



Welcome to the Fall 2015 edition of *Eye on IOHRM*!

Incoming Students Class of 2017

2-3

Greetings to all members of the IOHRM team, and welcome to the latest edition of the Eye! This semester has brought with it quite a few exciting changes to the program. We're excited to detail those happenings within the following pages.

Faculty Features

4-5

We have a new cohort of 13 students who are approaching the end of their first semester as members of the IOHRM family. You can read more about them on pages 2-3; Welcome Class of 2017!

New Faculty

6

We are also pleased to welcome Dr. Kemp Ellington as our newest faculty member. After spending the past eight years as a faculty member at the Illinois Institute of Technology in Chicago, Dr. Ellington is teaching our Compensation class, and brings with him his passions for training and development, work analysis and design. Read more about Dr. Ellington on page 6.

2015 Safety Summit

7

Congratulations are in order for two of our esteemed faculty members, Dr. Shawn Bergman and Dr. Jim Westerman. Dr. Bergman was appointed Founding Director for the Office of Research Consultation and the Associate Director for the Center for Analytic Research and Education (yes, that is TWO new titles). Dr. Westerman is now the Walker College of Business' Director of Sustainable Business. We are thrilled (although not surprised) about their recognitions, and look forward to the great and continued contributions they make toward our program's development. Turn to pages 4 and 5 for more details about their accomplishments.

Summer Internships Class of 2016

8-9

New Curriculum

10

Over the summer, Dr. Timothy Ludwig and Dr. Shawn Bergman hosted ASU's first ever Safety Summit. Key business leaders and experts gathered to hear a group of esteemed speakers educate them on how to create an organizational culture that encourages safety. Page 7 provides highlights on this successful event.



Welcome to the Class of 2017!

Back row (left to right): Kate Lesniak, Skylar Ritchie, Kane Thibodeaux, Casher Belinda
Front row (left to right): Sarah Willis, Bridget Wasowski, Meaghan Hansen, Brooke Mitchell, Adeline Brooks, Kathryn Smith, Sandra Altman, Emily Salter, Brianna Sullivan

Students from the Class of 2016 had quite the productive summer, making major contributions to various organizations through their internships. More information on those internships can be found on pages 8-9.

Finally, make sure you turn to page 10 to learn about the exciting changes to the IOHRM curriculum.

For the most up-to-date news stories featuring the IOHRM team, please visit our program's website (iohrm.appstate.edu).

Thank you for your interest in the IOHRM program. We are proud of all the accomplishments our family has made since the last newsletter. Enjoy our newest edition of the *Eye on IOHRM*!

Best regards,

Tim

Timothy J. Huelsman, PhD
Program Director



IOHRM Welcomes the Class of 2017

Adeline Brooks
University of North
Carolina at Chapel Hill



I liked that IOHRM was a dual program aiming to look at both the psychology and management aspects of HRM. I have always felt very comfortable at Appalachian as both of my parents went there for their undergraduate education so we visited a lot while I was growing up.

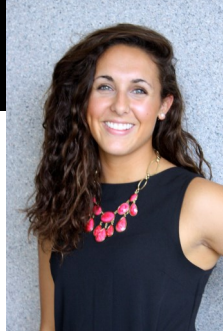
Fun Facts

Favorite Quote: The Serenity Prayer

Favorite Food: Mexican

Favorite Holiday: Christmas

Brianna Sullivan
Radford University



I-O was the first branch of psychology that I finally got excited about. I particularly liked the HRM part of the program, since most other graduate programs are not as dynamic as this one. The surrounding area of Boone is also a major plus!

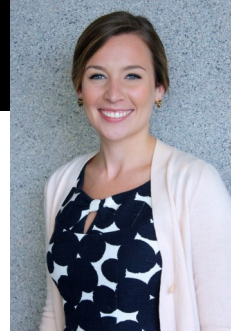
Fun Facts

Favorite Food: Pizza

Favorite Vacation: Cape Cod

Pet Peeve: Chewing gum loudly

Sarah Willis
Appalachian State
University



I chose IOHRM because I loved the field of psychology but I did not want to be in a career where I would have "patients." I chose Appalachian because I went here for my undergraduate degree and Boone became my favorite place in the world.

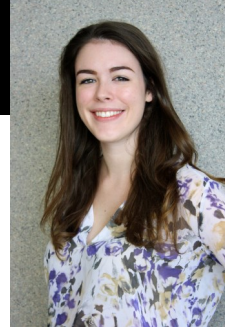
Fun Facts

Favorite TV Show: Friends

Favorite Food: Blue Crabs

Favorite Holiday: Thanksgiving

Bridget Wasowski
Appalachian State
University



I chose Appalachian State University because I wanted to attend a great I-O program while also staying close to home. I realized IOHRM was what I wanted to pursue after taking Organizational Psychology with Dr. Huelsman in undergrad.

Fun Facts

Favorite Vacation: Bahamas

Favorite TV Show: Game of Thrones

Favorite Movie: Spirited Away

Casher Belinda
Pennsylvania State
University



I chose to attend ASU for many reasons. I was most concerned with program culture, curriculum, and esteem, professors' research interests, and location.

Fun Facts

Favorite TV Show: True Detective

Favorite Movie: The Goonies

Favorite Food: Sushi

Emily Salter
Indiana University of
Pennsylvania



I chose IOHRM because I'm extremely interested in what motivates people, and leadership within large organizations and the impact it can have on the success or failure of the company. I chose Appalachian State specifically because of their successful program, reputable name, and location.

Fun Facts

Favorite Vacation: Moosehead Lake, Maine

Favorite Movie: The Breakfast Club

Pet Peeve: Being late

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 Welcomes the Class of 2017

Meaghan Hansen
Rutgers University at Camden



I chose IOHRM because I'm extremely interested in training and leadership development. I chose Appalachian State because it has the curriculum that best met my expectations and had a great reputation.

Fun Facts

Favorite TV Show: Game of Thrones
Favorite Book: The Night Circus
Favorite Food: Mexican

Kate Lesniak
Catholic University



ASU's unique combination of I-O and Human Resources first caught my interest. Then, the more I looked into the program, the more impressed I was. It was ranked extremely high for program culture in comparison to a lot of other schools.

Fun Facts

Favorite Vacation: Edinburgh
Favorite Holiday: Halloween
Pet Peeve: Drivers that don't use turn signals

Skylar Ritchie
St. John's College



Having served as a student dean at a charter school with very high rates of teacher turnover, I began to wonder what was responsible for the retention problem. I set out to pursue these reasons in grad school. I decided on ASU because of the warm welcome that I received.

Fun Facts

Favorite Holiday: Christmas
Favorite Food: Middle Eastern
Favorite TV Show: Seinfeld

Sandra Altman
Appalachian State University



I chose IOHRM so that I can positively impact people's experience at work as well as help change/shape a company's culture. I chose ASU because of my enjoyment attending the school during my undergraduate studies.

Fun Facts

Favorite Quote: "I ask not for an easier path, but for stronger feet."
Favorite Food: Moose Tracks Ice Cream
Favorite Book: The Art of War

Kathryn Smith
Boston University



I chose ASU because the curriculum and program are both unique! I'm excited to learn not only the "what" of HR but the "why."

Fun Facts

Favorite TV Show: The Wire, Parks and Rec, Arrested Development, Game of Thrones
Favorite Book: The Count of Monte Cristo
Favorite Holiday: Christmas

Kane Thibodeaux
University of Louisiana at Lafayette



I chose IOHRM because I'm very passionate about the subject and I chose ASU because all the research that I did led me to believe that it has one of the top I/O Master's programs in the country.

Fun Facts

Favorite Vacation: San Antonio
Favorite TV Show: Scrubs
Favorite Movie: Avengers



Brooke Mitchell
Florida State University

My interest in the field was my first deciding factor, then it was the quality of the program at App State, as well as the flexibility I would have after graduating.

Fun Facts

Favorite Book: Anything by Jodi Picoult
Favorite Food: Popcorn
Pet Peeve: Smacking food





Dr. Shawn Bergman

Dr. Bergman's New Positions

Dr. Shawn Bergman's successful work to help Appalachian State University use data and research more efficiently has resulted in his having not one, but TWO, new positions this Fall! In addition to being an Associate Professor of Psychology, Dr. Bergman is the Founding Director for the Office of Research Consultation and the Associate Director for the Center for Analytic Research and Education.

Both new positions have him working closely with graduate students within the IOHRM program to help App. State's campus, as well as organizations within the local community, to better understand analytics so that they can use them in a pro-social way.

Recent campus projects have shown a focus on sustainability where members of the Center for Analytic Research and Education designed and built dashboards to track and predict energy patterns on campus. These dashboards were then able to help adjust temperature settings on campus buildings to help reduce energy use.

Within the community, Dr. Bergman and team are using their expertise of analytics to assist the Workforce Development Board that helps people get back to work. Projects include using diagnostic analytics to determine what factors relate to client dropout and employment success, as well as examining the most effective training and development services for the board's clients.

Additionally, Dr. Bergman has assisted ASU's involvement with the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Grant. He and his team of graduate students will be spending the next several years tracking Western NC area students within the program to help increase their college and high school attendance.

Dr. Bergman's mission to use research and analytics for good has parlayed to exciting speaking and presenting opportunities for both him and IOHRM students. Most recently, Jon Powers (IOHRM class of 2016) joined Dr. Bergman in Puerto Rico to present at the Annual Meeting of the Americas Conference on Information Systems. Their presentation, "Analytics for Good: Predicting Secondary Education Attainment with Text Analytics" was an interactive poster session demonstrating their findings after examining training completion and drop out and retention rates.

Dr. Westerman's New Title

As the newly appointed Director of Sustainable Business, Dr. Jim Westerman is helping acting Dean of the Walker College of Business, Heather Norris, to incorporate “sustainability” into the mission and vision of the business school. With this new title, Dr. Westerman is working to change the attitudes and behaviors of students, faculty, and the administration toward understanding the need for not only businesses, but also business schools, to adjust for resource constraints and increasing calls for social justice.

Recognizing that App. State's students are the leaders of the future, Dr. Westerman and the sustainable business faculty committee are helping the business school transition towards a more environmentally harmonious perspective by offering opportunities for faculty development and training on sustainability, enhancing the core curriculum for the undergraduate and graduate business programs, while also organizing outreach and events to alumni and employers to build relationships within the business community.

His efforts kicked off on August 21, 2015 when he helped to organize and host the first annual “Business for Good” event. The successful event (they had to cap enrollment when close to 100 people requested attendance!) was held at the Blowing Rock Art and History Museum and was a forum to allow key business leaders from a variety of national and local organizations, including Leith Sharp, director of Executive Education for Sustainability at Harvard University's Center for Health and the Global Environment, the opportunity to share their knowledge on the future of sustainable business and how educators can implement such practices into their classrooms.

It was while living in Colorado that Dr. Westerman says he fell in love with the natural environment. Being at such a high elevation, however, made harmful environment changes more apparent. According to Dr. Westerman, higher education is perfectly positioned to promote the understanding that we have the tools and resources to affect a sustainable movement that will then permeate into all levels within an organization.

Dr. Westerman's new title comes after years of recognition for his accomplishments in education and research. In 2014, the Walker College of Business awarded him the James E. Holshouser Distinguished Professor in Ethics title. He is also a former recipient of the Board of Governors Excellence in Teaching Award and the College of Business's Teacher of the Year award.



Dr. Jim Westerman

Welcome Dr. Ellington!

The students of the Class of 2017 aren't the only new faces to the IOHRM program this fall; we are thrilled to have Dr. Kemp Ellington join the program as our newest faculty member!

Dr. Ellington comes to us after spending the past eight years teaching at the Illinois Institute of Technology in Chicago as a faculty member of their Industrial-Organizational Psychology PhD and Masters programs.

A North Carolina native, after completing his undergraduate degree in Psychology at ASU (Fun fact: He took Dr. Ludwig's Industrial Psychology class and Dr. Huelsman's Organizational Psychology class during that time!), Dr. Ellington moved to Raleigh to earn his PhD in I-O Psychology at N.C. State University. While he says his original plan was to become a consultant, his work experience while at N.C. State helped him discover a love for research and the university atmosphere. A career in academia would provide the perfect blend of research, consulting, and teaching.

Performance management, training and development, and work analysis and design are just a few of his research interests. Dr. Ellington also has a few research projects on the horizon that include working on a meta-analysis on Organizational Citizenship Behaviors and team training studies, as well as working on wrapping up a grant with the National Science Foundation by the end of the year.

Dr. Ellington is currently instructing our graduate students in his Compensation class and teaching a Human Resources Management class to our undergraduate students. This spring, he will teach the class of 2017 Training and Development.

When asked what it's like to back in Boone as a faculty member, Dr. Ellington described it as "surreal," but also pointed out how all of the changes to Boone and App. State make campus almost a new place.

His words of wisdom for the IOHRM graduate students? "[You] can't be an expert on everything. Pick something that you like, that's useful, and really learn a lot about it. You'll be a better practitioner [and] researcher for it."

The program looks forward to an exciting new beginning with Dr. Ellington!



Dr. Kemp Ellington

2015 Safety Summit

Appalachian State University held its inaugural Safety Summit on Behavioral Safety on June 12, 2015. Close to 100 leaders from local and regional businesses gathered in Kingsport, TN to learn about promoting a culture of safety within the workplace.

The IOHRM Program's own Dr. Timothy Ludwig and Dr. Shawn Bergman were two of the summit's key speakers. The summit's host, Dr. Ludwig kicked off the event with a presentation, "Maturing Your Safety Culture," that focused on how effectively motivating and creating buy-in amongst employees to engage in safe behaviors is a good business strategy.

Dr. Bergman's presentation provided insight on how businesses can use good measurement principles to measure and analyze the safety performance of their employees and how these statistics can aid these businesses in understanding safety and performance issues.

Other key speakers at the event included Dr. E. Scott Geller of Virginia Tech and Safety Performance Solutions, Inc., Manuel Rodriguez, M.S. of Aba Technologies, and Dr. Oliver Worth from the National Institute for Occupational Safety and Health.

Dr. Ludwig is currently working on the conference details for next year's Safety Summit that is scheduled for May 2016 and will be held on App. State's campus.



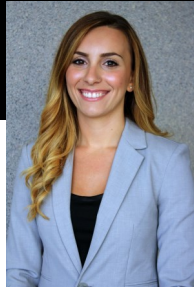
Class of 2016: Summer Internship

Jon Powers
Volvo Financial Services



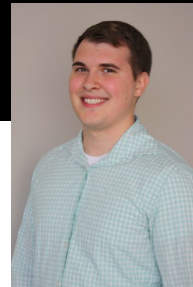
- HR Generalist intern at Volvo Financial Services, in Greensboro, NC, reporting to Global VP of Talent Management
- Interviewed, selected, and onboarded two waves of full-time employees, and planned their year 1 rotational development program
- Managed group of 8 interns as Summer Internship Program Leader, including training them on communication and presentation skills, coordinating development opportunities, and administering performance management
- Created dynamic HR Metrics Dashboard for personnel data for all VFS USA employees

Dea Kamberaj
Delhaize America



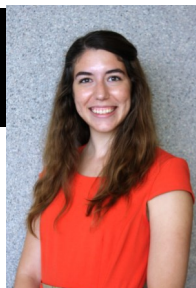
- Worked with Delhaize America, a national food retailer
- Worked in Talent Management and supported a number of projects and initiatives
- Critical projects focused on benchmarking current Performance Management practices and providing recommendations for implementation, conducting a number of analyses on career succession and career paths, and developing a learning campaign strategy and plan for organizational culture change on Performance Management
- Internship was a great fit and it helped to further Dea's HR & business knowledge, and professional development

Joey Hudson
T-Mobile



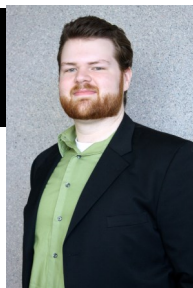
- Internship at T-Mobile Corporate Headquarters in Bellevue, WA
- Worked on strategic HR initiatives including creating developmental toolkits and a rotational development program
- Conducted Upward Feedback session for managers in Network Technology
- Collected data and insight for a new year-long internship program for undergraduate engineers
- Participated in many internship activities including meeting the CEO and having one-on-ones with senior leadership.

Jessica New
ECR Software



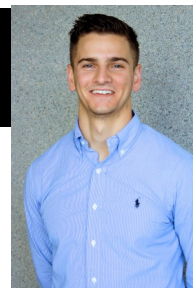
- Worked at ECR Software Corporation in Boone, NC
- Researched recent changes in PPACA employer reporting requirements to help develop a plan for reporting
- Audited company job titles and intranet; created a new organizational chart
- Took part in company recruitment, hiring, and onboarding efforts
- Aided in company transition to new self-funded health insurance plan

Alex Johnson
Marriott Foundation



- Employed by Marriott Foundation at Marriott International HQ in Bethesda, MD
- Marriott Foundation runs the charity program Bridges from School to Work
- Developed a quality assessment system for the program as a whole over the course of two months
- Defined metrics of interest to be tracked and designated measurement procedures to collect them

Ryan Gillespie
Texas Instruments, Inc.



- Worked with Texas Instruments Inc. in Dallas, TX
- Exposed to many of the roles of a generalist while working in a manufacturing factory, as well as the day-to-day employee relations events dealing with non-exempt employees
- Worked on a variety of projects in the following areas: executive compensation, performance improvement, staffing data, manufacturing audit process, and leadership development

Class of 2016: Summer Internship

Morgan Jewells
Reynolds American Inc.



- Worked with Reynolds American in Winston-Salem, NC
- Researched and analyzed current HR trends that are impacting retention, engagement, and development
- Interviewed 100 individuals, both internally and externally, to gain an in-depth understanding of the company's culture, strengths, and areas of opportunity
- Developed a strategic business plan and time frame for the implementation of policies and programs that would benefit the company's development
- Will be starting with RAI as a Manager of Talent Acquisition in the summer

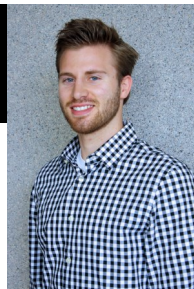
software, for purposes of visualizing remote employee contact info and location

- Helped Premier's HR department track, record, and coordinate collection of signed employee transition letters and non-interference agreements

them gain meaningful employment

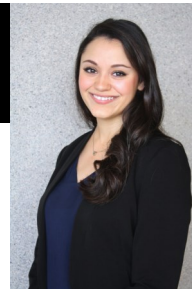
- Developed a theoretical proposal for the use of HR Analytics in improving Work-Life Balance for individuals within organizations that has been accepted by the Hawaii International Conference on System Sciences

Jordan Belcher
Textron Marine and Land Systems



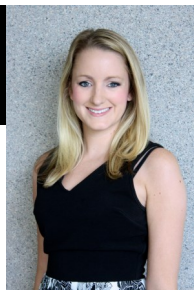
- Worked at Textron Marine & Land Systems in New Orleans, LA
- Filled program manning for ramp-up of 500 employees to support SSC and TAPV projects
- Worked as a member of the Integrated Supply Chain team, HR team, and assisted EH&S
- Recruited, hired, and facilitated Pre-Employment Process for hourly and salary employees
- Implemented Safety Employee of the Month program and submitted research proposal for First Aid Reporting System project

Evea Kaldas
HD Supply



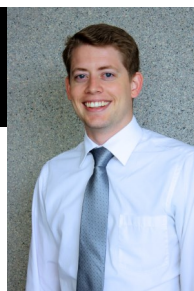
- Worked with HD Supply, one of the largest industrial suppliers in North America, in Atlanta, GA
- Position was on their Talent Acquisition team, focusing specifically on branding and strategy for recruiting military and veteran talent
- Major projects included comprehensive interviews with current veteran associates to identify current strategy gaps, creation of veteran targeted career landing page and student targeted career landing page, and creating strategic recommendations for adapting to the wave of millennial talent

Emily Mazza
Premier Inc.



- Developed a statistically sound workplace survey for purposes of measuring remote employee engagement
- Performed data analysis on results using SPSS and chart representation through Microsoft Excel
- Developed next step action plans for Premier Inc. to implement to increase engagement among remote employees (recommendations based on background research and data analysis)
- Coordinated communication efforts surrounding a collaborative project utilizing ESRI, a geographic information systems mapping

James Westwood
Center for Analytics Research and Education



- Data Scientist Internship with the Center for Analytics Research and Education
- Designed and ran Fitbit Validation study to validate the FitBit's sleep metrics
- Began running analysis for High Country Workforce Development to help them understand what unemployment services work best for different individuals in order to help

- The internship also heavily emphasized enrichment opportunities such as a branch visit, professional development workshops, lunch with the CEO, volunteering, and wellness events
- The internship was an incredible opportunity which allowed Evea to grow and develop both personally and professionally
- Hopes to rejoin HD Supply following graduation

New Curriculum

The program has made some changes to the IOHRM Curriculum. As of this fall, the two Psychology Pro-Seminars, “Learning/Cognition” (PSY 5150) and “Social Psychology/Personality” (PSY 5200) are no longer being offered. Instead, faculty have designed a new class, “Introduction to Human Resources and Professional Issues” (PSY 5045) that will take the place of PSY 5150 and is to be completed by the incoming class during their first semester of the program.

Taught by Dr. Shawn Bergman, “Introduction to Human Resources and Professional Issues” provides an overview of various HRM functions in organizations. The course gives first year students the opportunity to develop their teamwork and presentation skills all while gaining a better understanding of the HR field and the current practices and issues HR professionals use and face. Assignments include class-led facilitations on HR Topics, impromptu speeches, as well as team-led case studies.

To replace Pro-Seminar II “Social Psychology/Personality,” which was to be completed during the spring semester of the students’ first year, the class of 2017 will be taking “Staffing” (MGT 5660), “Training and Development” (MGT 5671) with new faculty member Dr. Ellington, Quantitative Methods (PSY 5030), as well as an elective of their choice from a pre-approved list of courses offered in either the Psychology or Business graduate schools.

While both seminars provided IOHRM students beneficial foundations upon entering the program, new students and the program faculty are both excited for these changes!

Our program would also like to encourage all professors, alumni, and students to connect on our social networking sites, Facebook and LinkedIn.

To find our Facebook group

1. Search for Appalachian State University IOHRM
2. Make sure it is the group and not a person



Don't have a LinkedIn profile? Getting started is simple:

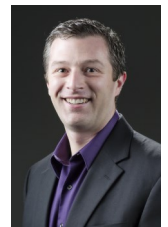
1. Go to: www.linkedin.com
2. Use your name, email address, and password to establish a homepage
3. Search for IOHRM at Appalachian and click “Join Group”



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. Please contact Dr. Tim Huelsman (huelsmantj@appstate.edu) with any questions or for information on how to get involved.



Faculty Advisor
Shawn Bergman



Contributor
Kathryn Smith



Contributor
Morgan Jewells

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.