



Appalachian State University

Eye on IOHRM

Volume 1, Issue 1

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Dear Students and Alumni,
 Welcome to the inaugural issue of the ASU IOHRM Newsletter. The *Eye on IOHRM* will be a bi-annual publication to keep program alumni and other stakeholders up-to-date about the IOHRM program. In it, we will describe the achievements of current and former students and faculty and let you know about new developments within the program. We will cover current student experiences, faculty profiles, and our program's involvement with organizations such as the Society for Human Resource Management, Society for Industrial and Organizational Psychology, and North Carolina Industrial and Organizational Psychologists. The newsletter will also provide an excellent opportunity for the program to boast about the accomplishments of our alumni.

If you look closely, you will also notice some other ways we are working to enhance the connections between our current students, alumni, and faculty. Last year, we established an IOHRM group on LinkedIn (see page 6, this issue) and, just weeks ago, we launched a redesigned Website for our program with a new URL: IOHRM.APPSTATE.EDU. We anticipate that these efforts will allow everyone to stay in closer touch with each other, and with our program.

We hope you like what you see here, on the new Website, and at the LinkedIn group. We also welcome your comments. If you have ideas for the newsletter or know of alumni that are deserving of recognition, we would love to hear from you.



Pictured are the 1st and 2nd year IOHRM students in Spring 2011 (From Left to Right): Heather Jackson, Smeeta Lavani, Kerry Talbert, Ryan Felty, Kaitlyn McDaniel, Elma Dostovic, Rachel Whitehead, Kayla Melton, Mike Boitnott, Mary Lyons, Carlton Brunson, Stacey Bumgardener, Alex Middleton, Daga Pawlowska, Chris Frazier.

Finally, you know that this program doesn't work without the good work of our students. Dr. Bergman, the IOHRM program's 'PR Czar,' has worked tirelessly with three of our first-year students on this newsletter and our new Web site. Kayla Melton is our newsletter editor; Kaitlyn McDaniel is the moderator of our LinkedIn group; and Ryan Felty will be maintaining our Website. I send my sincere thanks to them for their excellent work on these communication efforts. All of them deserve credit for their efforts in creating this first issue. They have done an outstanding job.

We hope this is the start of a useful publication and thank you for being a part of it.

Sincerely,
 Timothy J. Huelsman, Ph.D.
 Professor
 Program Director



Faculty Spotlight: Dr. Lyle Schoenfeldt



Dr. Schoenfeldt, who has been a professor at ASU for the past 15 years and involved with the IOHRM program since its inception, will be retiring at the end of the 2010-2011 academic year. Dr. Schoenfeldt has served as professor and chairperson for the Department of Management during his tenure at ASU. He has taught courses in strategic human resource management, executive skills development, compensation administration, organizational management, and contemporary issues in management in leadership .

Dr. Schoenfeldt pictured as the 2010 Recipient of the Walker College of Business Outstanding Faculty Award for Service.

Most recently Dr. Schoenfeldt has been one of the leaders of the Holland Fellows Program in the Walker College of Business. Alongside Dr. Unal Boya, he has led students on educational trips to Asia. Dr. Schoenfeldt is honored to have been a part of the venture that has led

such talented students abroad, and knows it will be left in good hands. Dr. Jennifer Henson will be taking over as a leader in the Holland Fellows Program upon Dr. Schoenfeldt's retirement.

As Dr. Schoenfeldt prepares for retirement he looks back on things that he will miss about ASU. When asked what he will miss the most, he teasingly replied, "There is not much that I won't miss, besides finding a parking spot." Dr. Schoenfeldt then responded that he would miss the connection with his colleagues and the contact with students. He said he has thoroughly enjoyed his years at ASU, but knows that he must move on.

Dr. Schoenfeldt at a Glance

- ◆ 1996– 2011 Appalachian State University
- ◆ B.A. from Case Western University
- ◆ M.S. and Ph.D. from Purdue University
- ◆ Over 40 publications in his field.
- ◆ Consulting experience with companies such as Colt Industries, Olin Corporation, Texaco, and PPG Industries.
- ◆ Author: *Human Resource Management*, which is now in its 6th edition.
- ◆ Honors: Cattell Award of the Division of Industrial-Organizational Psychology from the American Psychological Association (APA), a Fellow in the Society for Industrial and Organizational Psychology, 2010 Outstanding Faculty Award from the WCOB for his service.

Nuggets of Wisdom:

“You must evaluate things and don't accept the first thing you hear; take a second look.”

“Embrace opportunity.”

“Think critically and challenge what you are told.”

“Look at the bigger picture in life and recognize that opportunities do not come around everyday.”

- Lyle Schoenfeldt

Life after Appalachian:

After retirement, Dr. Schoenfeldt will enjoy pursuing his other hobbies which include hiking, traveling, and working out. He plans on taking countless hiking trips with his friends and exploring the local trails that North Carolina has to offer. Dr. Schoenfeldt and his wife, Wanda, plan to take a cruise on the Queen Mary II in August of 2011 to Great Britain. He has always enjoyed traveling and hopes for more vacations around the world. His sparkling career will be coming to a close in the spring of 2011 after 15 years at Appalachian State. Students and faculty will miss his presence, but wish him all the best as he moves on to the next chapter of his life.

ASU IOHRM at SIOP



Each year, the Society for Industrial and Organizational Psychology (SIOP) hosts a Master's Student Consortium that is held the day before SIOP's Annual Conference. The consortium is designed for students who are enrolled in master's programs in I-O psychology and OB/HRM. SIOP views this as a 'coming-out party' of sorts for our field's best and brightest. Students have the opportunity to meet and interact with some of the nation's most successful managers and consultants. Each master's program may nominate two students to attend the conference. Each year the ASU IOHRM faculty recommend the second-year students whom they believe best represent the program. It is always a close contest with more worthy students than there are nominations. This year, ASU will be represented by Heather Jackson and Daga Pawlowska.



Heather Jackson, 2nd year, will defend her thesis entitled, "The Nomological Network of Fit: Where Do Different Fit Measures Fit?" in mid-April. In her research, Heather examines the relationship between three measures of person-environment fit (perceived, subjective, and objective) using the same

context, content dimension, and outcomes. More specifically, her study will examine the similarity between students' and instructors' learning goals and evaluate their predictions of behavioral and attitudinal outcomes. Heather expects to find three things: 1) the three measures of fit will be weakly related to one another; 2) subjective and perceived fit will be related more strongly to attitudinal outcomes than behavioral outcomes; and 3) objective fit will be related to behavioral outcomes more strongly than attitudinal outcomes.

Heather's is the first study to examine the three different measures of person-environment fit in the same context. Her faculty mentors include Dr. Shawn Bergman, Dr. Tim Huelsman, and Dr. Rose-Mary Webb.

Daga Pawlowska, 2nd year, will defend her thesis entitled, "Student Personality, Classroom Environment, and Student Outcomes: A Person-Environment Fit Analysis", in mid-April. In her research, Daga examines whether classroom environment moderates the relationship between student personality and student outcomes. Daga hypothesizes that the congruence between classroom environment and student personality will have a positive impact on both student performance and satisfaction to the extent that students with certain personality characteristics will prefer and perform better in classes that are congruent with specific environmental characteristics.

Daga's faculty mentors include Dr. Jim Westerman, Dr. Shawn Bergman, and Dr. Tim Huelsman.



Alumni Spotlight:

Jeracah H. Lawless, HR Generalist
The Gemini Observatory



Jeracah entered the program in the Fall of 2001 and graduated in the Spring of 2003. She came straight from her undergraduate program with a psychology major and criminal justice minor. Jeracah was led to

I-O because of a “Psychology of the Workplace” class she took as an undergraduate. The class showed her that she could combine her initial interests in business with her newfound interests in psychology, and she could make a difference in many people’s lives. Her roots in both psychology and business led her to choose a program that emphasized both aspects equally. ASU’s program, with half of the classes in the psychology department and the other half in the management department, really appealed to her. The aesthetics of Boone also influenced her decision. “I have to admit, as well, that the glossy photos of beautiful Boone did their part to seal the deal! Boone and the surrounding area are quite breathtaking.”

Jeracah currently works at the Gemini Observatory in Hilo, Hawaii. As an HR generalist, her daily activities are constantly changing. Her list of current projects is quite impressive. She plans to take on even more interesting projects in the future. Some of these include updating Gemini’s compensation system,

providing training to managers on performance management, integrating HR information on staff into Gemini’s HRIS program, working on the benefits portion of a plan for staff who are laid off, and finding a better EAP provider for staff.

Although Jeracah prefers her generalist role, she would like to eventually end up in training. “I would like to have a number of years of experience in HR under my belt first in all the major HR areas and then move into a training role.”

Jeracah is very appreciative of her time at App. Although grad school couldn’t prepare her for everything, she feels she has quite an advantage over her HR colleagues who did not attend a graduate program. “The things I didn’t know, I learned on the job. However, nothing could replace the broad HR foundation I got in grad school.”

Jeracah’s daily activities as an HR generalist are constantly changing. Here are a few projects she is currently working on:

- ◆ Manages Gemini’s annual performance review process
- ◆ Manages employee benefits
- ◆ Meets with fellow SHRM members to discuss upcoming projects
- ◆ Functions as the main HR-Payroll Contact
- ◆ Works with employment attorney and worker’s comp carrier to help settle worker’s comp cases
- ◆ Maintains Gemini’s HRIS program

Advice for Students:

- ◆ Network!
- ◆ Ask for help
- ◆ Talk to people you know who are working at companies with which you would like to intern/work
- ◆ Be persistent!
- ◆ Start Tweeting! Twitter can be a useless waste of time or it can be a very productive way to build a network. Tweet about what you’re studying, an interesting HR article you recently read, or an HR question to provoke discussion

Alumni Spotlight:

John Meriac, Ph.D.

Assistant Professor at University of Missouri-St. Louis



John was born and raised in North Carolina, close to the Appalachian Mountains, and knew extensively about ASU's prestigious reputation. Although he considered programs elsewhere, the balanced interests of the staff at Appalachian really drew his attention:

“There are plenty of opportunities out there and you may hear about several of them through the network you’ve created with colleagues within and outside of the program.”

-John Meriac

Both the industrial and organizational sides were strongly represented by the program faculty. The balance of interests at Appalachian seemed like they would provide a great fit and prepare him for his I-O career. Although he tends to gravitate more towards the industrial side, even in his professional career, John enjoyed courses focused on the organizational side as well. He even jokes about being slightly intimidated by statistics at first, (something most people can relate to), but later came to find it very enjoyable. As an assistant professor at the University of Missouri-St. Louis, John thoroughly enjoys the research process (something he discovered while developing his thesis) and avidly

enjoys this aspect of academia. However, he does not deny that the academic field can be quite stressful at times. “The demands of being an assistant professor and having to publish and keep research actively going at all times while balancing teaching and other responsibilities can be difficult, but it comes with the role.” All things considered, John loves what he is doing and feels very fortunate to have a job that he enjoys. He advises our current job seekers to keep their eyes and ears open. “There are plenty of opportunities out there and you may hear about several of them through the network you’ve created with colleagues within and outside of the program.” Our first-years are also advised to keep a look out for future opportunities. “It is never too soon to start looking and the required internships can potentially open up a lot of doors that you might not have expected.”

Dr. Meriac at a Glance:

- ◆ Graduated IOHRM program in 2004.
- ◆ Currently works as an assistant professor at University of Missouri-St. Louis
- ◆ Teaches multivariate statistics and a seminar in performance appraisal
- ◆ Has taught other courses in the past including leadership, assessment centers, and a seminar in personnel psychology.
- ◆ Current research focuses on assessment centers and individual difference variables such as work ethic and psychometric issues of predictors of job performance.
- ◆ Other research entails performance management issues, specifically OCBs and 360-degree feedback.

Alumni Updates:

Congratulations are in order for quite a few of our alumni.

- Matt Lackey (2010) is a Research Analyst with the Fors Marsh Group in Arlington, VA.
- Andrew Smith (2008) has recently been promoted to the position of Senior Manager at Marriott International.
- Jess Doll (2006) has recently accepted an assistant professor position at Florida Gulf Coast University.
- Rich Cober (1998) is now a Vice President of the Talent Management Analytics & Solutions division at Marriott International.

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



About ASU's IOHRM Program

The Industrial-Organizational Psychology and Human Resource Management Program at Appalachian State University is housed in the Psychology Department. For further information on the IOHRM program, please visit our web site at: <http://iohrm.appstate.edu>

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 e-mail either Dr. Shawn Bergman, bergmans@appstate.edu, or Kayla Melton, meltonkr@appstate.edu.

Eye on IOHRM Newsletter

Eye on IOHRM is published by 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.



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