



Eye on IOHRM

Appalachian State University

Eye on IOHRM

Issue 6

Welcome to the Fall 2013 edition of *Eye on IOHRM*!

Inside this issue:

| | |
|--|------------|
| Incoming Students Class of 2015 | 2-3 |
| Student Presentations | 4 |
| Summer Internship Updates Class of 2014 | 5-6 |
| Alumni Connections Alumni Updates IOHRM Conference | 7 |
| Final Notes Student Support Fund IOHRM Advisory Board | 8 |

Welcome, Welcome!

As we start another year here at Appalachian State I want to extend my first welcome to the Class of 2015. We are excited for you to join the IOHRM program! We've got another fantastic cohort of 10 people this year. You can learn more about each of them on pages 2-3.

Welcome back to the Class of 2014, returning from your summer internships. Our students worked from Ohio to Florida with many staying in North Carolina. The students have gained a lot of great experiences throughout the summer, which you can read about on pages 5-6.

Welcome back to the IOHRM faculty returning from productive yet restful (hopefully) summers. We have an exciting announcement about one of our faculty. This past summer Dr. Jacqui Bergman began working as the Chairperson of the Department of Management in the Walker College of Business. Congratulations, Jacqui!

Now that I've taken care of most of the welcomes, the program has several exciting events coming up this semester.

In October, we will be hosting our second Advisory Board meeting (another welcome...to our Board members). The purpose of the Advisory Board is to help facilitate curriculum improvements and connections to the business world. Another goal of the Advisory Board is to facilitate growth of the Student Support Fund, which will continue to provide excellent experiences for our students, especially with your support! You can find a report of last semester's Advisory Board meeting on page 8.

We are also celebrating 30 years of the IOHRM program this fall. We will be hosting a conference for all alumni and current students of our program during the weekend of November 8th. More details can be found on page 7.

Finally, I have one last welcome; welcome to IOHRM program alumni and our other friends. We always enjoy your notes, emails, and visits. We welcome your suggestions. We welcome your assistance in the internship process. We welcome your involvement in our research. We welcome your continued support of the IOHRM program.

Thank you for your interest in keeping up-to-date with our program and I hope you enjoy the Fall 2013 issue of *Eye on IOHRM*!

Best Regards,

Tim

Timothy J. Huelsman, PhD
IOHRM Program Director

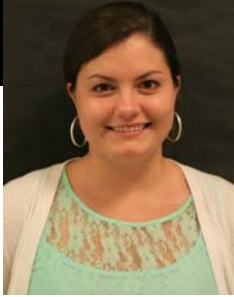


Class of 2015

Back row (left to right): Matt Cartabuke, Cameron Stinnett, Hannah Childs, John Misenheimer, Jeremy White
Front row (left to right): Danielle Kretschmer, Sarah Guilfoyle, Holly Brugger, Kristen Kaufmann, Heather Holden

IOHRM Welcomes the Class of 2015

Holly Brugger
UNC Chapel Hill



Holly is from Matthews, NC. She completed her Bachelors at UNC-Chapel Hill in Psychology and Women's/Gender Studies. Her academic interests include workplace diversity, anti-discrimination policies, workplace health and stress, motivation, and work/life balance. She chose the IOHRM program because she wants to maximize workplace potential and equality and the combined fields of IO and HRM are a perfect approach. In her free time she likes to play volleyball.

Fun Facts

Interesting Fact: She danced to 'Single Ladies' during a taping of 'Hot in Cleveland'
Favorite Food: Lo Mein
Favorite Quote: "Women are the largest untapped reservoir of talent in the world" - Hillary Clinton

Hannah Childs
Virginia Commonwealth Univ.

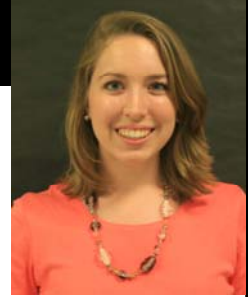


Hannah is from Stafford, VA. She completed her Bachelors in Psychology with a minor in Sociology at Virginia Commonwealth University. Her academic interests include abnormal psychology and criminal behavior. She experienced first-hand issues in the workplace through her three years as a resident assistant at VCU. Hannah would love to retire after completing the program but realistically will enter the workforce or continue her education. In her free time she enjoys being outdoors as well as crafts, reading, and running.

Fun Facts

Favorite Holiday: Friday
Favorite Food: Cheese
Interesting Fact: She is a pescatarian

Heather Holden
UNC Chapel Hill

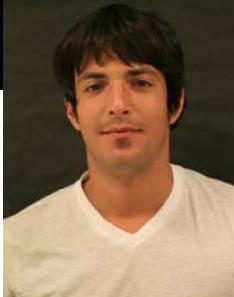


Heather is from Mooresville, NC. She completed her Bachelors at UNC-Chapel Hill in Psychology and English with a minor in History. Her academic interests include labor relations, staffing, and motivation. She is looking forward to taking management classes. She hopes to work in HR or change-management consulting. In her free time she enjoys Zumba, swing dancing, reading, kayaking, canoeing, and hiking.

Fun Facts

Favorite TV Show: The Big Bang Theory
Interesting Fact: She worked for Donald Trump for a summer
Favorite Quote: "There are far, far better things ahead than any we leave behind" - C.S. Lewis

Matt Cartabuke
Florida State Univ.



Matt is from Columbus, OH. He completed his Bachelors at Florida State University in Psychology and History with minors in Hospitality and Russian. His academic interests outside psychology include history, specifically WWII and Russia, philosophy, and religion. He wants to work in an HR position in a large company. In his free time he likes to run, read, listen to music, and play guitar and bass.

Fun Facts

Favorite Trip: Study Abroad in Russia
Favorite Quote: "Try not. Do or do not. There is no try"- Yoda
Interesting Fact: He can run up to 12 miles a day

Sarah Guilfoyle
Louisiana State Univ.



Sarah is from Baton Rouge, LA. She completed her B.S at LSU in Psychology with minors in Business Administration and Sociology. Her academic interests include employee stress and organizational culture. She plans to enter the workforce after completing the program. In her free time she enjoys tennis, yoga and reading. She is looking forward to learning how to ski!

Fun Facts

Favorite Vacation: Family trip to New Zealand
Favorite Holiday: Christmas
Interesting Fact: Her family now lives in Singapore and she spent 2 months with them over the summer.

Kristen Kaufmann
James Madison Univ.



Kristen is from Yorktown, VA. She completed her B.S. at James Madison University in Psychology with minors in German and Modern European Studies. Her academic interests include behavior management, organizational culture, and work-family conflict/balance. She plans to continue on to a doctoral program in IO psychology. In her free time she likes to cook, homebrew, hike, go boating, and travel as much as she can.

Fun Facts

Favorite TV Show: Boy Meets World
Favorite Trip: Studying abroad for a year in Berlin, Germany
Favorite Quote: "Keep Calm and Carry On"- British Government

IOHRM Welcomes the Class of 2015

Danielle Kretschmer
Univ. Nevada—
Reno



Danielle is from Reno, NV. She completed her Bachelors at the University of Nevada- Reno in Psychology with a minor in Sociology. Her academic interests include management development and initiatives. She chose the IOHRM program because of interest in the application of psychology to business, and to work with Dr. Ludwig. She plans to work in corporate consulting after completing her Masters. In her free time she likes to swim, practice yoga, ballet, and backpacking.

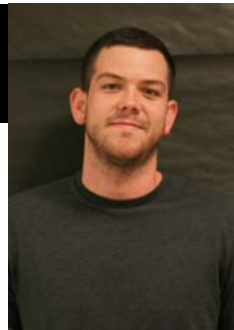
Fun Facts

Favorite Holiday: Her Birthday

Favorite Food: Steak Diane

Interesting Fact: Danced professionally for a ballet

Cameron Stinnett
Univ. of Tennessee



Cameron is from Titusville, FL. He completed his Bachelors at the University of Tennessee-Knoxville in Psychology. His academic interests include conformity, organizational culture, employee engagement, and organizational citizenship behavior. He plans to continue on to a job in HR or talent management/recruitment. In his free time he likes watch movies, read, exercise, and cook.

Fun Facts

Favorite Food: Canned green beans

Favorite TV Show: It's Always Sunny in Philadelphia

Interesting Fact: He grew up watching space shuttle launches from his house



Welcome to
the Class of
2015!

John Misenheimer
NC State



John is from Pittsboro, NC. He completed his Bachelors in Psychology at NC State University. His academic interests include leadership, hiring processes, and job placement. He chose the IOHRM program because of the collaboration between students and faculty. After completing his Masters, he hopes to return to working in higher education. In his free time he likes to run, hike, bike, cook, and homebrew.

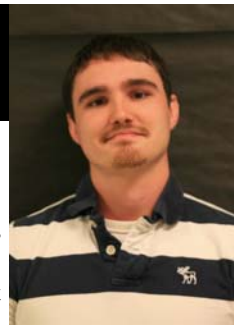
Fun Facts

Favorite Vacation: Family vacation to Ireland

Favorite Movies: Princess Bride, Anchorman, and LOTR

Interesting Fact: He led the ceremony at his older brother's wedding

Jeremy White
UNC Charlotte



Jeremy is from Charlotte, NC. He completed his Bachelor's degree in Psychology with a minor in history at UNC-Charlotte. He likes the idea of being able to give practical solutions to problems in the workplace. ASU was the perfect fit for him being close to Charlotte and, of course, the mountains! Jeremy plans to continue on to the workforce after completing his Masters. In his free time he enjoys spending time with friends as well as watching/playing as many sports as he can!

Fun Facts

Favorite Vacation: Disney World

Favorite Movie: The Perks of Being a Wallflower

Interesting Fact: Jeremy has lived his entire life in Charlotte, NC.



**Student
Support Fund**

You can help our students continue to attend conferences and expand their professional development.



see page 8 for how to donate

- Acikgoz, Y.*, Bergman, S. M., Bergman, J. Z., & Huelsman, T. J. (2013, April). *User attitudes toward social recruiting practices*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Acikgoz, Y.*, Carrol, R.*, Felty, R.*, Ferrise, M., Bergman, S. M., & Whitaker, B. G. (2012, October). *Organizational goals and social media: Much to do about nothing?*. Symposium conducted at the 8th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- Bergman, S. M., Small, E. E., Bergman, J. Z., & Bowling, J. J.* (2013, April). *Leadership emergence and group development: Longitudinal analysis of project teams*. Poster session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Blasingame, A.*, Desai, P.*, Hale, S.*, & Ludwig, T. D. (2013, February). *Increasing productivity in hand-made furniture using Organizational Behavior Management*. Poster presented at the Organizational Behavior Management Conference hosted by the California Association for Behavior Analysis, Anaheim, CA.
- Carroll, R. C.*, Romano-Bergstrom, J. C., & Fischer, M. (2013, April). *Social media: Escape the runaway bandwagon*. In S. M. Bergman (Chair), *Empirical evidence for successfully using social media in organizations*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Holmes, E. I.*, Westerman, J. W., & Bergman, S. M. (2012, October). *Narcissism and the motivation to lead: Does emotional intelligence matter?*. Poster session presented at the 8th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- Kimura, N.*, Eberhardt, A.*, Copeland, J.*, & Ludwig, T. D. (2013, February). *Intervening to increase product knowledge and support among customer service employees at an internet retailer*. Poster presented at the Organizational Behavior Management Conference hosted by the California Association for Behavior Analysis, Anaheim, CA.
- Krulikowski, C., Solook, K., Açikgöz, Y*, Romano-Bergstrom, J. C., & Bergman, S. M. (2013, May). *Social media usage among young adults: What, how and why?* Poster session presented at the meeting of the American Association for Public Opinion Research, Boston, MA.
- Romano-Bergstrom, J. C., Krulikowski, C., Fischer, M., Carroll, R. K.*, Sarah, E., Marsh, S. M., & Bergman, S. M. (2012, May). *Putting the "social" in exploring the social media frontier: Collaborating to investigate social media's past, present and future*. Poster session presented at the meeting of the American Association for Public Opinion Research, Orlando, FL.
- Watral, J., Byrd, A.*, Bergman, S. M., Shelton, C., & Starr, G. E. (2012, October). *Peer-to-peer evaluation of academic librarians*. Poster session presented at the 8th Annual River Cities Industrial-Organizational Psychology Conference, Chattanooga, TN.
- Watts, R.*, Malpass, B.*, Byrd, A.*, & Ludwig, T. D. (2013, February). *Pinpointing and influencing "branding" behaviors in sales associates*. Poster presented at the Organizational Behavior Management Conference hosted by the California Association for Behavior Analysis, Anaheim, CA

*IOHRM Graduate Student



Class of 2014: Summer Internship Updates

Alli Byrd



I completed my internship with the City of Burlington where I worked in Human Resources and the City Manager's office. The experience provided exposure to the responsibilities of departments that provide services in such critical areas as human resources, governance, community development, public information, and law enforcement. I also gained exposure to legislation, managerial operations, and organizational structures of government agencies. One of my major projects was the development and presentation to Executive Staff of a comprehensive plan for deployment of an organizational needs assessment. My involvement included providing formal recommendations for an Employee Opinion Survey, including processes for deployment, analysis, improvement planning, and development of the survey instrument. In addition, I consulted and collaborated with the Chief of Police regarding the performance appraisal practices within the department and provided consultative assistance for a revision of processes. I also assisted the Public Information Officer and Chief of Police with research for the creation of new policies and City ordinances.

regions. I also worked on a number of smaller projects related to marketing and branding Citrix's careers and improving the careers website. Through this experience, I was able to learn about talent acquisition operations, HR marketing and branding, recruiting, and communications.

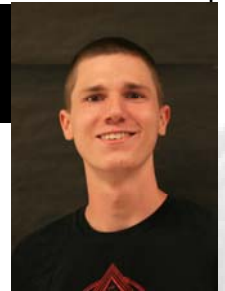
employs 4,400 people. I had the wonderful opportunity to be a member of the employee education and development team, which is responsible for staff competencies, leadership training, tuition assistance/scholarships, and employee development. My major projects included the curriculum development of a Clinical Executive MBA (CEMBA) program for service chiefs, planning and evaluating the success of a health education fair for employees and patients, assisting with the leadership book club, developing a targeted team training program, co-facilitating a full-day Excel workshop, teaching in New Employee Orientation, conducting literature reviews, analyzing interview and focus group data, and facilitating 'Civility, Respect, and Engagement in the Workplace' (CREW), a VA-wide culture change initiative aiming to improve the work climate.

Amanda Eberhardt



I had the unique opportunity to split my time between two locations. During the first six weeks, I was in Avon, Ohio, working for ShurTech Brands, who markets and manufactures do-it-yourself tapes under brands such as Duck and FrogTape. For the remaining five weeks, I worked in Hickory, NC, for the parent company Shurtape Technologies, who serves a variety of markets including packaging, HVAC, and transportation. The HR department is a shared role between the two companies. The majority of my efforts were focused in two areas, employer branding and talent management. After extensive research and engaging meetings with company leaders, I produced an extensive action plan that will inform the company's employer branding strategy moving forward. For the talent management project, I conducted a thorough needs analysis of seven positions within the company and created curriculum for each based on training gaps or development opportunities. I also gained experience in recruiting, onboarding, PTO programs, attendance policy design, and health & welfare.

Ian Head



This summer, I worked for The Geo Group, an international organization that runs and manages prisons. I split my time between two different prisons and was able to experience the cultural differences within an organization. I spent most of my internship behind a desk handling the everyday work of a frontline HR Manager. My daily tasks included job postings, screening applications, interviewing, background investigations, FMLA leave, Workers Comp claims, ADA accommodations, employee relations, file keeping, and entering information into the HR personnel system. That was just my daily work! I also worked with and processed unemployment claims, drug testing, staff investigations involving misconduct, auditing, and I-9 verification. It was my responsibility to handle all employee inquiries while juggling the heavy workload of the aforementioned duties. This was an incredible opportunity in which I assumed the responsibilities of being an HR Manager for ten weeks.

Kellie Collins



My 12-week internship was at Citrix Systems in Raleigh, NC. Citrix is a global leader in cloud, networking, and virtualization technologies. As a Talent Acquisition Intern, my primary responsibility was revamping job descriptions that are posted on the organization's careers website in order to make them more attractive to candidates. I focused on updating job descriptions for the sales organization, technical support, and engineering in the Americas and EMEA

Stephanie Hale



My internship was with the James A. Haley Veterans' Hospital in Tampa, Florida. The James A. Haley VA Hospital provides tertiary care for 90,000 veterans in central Florida and

Class of 2014: Summer Internship Updates

Robert Kennan

and daily activities at ECRS, many of which involved coordinating with other department managers and interacting with employees. A few of my larger projects included updating the ECRS Intranet, improving various staffing processes (recruiting, onboarding, training), assisting with moving the company health insurance to a new carrier, and reviewing and updating policies and other corporate documents. It was a great opportunity to see how a relatively small company's HR Department is managed.



This summer I worked in the Human Resources department of Cornerstone of Recovery, a company offering drug and alcohol rehabilitation services in both

Tennessee and Ohio. My first project was to create a new digital filing system for the company to facilitate the transition of personnel files from hard copies to electronic. My second project was to help create pay-bands for certain positions within the company. This involved conducting market research to determine trends in pay at the national-, state-, and local-level in order to justify any adjustments made to employees' compensation. Other opportunities have included being able to sit in on meetings with insurance brokers to discuss the effects of the Affordable Care Act and observing how the organization dealt with conflicts resulting from employee behavior on social media.

Kate Thompson

I was very fortunate to spend my 10-week internship with TIAA-CREF in Charlotte, NC, working in their Talent Management department under



Organizational Development and Effectiveness. The majority of my time was spent assisting business area liaisons to interpret and communicate the results of TIAA-CREF's annual Culture Survey by providing them with presentation decks for the Executive Management Team, handling special report requests, training managers, and creating intranet resources. The other big project on which I assisted was a values refresh the company is undergoing, where I was responsible for consolidating focus group feedback into decks and providing input on different versions of values. Overall, I absolutely loved my experience with TIAA-CREF and could not be more thankful for the amazing opportunity!

Bethany Malpass

This summer I completed a 12-week internship with United Therapeutics (UT), a biotechnology company consisting of approximately 675 employees worldwide. Working for such a small organization allowed me to gain a substantial amount of hands-on experience in many different areas of HR including recruiting, onboarding, retention, and HRIS system processes. I was responsible for a number of different projects over the summer. The four largest projects included developing and implementing a soft-copy job description organization system, completing a comparison analysis regarding different recruiting assessments to present to the Senior VP of HR, creating a series of step-by-step guides for critical Workday/Taleo tasks, and conducting an HRIS 'Report Writer' training session for two of the branches. One of the greatest aspects of this internship was that I had the opportunity to work directly with each member of the HR team in Research Triangle Park, the corporate headquarters in Maryland, and the UK. I'm looking forward to continuing my internship with UT over Christmas break.



Sarah Light

My summer internship was with a small, (about 70 full-time employees) Boone-based company called ECR Software Corp. ECRS is a progressive, internationally



recognized retail automated solutions company. During my internship, I worked as an HR Assistant, in a previously one-person HR Department, assisting the HR Director/ Executive Vice President with HR-related functions. I was fortunate enough to be a part of many different projects



Student Support Fund

We hope you will consider donating to the Support Fund to help us send our students to more conferences and professional meetings so they can showcase their talents and increase the visibility of our program.

(see page 8 for more details)

Alumni Updates:

Congratulations are in order for a few of our alumni.

- ◆ Karolyn Hays (2013) is now a Staff Support Associate II for University of Kentucky Nurse Recruitment in Lexington, KY.
- ◆ Emily Holmes (2013) is now the Administrative Assistant of Projects at Samaritan's Purse in Boone, NC.
- ◆ Yalcin Acikgoz (2013) is now a Human Capital Analysis Officer at the Turkish Armed Forces HQ in Ankara, Turkey. He is also working towards his Ph.D. in IO Psychology at Middle East Technical University.
- ◆ Emily Welch (2013) is now an Associate Project Manager with Premier, Inc. in Charlotte, NC.

Way to make us proud! Keep up the excellent work.

IOHRM Conference:

The IOHRM Alumni Professional Development Conference will be held on Friday, November 8th and Saturday, November 9th, 2013 on the Appalachian State campus to celebrate the 30th anniversary of the IOHRM program!

The event will celebrate this anniversary by bringing together alumni, faculty, and current students.

Friday's Schedule

- 12:00pm: Meet-and-greet Alumni Lunch
- 1:30pm: Past, Present, and Future of the IOHRM program
- 2:00pm: Alumni Social Hour
- 3:30pm: Campus Tour (for those interested; family welcome)
- 6:00pm-11:00pm: Family Friendly Dinner and Reception

Saturday's Schedule

- 8:00am: Light breakfast in Raley Hall
- 9:00am-12:00pm: Professional Development Workshops
(see conference website for more details)

For more information, please see the conference website:
<http://iohrm.appstate.edu/students-alumni/conference>

IOHRM Alumni!

We would love to hear what you're up to. Please keep us informed of your career updates or anything else you would like us to know. If you are willing to be interviewed for our alumni column or wish to contribute to the newsletter in any way, please contact Shawn Bergman (bergmans@appstate.edu).

IOHRM Advisory Board

Last April, the IOHRM program hosted its Inaugural Advisory Board meeting in the Chancellor's Suite at Kidd Brewer Stadium. The purpose of the Advisory Board is to help facilitate curriculum improvements and connections to the business world. The board is chaired by ASU's Tim Bailey and members include professionals who span various functional areas. Our six Advisory Board members are Rich Cober, Frank Gentry, Phil Graham, Ray Grassman, Chanel Leitch, and John E. Shave III.

At the meeting, board members first received an introduction to ASU and the IOHRM program. After touching on the recent addition of a practicum to the electives offered, participating students gave an informative presentation about their experiences and lessons learned. After lunch, the meeting attendees were able to take a tour of ASU's impressive athletic facility, guided by ASU's quarterback, Jamal Londry-Jackson, and tight end, Drew Bailey.

The board members and the faculty then took some time to discuss the purpose and direction of the Advisory Board and review a plan for moving forward with their advising roles to the students and program. IOHRM students joined the group in the afternoon for an educational lecture on Investor Relations, presented by board member John Shave from Safeguard. There was then a panel discussion in which students asked for board members' advice on and experiences with a variety of topics. Everyone had a great time! At the end of the event, all were able to mingle, take pictures, and enjoy catered hors d'oeuvres.

On Friday, October 11th, the IOHRM program will host the fall Advisory Board meeting in the faculty lounge of Raley Hall. In the morning, there will be a Board discussion and review of the IOHRM curriculum. A few second-year students will present about their internship experiences this past summer. After lunch, we will welcome in all students and faculty and introduce the first-year students to the Board. There will then be a presentation and panel discussion followed by a networking opportunity. We are extremely happy to have the participation and guidance of our board members and look forward to this event in October.



Students, faculty, and board members at the Spring 2013 meeting

About ASU's IOHRM Program

The Industrial-Organizational Psychology and Human Resource Management (IOHRM) program at Appalachian State University is an Interdisciplinary Master of Arts degree program offered by the Departments of Psychology and Management. Please visit our web site at: <http://iohrm.appstate.edu> for further information.

Eye on IOHRM Newsletter

Eye on IOHRM is published by the graduate students and faculty of Appalachian State University's IOHRM program. This newsletter is intended to highlight various aspects of our program while providing a platform for communication between current faculty and students and our prestigious alumni.

IOHRM Student Support Fund

The "IOHRM Student Support Fund" is used to help provide financial assistance for student research, professional development, and travel. As our students engage in more research and professional development activities, they are encouraged to seek out opportunities to present their findings and show off the excellent work they are doing here at ASU.

You can find a link to our Student Fund on our homepage (IOHRM.APPSTATE.EDU). Please consider contributing. We will keep track of our donors and report to you what our students have been able to accomplish due to your generosity. Even if you donate only \$5 a month, that will go a long way to continue to grow and expand the quality and reputation of our program and the experiences of the current graduate students. Please contact Dr. Tim Huelsman (huelsmantj@appstate.edu) with any questions or for information on how to get involved.



Tim Bailey with practicum students (Natsumi Kimura, Emily Welch, Karolyn Hays, Alison Blasingame, and Rebecca Watts)



Faculty Advisor
Shawn Bergman



Contributor
Amanda Eberhardt



Contributor
Kristen Kaufmann