



Appalachian State University

*Eye on IOHRM*  
Issue 14

*Industrial-Organizational Psychology and Human Resource Management*



**Welcome to the Fall 2017 edition of *Eye on IOHRM*!**

**Welcome, Class of 2019!**

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## Support IOHRM Financially

**Thank you for considering financial support of the IOHRM program.**

Contributions can be made to the General IOHRM Fund or the Student Support Fund.

**Contributions to the General Fund are highly preferred, as there are fewer restrictions on allocation of funds.**

**General Fund Donations:** Click the button below and choose the 3rd option from the bottom.

**Student Support Fund Donations:** Click the button below and choose the 5th option from the top.

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**Faculty  
Advisor**



**Kemp  
Ellington**

**Student  
Contributor**



**Megan Waite**

**Student  
Editor**



**Sydney Kopelic**

## 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. Please visit our [web site](#) for more information.

**Find us online!**

Department of Psychology  
APPALACHIAN STATE UNIVERSITY



Department of Management  
APPALACHIAN STATE UNIVERSITY

## IOHRM Welcomes the Class of 2019

Hannah Costello  
Albuquerque, NM



**Undergrad Education:**  
New Mexico State  
University

**Major:** Marketing,  
minors in advertising &  
management

**Why IOHRM?** I have a deep interest in the many facets that come with the subject matter; the atmosphere in the department was one that allowed its students to truly flourish.

**Favorite Movie:** The Incredibles

Trevor Fedeson  
Farmington Hills, MI



**Undergrad Education:**  
University of  
Michigan—Dearborn

**Major:** Psychology

**Post-Grad Goals:** I want to pursue implementation and coordination of Leadership Training and Development programs.

**Favorite Food:** Pizza

Lauren Ferber  
Statesville, NC



**Undergrad Education:**  
Appalachian State  
University

**Major:** Psychology

**Post-Grad Goals:** After I graduate, I plan on working in Washington state for a few years before continuing on to a doctoral program.

**Favorite Superhero:** Iron Man

Annie Jankura  
Uniontown, OH



**Undergrad Education:**  
Kent State University

**Major:** Psychology

**Post-Grad Goals:** I would like to find a job in human resources. Eventually I would like to be an organizational consultant.

**Favorite Superhero:** Batman

Sydney Kopelic  
Concord, NC



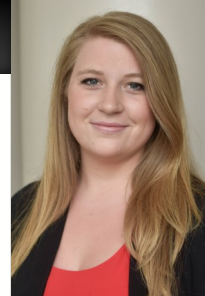
**Undergrad Education:**  
University of Alabama

**Major:** Psychology

**Why IOHRM?** I love working with people and doing whatever I can to make their lives better and their work environment more enjoyable.

**Favorite Sports Team:** Crimson Tide

Elizabeth Kroll  
Saint Thomas, MO



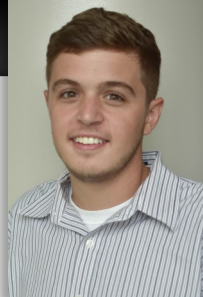
**Undergrad Education:**  
William Woods  
University

**Major:** Psychology

**Why IOHRM?** IOHRM is unique because of the HRM, and I think that really stood out to me. There also seems to be a lot of success and opportunity stemming from this specific program.

**Favorite TV Show:** Game of Thrones or How to Get Away with Murder

Ryan Lagan  
Ellington, Connecticut



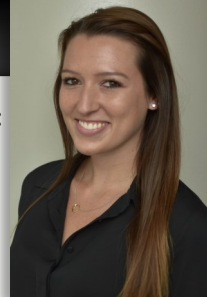
**Undergrad Education:**  
Embry-Riddle  
Aeronautical University

**Major:** Human Factors  
Psychology

**Post-Grad Goals:** I would like to work for an energy or transportation company big enough to have real influence on its industry. I'd also love to get into entrepreneurship or teaching much farther down the road.

**Favorite TV Show:** Rick and Morty

Taylor Lemker  
San Diego, CA



**Undergrad Education:**  
San Diego State  
University

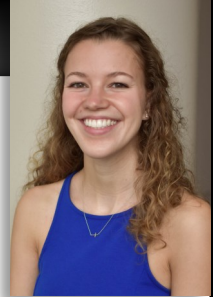
**Major:** Psychology  
with emphasis on I/O

**Post-Grad Goals:**

After graduation, I plan to gain employment with a company specializing in recruitment and talent acquisition or training design and development.

**Favorite Hobbies:** Hiking, going to the beach, eating brunch, and playing Spikeball!

Katie Maness  
Lake Norman, NC



**Undergrad Education:**  
University of North  
Carolina at Chapel Hill

**Major:** Management &  
Society, Religious Studies

**Why IOHRM?** I love the idea of strengthening HR education with the science of I-O psychology. The small cohort, collaborative culture, and Boone location all drew me in as well.

**Favorite Book:** The Book Thief by Markus Zusak



# Student Highlights



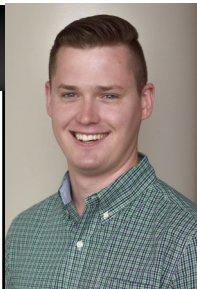
Kirsten Montanari  
Saint Petersburg, FL

**Undergrad Education:**  
The University of Florida

**Majors:** Anthropology & Geography

**Post-Grad Goals:** I want to open my own consulting business to offer interventions for companies, wilderness retreats for executive leadership, and programs for high school graduates to learn communication strategies before entering their prospective fields.

**Favorite TV Show:** The Office



Reed Morris  
Charlotte Court House, VA

**Undergrad Education:**  
Radford University

**Major:** Psychology, minor in Management

**Post-Grad Goals:** I want to use my degree to improve employee efficiency and retention rates as a consultant.

**Favorite Sports Team:** Chudley Cannons



Amber Potier  
Lafayette, LA

**Undergrad Education:**  
Northwestern State University

**Major:** Psychology, minor in Business Administration

**Post-Grad Goals:** I would like to find a job within my field. I want to do something I love but also challenges me.

**Favorite Food:** Donuts!

Troi Robinson-Moss  
Raleigh, NC



**Undergrad Education:**  
Wake Forest University

**Majors:** Psychology & Spanish

**Why IOHRM?** The degree is both I-O Psych and HR Management, plus the option to obtain an MBA as well really sold it for me. I already knew that App State was a great school, so that made the decision even easier.

**Favorite Food:** Almost any pasta dish

Carson Sells  
Richfield, NC



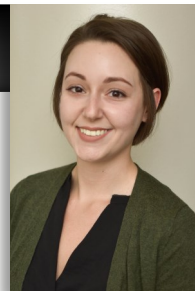
**Undergrad Education:**  
University of North Carolina at Chapel Hill

**Major:** Psychology

**Post-Grad Goals:** Professionally, I am keeping my options open. I hope to have a better answer to this question as I get into the program.

**Favorite Superhero:** The Power Rangers

Megan Waite  
Elmira, NY



**Undergrad Education:**  
The College at Brockport, SUNY

**Major:** Psychology, minors in Biology & Communication

**Why IOHRM?** Previous experience in a research lab brought me to enjoy working in this field, and finding a graduate program that taught a wider-range of subjects (outside of just IO) was very attractive to me.

**Favorite TV Show:** The X-Files

## Class of 2018: Summer Internships



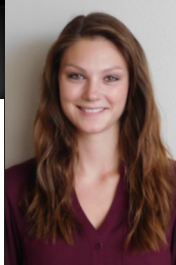
Ryan Olsen  
Appalachian State University, Boone, NC

### Primary Responsibilities:

- Supporting professional development initiatives: planning, facilitation, evaluation, feedback, follow-through
- HR & Organizational Sustainability Audit
- Compensation & classification system research - FLSA, NC HRA
- Employee relations consulting

**Highlight:** Becoming more of a part of the App family while spending the summer in Boone. I loved learning more of the community and region's story, and developing a clearer vision of how ASU plays into that story.

**Biggest Surprise or Challenge:** "No alarms and no surprises... No alarms and no surprises, please."



Stephanie Jeffer  
Sealed Air Corporation, Charlotte, NC

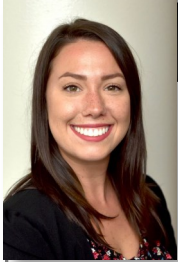
### Primary Responsibilities:

- Researching KPI's and best practices
- Creating an interactive dashboard to better analyze human capital data
- Supporting the business separation notification process for 25,000 global employees
- Assisting the global directors of all five Talent and Learning "Pillars"

**Highlight:** Presenting all my hard work to the VP of HR and the entire global HR senior leadership team; hearing all of the great feedback they had for my project. They were so excited about it that they even talked about using my resources in the global end-of-year meetings with the CEO and leadership team!

**Biggest Surprise or Challenge:** My biggest challenge was time - I had a lot of projects and responsibilities and was *always busy!*

# Student Highlights



Aimee Wood  
B.F. Saul Company, Bethesda, Maryland

## Primary Responsibilities:

- Organizing Summer Series Events
- Wellness Platform Research
- Predictive Index Training/Analysis
- Recruiting/Onboarding

**Highlight:** Predictive Index Training! I left with the ability to apply the Predictive Index methodology in hopes of improving selection, employee development, communication, and building departments where I am hired (fingers crossed) in the future.

**Biggest Surprise or Challenge:** This organization is old and are very set in their ways. Because of this, it is hard to make innovative changes to the organization. This was difficult because I've learned that HR is made to be an innovative field and attempting to introduce new ways of thinking in a highly conservative and traditional company was nearly impossible.

Amanda Dixon  
Chaney Enterprises, Gambrills, Maryland

## Primary Responsibilities:

- Recruitment/Hiring Project
- Training Strategic Planning Project
- Safety Site Inspection
- Benefits Enrollment Project
- Job Description Project

**Highlight:** Getting to talk with drivers and sit in a concrete mixer, dump truck, and loader! It made me appreciate what they did for the company even more.

**Biggest Surprise or Challenge:** I saw how difficult it is for anyone in Human Resources to get a seat at the "table." This wasn't a surprise but I had definitely hoped that Human Resources would have more of a voice in how decisions are made.



Amanda Ross  
Aramark Healthcare Technologies, Charlotte, NC

## Primary Responsibilities:

- I-9 Compliance
- Creating New Account Startup Checklist
- Accelerating to Leadership Project
- Updating job descriptions

**Highlight:** Participating in the Annual Operating Plan (AOP) Cascade. I was encouraged to present our group findings during a management training activity.

**Biggest Surprise or Challenge:** The biggest challenge I faced was seeing how much red tape there is in a large organization, and how difficult it can be to get multiple departments to work together in a timely manner, sometimes even scheduling a time to talk could take weeks. Any ideas for improving a process had to be looked over by at least two departments, before it could move on to the next step of approval.

Nkem Obi-Melekwe  
National Public Radio (NPR), Washington, D.C.

## Primary Responsibilities:

- Talent Acquisition
- Employer Branding on NPR Careers page.
- Interviewing
- ATS Transfer of old employee/applicant documents into new system

**Highlight:** Meeting with executives from NPR programs including Morning Edition or NPR Music, to assist them with recruitment needs. Also, definitely all the amazing musicians to stop by the office to perform a Tiny Desk concert!

**Biggest Surprise or Challenge:** My biggest challenge was cutting through the red tape. I understand the need for cross-departmental communication, and NPR has a reputation to uphold, but requiring approval from multiple departments for something as simple as posting a picture on the company website can really slow down the flow of progress.



Hannah Booth  
Shurtape Technologies, Hickory, NC

## Primary Responsibilities:

- Assessing Performance Management; created a presentation to get buy-in from executives
- Workforce Planning; running analyses to assess needs of the company in the next year or so
- Assessing Current Temp-To-Hire Model; Proposed 3 solutions to current problem to VP of HR
- Miscellaneous projects: termination SOP, BLS Data, HRIS training

**Highlight:** Presenting to the top executives. Creating a presentation to appeal to them was challenging, but super informative and a great experience. The executives are really invested in their employees and they were really interested in what I was presenting. I was able to work on my presentation skills and actually get buy in from them.

**Biggest Surprise or Challenge:** The biggest challenge for me was working in a manufacturing environment. A lot of times managers don't have the time or energy to focus on things like performance management and employee development. Sometimes these things can be seen as an administrative process and getting managers on board can be a challenging task.



# Student Highlights



Cheryl Nickel  
Acuity Brands, Atlanta, GA

## Primary Responsibilities:

- Analyzing survey results; identifying problem areas; providing individual presentations for each business unit
- Developing a standard template for job descriptions and updated job descriptions
- Built a competency library, including corresponding behaviors/skills for each business unit

**Highlight:** Getting to live in downtown Atlanta and spending lots of time exploring the city!

**Biggest Surprise or Challenge:** My biggest challenges were working in a Lean organization and getting used to working in an environment built on a foundation of "continuous improvement," which typically involved significant change.



Cody Rusher  
ATI Specialty Materials, Monroe, NC

## Primary Responsibilities:

- Talent Acquisition
- Designing a temporary layoff and recall policy from scratch
- Revamping the onboarding process for interns and general new hires

**Highlight:** When the CEO of the company liked my sappy end-of-internship post on LinkedIn!

**Biggest Surprise or Challenge:** My biggest takeaway was about the relationships I formed. I didn't think that my time in Monroe would have that great of an impact upon a company of 25,000+, but the way the HR team sobbed on my last day made me realize how appreciative they were of my contributions and vivaciousness I brought to a team that was struggling with morale and motivation.



Jessica Swets  
Berry Global, Charlotte, NC

## Primary Responsibilities:

- Talent Management/Training
- Rebranding of current training courses
- Developing an Onboarding toolkit
- Building participant guides for current and future training courses

**Highlight:** Getting to help facilitate a Selling Capabilities training course and learning more about how vital sales are in business to business organizations.

**Biggest Challenge or Surprise:** The biggest surprise for me was how vital good networking skills are to getting put onto projects and furthering your career. I had to constantly work at the way in which I networked and how I connected with people.



Lorin Farr  
HD Supply, Atlanta, GA

## Primary Responsibilities:

- Talent Acquisition; career website improvements, application process analysis, recruitment
- Compliance: San Jose Opportunity to Work Ordinance, Minimum Wage Law Updates, and Pay History Laws

**Highlight:** Learning about compliance and realizing that I may want to pursue that as a career. Also, seeing the Atlanta Braves game with all the interns.

**Biggest Surprise or Challenge:** It was hard going back into an office setting after a couple years break. I was challenged with balancing my projects for both compliance and the talent acquisition department.



Cameron Brown  
The Gallup, Organization, Omaha, NE

## Primary Responsibilities:

- "Float" around to various researchers and client teams on a week-by-week basis
- Pick 3 long-term projects to work on throughout the semester that involved my particular areas of interest
- Be a "subject matter expert" for various client calls

**Highlight(s):** Being assigned to work with a Gallup data analyst to merge and manage a wide variety of datasets. While this may sound awful, it was actually incredibly exciting. I learned more about the inner-workings of data analysis in those few weeks of his tutelage than I had the rest of the internship. It really affirmed that my career trajectory is going exactly the way I wanted it to! Gallup also bought all of the I/O interns tickets to see a game at the College World Series. The atmosphere was INSANE!

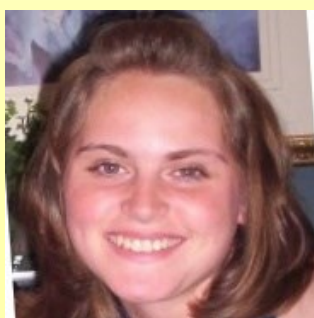
**Biggest Surprise or Challenge:** I had to write a ton of research reports was a struggle for me. Like, just get me some data to mess with! The secret to being an analytic-minded I/O, however, is that we have the ability to not only run analyses, but to translate them into common sense for clients. You'd be surprised how many data analysts refuse to make the effort to translate their findings for non-analytic people. This is what propelled me to overcome my hatred for reporting and use it as an advantage to connect with people on both sides of the analytic coin.

## 2017 Alumni Mentors

Last year, Dr. Shawn Bergman designed and implemented an Alumni Mentor Program as part of the Intro to Human Resources and Professional Issues course that each incoming class takes in their first semester. In this program, students have the opportunity to interact with esteemed alumni who have graciously volunteered their time.

Each student is assigned an Alumni Mentor and, during the course of the semester, students create a resume, internship plan, and career development plan, each which is submitted to the mentor for review and feedback. In addition, there are opportunities for conversation with the mentor about various topics, including the mentor's IOHRM program experience, internship search tips, and general grad school advice.

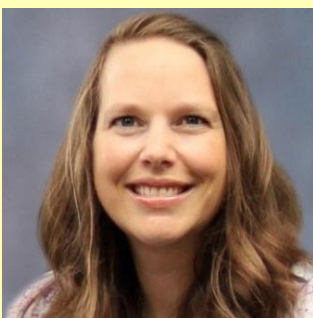
Thank you to all of the alumni mentors participating in this learning experience this semester!



Stacey Hussey  
HR Generalist at  
Merchants Distributors,  
LLC



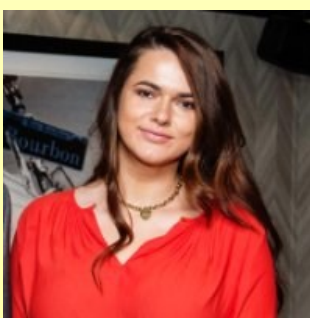
Cynthia Miller  
VP of Human Resources at  
Carolina West Wireless



Jennifer Cline  
VP, HR Business Partner  
for Global Investments at  
Nuveen



Daga Katarzyna  
Talent Management  
Professional at Lowe's  
Companies



Elma Lloyd  
Senior Manager- Retail  
Development Initiatives  
at AXA



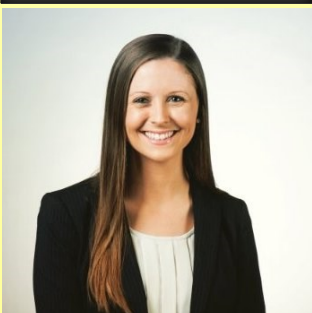
Michael Boitnott  
Live Event Production  
Manager at Boitnott Visual  
Communications, Corp.



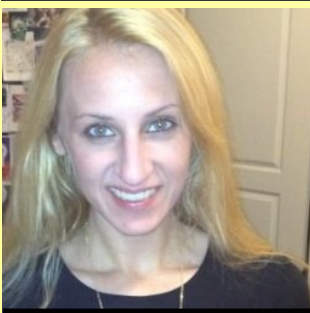
Ryan Felty  
Global Organizational  
Development Manager at  
Dawn Foods Global



Jessica New  
HR Generalist at Crane  
ChemPharma & Energy



Amanda Hutchins  
Technical Trainer at  
Biologics, Inc.



Sarah Light  
Director of Human  
Resources at ECRS



Morgan Jewells  
Talent Analyst at Reynolds  
American Inc.



Carlton Brunson  
Human Resources  
Business Partner at  
FreshPoint, Inc



Laverne Hibbert  
Manager, Human  
Resources at ConvaTec



Kristen Kauffman  
Human Resources  
Business Partner at VT  
Group



Ryan Gillespie  
UTC HRLP Associate:  
Corporate Talent  
Development at United  
Technologies



## Dr. Yalçın Açıkgöz

**Where are you originally from?** I am originally from Izmir, Turkey. It is a city on the west coast.

**Where have you received education?** I got my elementary, grade, and military high school educations in Izmir. Then I went to Ankara (capital) to attend Turkish Military Academy for college. I graduated with an engineering degree and joined the Army as a second lieutenant in 2004. After a seven-year break in my education, I returned to school for my masters in our very own IOHRM program here in Boone. Upon my graduation in 2013, I went back to Turkey where I worked for the military and simultaneously pursued my Ph.D. in Ankara at Middle East Technical University. I graduated in 2016.

**Tell us about your family!** I am fortunate to have a lovely wife, Pinar, and a soon-to-be big sister seven-year-old daughter, Defne. My wife is a nurse, but currently staying home because of her visa status. My daughter is in second grade at Hardin Park Elementary. We are expecting our second daughter, Arya, to join us in early January.

**What are your current research projects?** As the co-director of HR Science

Research Team, the projects I am working on include:

- developing a Conditional Reasoning Test of impression management,
- examining applicant reactions to the use of artificial intelligence in selection,
- examining cross-cultural applicant reactions to social media screening.

I am also in the process of establishing my own lab, which I currently call Applicant Decision-Making (ADM) Lab, in which I am working on a study examining how job-seekers combine information regarding different job attributes to create an overall evaluation of a job opportunity. In addition, I am working on a SIOP project that involves ranking masters level graduate programs of IO Psychology.

**Are there life accomplishments (outside of work) that you're particularly proud of?** There are three: One is being married to this beautiful woman who has always had unlimited support for me in all my pursuits, and raising our lovely daughter together. Second, I am proud of my daughter's character and smarts; I believe she will do great things. The third one, although in some way related to work, is where I am now compared to where I came from. It is hard to believe that I am this same village kid living in Turkey who never left his city until his college years.

**If you could travel in time, would you go to the past or the future?** I would definitely like to go to the future and see what awaits us. Many things have been written about historic events, and there is nothing I regret and would like to change about my life, so there really is no point in going to the past. I am not very pessimistic about the future and believe that we will accomplish amazing things. Given what we have accomplished in the last century alone, can you imagine what can be done in the next thousand years? Ten thousand years? Neither can I...

**What words of wisdom would you want to tell your childhood self?** I don't think he needs any words of wisdom. He seems like a guy who has figured things out to me!

**Why did you choose your profession?** Being a professor was a career change for me, so I believe I should start with the first one. My prior profession was being an officer in the Turkish Army. Why I chose that one? Because my father wanted me to, mostly because of our poor economic conditions at the time (and the fact that military school was free), and I took his advice. I took a test for military high school at the age of 12 and that was it. However, I have always loved studying, and I jumped into academia in the first chance that I got.

**If you could live in a movie, what movie would it be and why?** I think it would be Matrix. It would be pretty cool to be able to load skills into my brain; that would save a lot of time!

**What are three things you like to do outside of work?** I like to spend time with my family, I love to soak up the wonderful nature of the Boone area through hikes or sometimes biking at Greenway, and I like reading (although that may also count as work depending on what I read).

**Do you have any pets, or want any pets?** I do not currently have any pets, but the whole family want to have a dog once we move to our own house. Cannot speak for Arya though; have not asked her yet!

**If you could have dinner with anyone, dead or living, who would it be?** It would definitely be Elon Musk. Even though we are in very different fields, the guy is my inspiration and my superhero. He is the only person I would like to be if I was not myself. Many people do not realize but I think he is saving our planet while coming up with contingency plans in case he cannot succeed.

# Annual Safety Summit 2018


**APPALACHIAN  
SAFETY SUMMIT**

MAY 1-2,  
2018

BOONE,  
NC



**Dr. Richard Pollock**  
President, Rivendell Safety Consulting  
ASSE Past President 2012-13

ELEVATE YOUR APPROACH  
TO BEHAVIORAL SAFETY





**Dave Johnson**  
Chief Editor, Industrial Safety & Hygiene News



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



**John Drebing**  
Drebing.com



**Dr. Shawn Bergman**  
Appalachian State University  
Center for Analytics Research & Education





**Dr. Krista Geller**  
President, People Based Safety and Human Performance Global Manager

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

On May 1-2, 2018, Appalachian State will host the fourth 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 and safe workplace.

We invite you to beautiful Boone, North Carolina to learn from the leading experts in the behavioral based safety field.

We are proud to have six speakers join us this year, including two of our esteemed faculty. Dr. Tim Ludwig, named one of *Industrial Safety and Hygiene News Magazine's Power Leaders in the Safety and Health World*, and Dr. Shawn Bergman, who will discuss the importance of incorporating data and analytics into safety culture, educating attendees on how to identify the story that data is trying to tell, ultimately building a culture that harnesses the power of data and analytics.

We encourage everyone to save the date as their insight will help to  
**Elevate Your Approach to Behavioral Safety!**

**For more information on the Summit and to purchase tickets**

[\*\*Click Here\*\*](#)