture, and the opportunity to work with Dr. Tim Ludwig, the Safety Doc.

**FAVORITE SPORTS TEAM:** Boston Celtics



## **ERIN MARION | Fishersville, VA**

**UNDERGRADUATE DEGREE:** Psychology | Virginia Tech

**POST-GRADUATION PLAN:** After graduation, my plan is to get a job consulting in leadership development.

**FAVORITE TV SHOW:** Scrubs



## **BROOKE MYALL | China Grove, NC**

**UNDERGRADUATE DEGREE:** Psychology | Western Carolina University

**WHY IOHRM:** I like the location of Appalachian and the way this program is set up.

**FAVORITE SUPERHERO:** Captain America



## **TARA O'NEIL | Endwell, NY**

**UNDERGRADUATE DEGREE:** Industrial/Organizational Psychology | Marywood University

**WHY IOHRM:** I found the IOHRM program unparalleled to other programs because of the addition of the HR component in conjunction with the optional dual MBA. The program's inclusive culture and esteemed faculty made my choice incredibly easy.

**FAVORITE FOOD:** Pistachios



## **ROSALYN REASE | Buena Vista, GA**

**UNDERGRADUATE DEGREE:** Psychology | University of Georgia

**WHY IOHRM:** I chose I/O because people spend a significant portion of their lives at their jobs, and this field presents the opportunity to research and make improvements to the way we approach work at both individual and organizational levels.

**FAVORITE MOVIE:** The Princess Bride



## **KELLY REDD | Greensboro, NC**

**UNDERGRADUATE DEGREE:** Psychology & Japanese | UNC-Charlotte

**POST-GRADUATION PLAN:** Work with ex-pats in Japanese-American companies to make a great work environment for those from all cultures.

**HOBBIES:** Video games and anime



## **LINDSEY WUERFEL | Summerville, SC**

**UNDERGRADUATE DEGREE:** Experimental Psychology | University of South Carolina

**WHY IOHRM:** I was excited by the idea of a psychology/business hybrid degree and the opportunity to learn from faculty in both disciplines. The applied nature and breadth of coursework really sold me; a beautiful campus nestled in the mountains was just the cherry on top!

**FAVORITE FOOD:** Ben & Jerry's Chocolate Fudge Brownie Ice Cream

**Dr. Jacqui Bergman  
named interim vice  
provost for faculty  
affairs**

In July, the Division of Academic Affairs named Dr. Jacqui Bergman as interim vice provost for faculty affairs. In this new role, she will lead policy development, implementation, and assessment, particularly in relation to faculty matters. She will also work with the Faculty Senate and represent the provost on the Faculty Governance Committee while overseeing faculty development programs and Appalachian's Center for Academic Excellence.

Jacqui will continue to instruct Employment Law and Leadership, Groups, and Teams in the IOHRM program.

Congratulations, Jacqui!



# FACULTY SPOTLIGHT

Meet the IOHRM program's  
newest faculty member,  
**Dr. Kristl Davison!**



**Where are you originally from?** I grew up in Florida.

**Where did you receive your education?** Tulane University for all my degrees - BS, MS, & PhD

**What are your research interests/current projects?** I generally study "people behaving badly"—I've got a few projects on topics such as insufficient effort responding on surveys, procrastination, deviance in leaders, classroom team performance and peer evaluations, gender discrimination, etc. I also do some methodological work and collaborate on some hospitality research.

**Why did you choose your profession?** Great question—I knew I was interested in behavior but discovered that rats bite (and make messes). My family had a friend who worked at the APA, and she sent me a brochure on careers in Psychology, and I/O seemed like a good fit, especially since I really like statistics!

**Tell us about your family.** I have a 10-year old son and 4-year old daughter. My son loves math and reading and wants to be a paleontologist. My daughter is a little social butterfly.

**What are three things you like to do outside of work?** 1. Walk outdoors (now that I'm in the mountains I think I can call it "hiking"). 2. Read—I'm hoping to join a book club here. 3. Dabble in art when I get time—pottery or glass fusing

**What life accomplishments (outside of work) are you particularly proud of?** Being interviewed by Journal of Management Education for a podcast about an article I wrote; winning an award in a creative writing class for a short story I wrote

**What words of wisdom would you tell your childhood self?** "Raw tomatoes are ok to eat."

**If you could live in a movie or television show, what would it be and why?** Star Trek—it's so utopian

**If you could have dinner with anyone, dead or alive, who would it be?** Maybe Ben Franklin? I'm sure he could tell some great stories

**What is your favorite food/drink?** Pizza! (Isn't that everyone's?)

# CLASS OF 2019 SUMMER INTERNSHIPS



## HANNAH COSTELLO | Shurtape Technologies, LLC, Hickory, NC

**PRIMARY RESPONSIBILITIES:** Cornerstone On Demand development plan creation; rewards and recognition research and strategy building; interview of VPs about training needs, rewards, and recognition practices; personality assessment research for 13 leaders of a plant; onboarding and departmental structure research

**HIGHLIGHT:** Meeting with the different functional teams of the HR department to get a well-rounded feel of all the moving parts that go into running HR at a medium sized, multinational manufacturing company.

**BIGGEST SURPRISE:** The difference in the presentation expectations from school to work. In the working world, we all must be ready to respond to questions and bounce around to answer questions that come up.



## TREVOR FEDESON | ConvaTec, Greensboro, NC

**PRIMARY RESPONSIBILITIES:** Developed a training manual specifically to help educate trainers and align them to a set standard within the company; researched topics and information for the project then condensed and delivered relevant information to superiors; revised and edited manual to fit ConvaTec guidelines

**HIGHLIGHT:** The internship was remote, so I was able to go home for Fourth of July for nearly 10 days. I was able to do my work and be with my family at the same time.

**BIGGEST SURPRISE:** I was blown away by how much I still truly had to learn when I got to my position. I did not have all the answers, but thankfully I still felt prepared.



## LAUREN FERBER | United States Air Force - Civilian Personnel, Dayton, OH

**PRIMARY RESPONSIBILITIES:** Pre-employment; restructured in-processing; created internship guide

**HIGHLIGHT:** I was able to visit the National Museum of the United States Air Force, which is located on my base, a few times. Learning about the history of flight and how it has influenced our country was a fun experience.

**BIGGEST CHALLENGE:** Learning all of the laws, policies, and procedures specific to the Air Force.



## ANNIE JANKURA | KeyBank, Cleveland, OH

**PRIMARY RESPONSIBILITIES:** Developed recommendations for an enterprise-wide optimum onboarding experience; analyzed and reported turnover trends; created training materials

**HIGHLIGHT:** I had the opportunity to volunteer with fellow HR interns at the Greater Cleveland Food Bank. We also had lunch with the Chief HR Officer and met with him regularly throughout the summer!

**BIGGEST SURPRISE:** I was blown away by the accessibility of C-Suite executives and the HR Leadership Team - they were all very willing and excited to chat with and offer guidance to interns.



## SYDNEY KOPELIC | Bank of America, Charlotte, NC

**PRIMARY RESPONSIBILITIES:** Created three playbooks for how we show up to and measure the success of all types of Global Technology & Operations and Diversity and Inclusion (D&I) events; D&I Streamlining; pitch creation - worked with manager and colleagues to plan pitch to current advisory councils and D&I Forum

**HIGHLIGHT:** I learned a lot about the corporate culture, D&I strategy, and gained confidence in my abilities.

**BIGGEST CHALLENGE:** It takes a very long time to see the results of your efforts/organizational change in a large organization.



## RYAN LAGAN | Rockwell Collins, Winston-Salem, NC

**PRIMARY RESPONSIBILITIES:** Conducted phone, video, and in-person interviews, and made hiring decisions; managed onboarding procedures and orientation; planned and participated in leadership training

**HIGHLIGHT:** Finding candidates to fill openings for three full-time engineering positions, as well as dozens of unionized positions in Seat Assembly.

**BIGGEST SURPRISE:** If you find and take opportunities to contribute meaningfully to a company, smart managers will quickly find themselves giving you more chances to do so.





### TAYLOR LEMKER | ATI Specialty Materials, Monroe, NC

**PRIMARY RESPONSIBILITIES:** Created a process map for the recruiting through onboarding process; coordinated the biannual food drive; recruited a new member for the inside sales team

**HIGHLIGHT:** I truly enjoyed the camaraderie that I felt with my co-workers. We had our own walking club that would meet up at lunch so we could get our steps in!

**BIGGEST SURPRISE:** How much I enjoyed learning about the different metal manufacturing processes. It was a welcomed challenge to familiarize myself with such technical work and a strong safety culture.



### KATIE MANESS | TIAA, Charlotte, NC

**PRIMARY RESPONSIBILITIES:** Research on remote work outcomes & the workforce of the future; ad hoc reporting analysis for the Talent Management/Acquisition teams; analysis & recommendations for Top Talent Programs & TIAA University career development website to better develop our people; integrated approach to succession planning

**HIGHLIGHT:** I developed a network across HR & was selected for the inaugural HR development rotational program.

**BIGGEST SURPRISE:** The willingness of people across HR and the organization to take time out of their very busy schedules to meet, share their knowledge and experiences, and develop relationships with me.



### KIRSTEN MONTANARI | The Leadership Effect, Saint Louis, MO

**PRIMARY RESPONSIBILITIES:** Developed resources to assist in competency modeling, leadership development, training, and consultancy branding; assisted in delivery of trainings, seminars, and project management; wrote assessments for leadership development

**HIGHLIGHT:** Using my previous work experience & IOHRM skills in developing leaders to do their best work!

**BIGGEST CHALLENGE:** It is clear to me that the way organizational psychologists think and problem-solve is truly unique in the workplace. I am empowered to know that we add value to an organization, but it will be a challenge to communicate this value in a way that is accessible.



### AMBER POTIER | Lafayette General Health, Lafayette, LA

**PRIMARY RESPONSIBILITIES:** Physician orientation and handbook; talent acquisition; Human Resources Information System transition; benefits audit; work improvement plan

**HIGHLIGHT:** I was able to learn the importance of Human Resources Information Systems as well as navigate two separate systems. I also gained experience working in an established HR team and saw the importance of organizational culture.

**BIGGEST CHALLENGE:** Finding my way and place within an already established HR department. I also had to navigate through a healthcare system that I wasn't entirely familiar with.



### TROI ROBINSON-MOSS | Sealed Air, Charlotte, NC

**PRIMARY RESPONSIBILITIES:** Researched onboarding processes at the company and made recommendations to enhance said processes; assisted in the creation of the engagement survey action plans; increased participant engagement for the company's webcast for managers

**HIGHLIGHT:** Being thanked during the global HR quarterly webcast for my work on the engagement survey.

**BIGGEST CHALLENGE:** There was no historical data on onboarding processes before I completed my project, and providing a resource company-wide with so little data was definitely challenging.



### CARSON SELLS | Inmar, Inc., Winston-Salem, NC

**PRIMARY RESPONSIBILITIES:** Brought a data-driven approach to various HR systems; used personality assessment data to enhance the effectiveness of the selection system and employee development plans; conducted pulse surveys to understand company; laid groundwork for a "data roadmap"

**HIGHLIGHT:** The investment from the company (ex. Yellow Belt Certification, Tableau training) were extremely valuable. I also enjoyed collaborating with people from other departments.

**BIGGEST SURPRISE:** I was surprised at how prepared I was to make a meaningful difference at work. The IOHRM program helped me embody the scientist-practitioner approach and provide fresh, value perspectives.



### MEGAN WAITE | La-Z-Boy Incorporated, Monroe, MI

**PRIMARY RESPONSIBILITIES:** Resume and phone screening for an entry level position with notoriously high turnover; created job description introductions; facilitated discussion of manufacturing plants' and RDCs' hiring procedures; compiled past staffing vendor agreements into a spreadsheet to be used in future staffing decisions

**HIGHLIGHT:** Being able to see how the work I was doing was going to be used was exciting!

**BIGGEST SURPRISE:** The flex workspace was amazing in allowing myself and the other interns to see what the other functions were doing and how it contributed to the overall running of the business.

# 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.

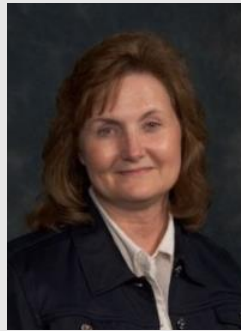
This program has seen great success in the past and promises to be another exciting opportunity this year. A big thank you to all alumni currently involved in this program!



**RYAN FELTY**  
Global OD Manager,  
Dawn Foods Global



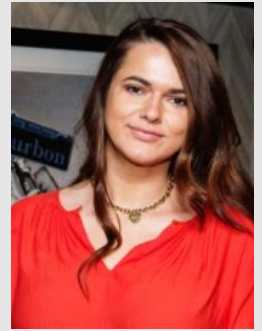
**STACEY HUSSEY**  
HR Manager,  
Utilis



**LAVERNE HIBBETT**  
Global L&D Manager,  
ConvaTec



**DEA KAMBERAJ**  
Senior Consultant,  
EY



**ELMA LLOYD**  
Program Manager,  
AXA US



**KRISTEN KAUFMANN**  
Sr. Change Management  
Consultant, Acumen Solutions



**KATE THOMPSON**  
Manager of Talent Assessment  
& Planning, TIAA



**MORGAN POWERS**  
Workforce Management Analyst,  
Reynolds American



**JESSICA NEW**  
Technical Sourcer,  
Google



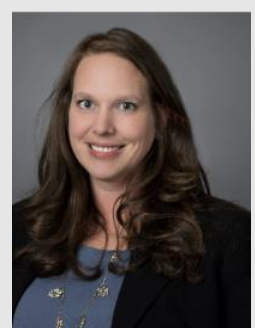
**CYNTHIA MILLER**  
VP of HR, Carolina  
West Wireless



**JOHN MISENHEIMER**  
HR Business  
Analyst, Cisco



**BETH HERRON**  
Sr. Solutions  
Architect, SAS



**JENNIFER CLINE**  
Chief of Staff,  
Nuveen



# SPOTLIGHT ON SUSTAINABILITY

The HR Science Safety Team and Professional Education program have undertaken projects that focus on **Workforce Sustainability** initiatives. Check out the great work that our faculty and students are doing!

## HR SCIENCE SAFETY TEAM

This semester, the HR Science Safety Team began working on a multi-year data analytics project with the cooperation of Eastman Chemical Company. The first goal of the project is to develop an Analytics Readiness Audit that will evaluate a company's safety and health metrics. This audit will inform the development of data systems, sources, and sets, which will in turn allow the team to conduct a multi-phase analytics process to identify patterns in the data and develop models to help prevent future injuries. The information from these analyses will allow for the production of industry-specific and more general documents to be published in the occupational safety literature in order to inform industries of new techniques to improve their safety programs.

Under the direction of Dr. Timothy Ludwig, Dr. Shawn Bergman, and Dr. Yalçın Açıkgöz, project leads from the IOHRM program Lauren Ferber, Philip Hinson, and Matthew Laske are working to establish contact and build relationships with safety professionals from Eastman Chemical's Tennessee location in order to begin collecting, organizing, and evaluating the company's safety data.

The HR Science Safety Team visited Eastman's facility in Kingsport, Tennessee in September to meet with their points of contact within the company. The team also toured the facility, hard-hats and all, allowing them to meet the people who carry out and are affected by safety protocol and gain a better understanding of the conditions in which they work.

Left to Right: Lauren Ferber, Matthew Laske, Bill Griffin, Dr. Yalçın Açıkgöz, Philip Hinson, Dr. Timothy Ludwig, Soundarya Kanthimathinathan, Dr. Shawn Bergman, Tara O'Neil

## PROFESSIONAL EDUCATION PROGRAM

The Professional Education program at Appalachian State University is an educational program for industry professionals located primarily in the northwest region of North Carolina, which has been identified by IEI's FutureWork Disruption Index as the highest-ranked region at risk for job loss due to automation, and at risk to lose a high percentage of total wage earnings. Professional Education is closely aligning its outreach efforts with App State's and the WCOB's Sustainability growing efforts in Workforce Sustainability.

The Professional Education program is aiming to improve the lives of the employees of North Carolina by offering transformation training experiences to enhance career trajectories. The program will help local business in the northwest region of North Carolina grow by providing their employees with needed managerial and professional knowledge and skills. This will assist with economic development within the NC NorthWest Prosperity Zone by providing industries with the skilled labor needed to adjust to industry changes and compete in the global economy.

The Professional Education program is directed by Dr. Shawn Bergman and supported by Dr. Kemp Ellington, second-year students Annie Jankura, Katie Maness, Hannah Costello, Megan Waite, Sydney Kopelic, and Troi Robinson-Moss, and first-year student Maira Compagnone.

