



Inside this issue:

Welcome to the Spring 2012 edition of *Eye on IOHRM*!

Faculty Spotlight: 2

Dr. Hugh Hindman

Second-Year 3

Student Spotlight:

Kaitlyn McDaniel

Ryan Felty

Alumni 4-5

Interviews:

Kristin Berglund

Julie Caplinger

Final Notes: 6

Student Support Fund

LinkedIn Guide

Contact Information

At the beginning of this academic year, our students returned from a wide range of internships that spanned the country. From Texas to Michigan our current second-year students “took their talents” to a wide variety of organizations, gaining valuable applied experience and developing their professional skills. It is always exciting to hear what our students did and learned on their internships, and we are looking forward to seeing what internships our first-year students land this summer. The first-year class is off to a great start as Ricky Carroll has been accepted to the Holland Fellows Program and will be doing his summer internship in China.

Our students have also been actively engaged in a number of research projects, and are making their marks at regional and national conferences. Most notably, the faculty selected two second-year students, Kaitlyn McDaniel and Ryan Felty, to represent the IOHRM program at the annual Masters’ Student Consortium held prior to the annual SIOP conference in April.

While we are especially proud of our current students, we also marvel at the accomplishments of our IOHRM alumni. This admiration for our current and former students has been part of the motivation for us to publish *Eye On IOHRM*. We believe it has been valuable in bringing faculty, current students, and alumni a little closer, and we want to continue to make connections among all of the members of Appalachian’s IOHRM family. Therefore, if you know of alumni who have not seen our newsletter, please invite them to become a member of the "IOHRM at Appalachian" group on LinkedIn or direct them to our new webpage at <http://iohrm.appstate.edu/>.

As a part of our continued efforts to strengthen the relationship between our alumni and current

students, we are proud to announce our creation of the “IOHRM Student Support Fund”. This account will be used to help provide financial assistance for student research and travel. Not only will this enrich the professional development of our students, it will allow us to "show off" their outstanding work and expand the visibility of our program. A strong student presence at national conferences is a great way to let potential applicants and future employers know about the great work, and great students, we have here at Appalachian. This semester we are soliciting donations from our current IOHRM faculty to establish the fund and will be asking for alumni support in the fall.

We have big plans for our program and we look forward to working together to build a strong network among our alumni, students, and faculty.

All my best,

Tim

Timothy J. Huelsman, Ph.D.

Program Director



IOHRM classes of 2012 and 2013

(front row) Jason Copeland, Alex Middleton, Ryan Felty, Michael Boitnott, Natsumi Kimura, Allison Blasingame, Elma Dostovic; (middle row) Kaitlyn McDaniel, Rachel Whitehead, Rebecca Watts, Karolyn Hays, Kayla Melton (back row) Yalcin Açikgöz, Ricky Carroll, Emily Welch, Kerry Talbert, Emily Holmes

Faculty Spotlight: Dr. Hugh Hindman



Dr. Hindman joined the Department of Management at ASU in 1988. His research and teaching interests include labor-management relations, employment law, and, most notably, child labor. His degree is in Labor and Human Resources, which he describes as being “like HRM from the workers’ perspective, as opposed to the business perspective.” This area appealed to Dr. Hindman because he has always been drawn to the underdog; he jokes that his pulling for the Cleveland Browns is yet another manifestation of his love of the underdog. Child labor, which Dr. Hindman says is “a natural extension of concern for the downtrodden”, has always a “peripheral area of concern” in the fields of labor and human resources. Dr. Hindman recognized this gap in the literature and has spent much of his career researching the area of child labor. He has produced a large body of work on the subject including numerous scholarly articles, presentations, and the definitive reference encyclopedia on child labor.

Not only is Dr. Hindman one of the IOHRM program’s more senior faculty, he also played a critical role in the program’s creation. By combining the resources and talents from both the management

and psychology departments, the previous Industrial-Organizational Psychology program, which was in danger of being lost, was expanded to the cross-disciplinary program it is today. Thus, the existence of the nation’s only joint IOHRM master’s program is due in large part to the foresight and effort of Dr. Hindman. He is proud of his role in beginning the IOHRM program and says that it has “flourished beyond his wildest dreams.” While he is willing to take some credit for bringing the program into existence, he acknowledges that the outstanding faculty that have since joined have “enabled the program to build the national reputation for quality” it has today.

Dr. Hindman at a Glance:

- ◆ Ph.D. 1989, Ohio State University: Labor and Human Resources
- ◆ M.L.H.R. 1989, Ohio State University: Labor and Human Resources
- ◆ M.A. 1984, Ohio State University: Public Administration
- ◆ B.A. 1972, The College of Wooster: Psychology

Recent Presentations and Publications

- ◆ “Child Labor Then and Now.” Presented at the 100th anniversary commemoration conference Out of the Smoke and Flame: The Triangle Shirtwaist Fire and Its Legacy, New York City (2011).
- ◆ “Capitalism and Child Labor: The Continuing Legacy of Adam Smith’s Pin Factory.” Poster Presented at the World History and Economics Conference, Boone, NC (2010).
- ◆ “Child Labor Policy Options: An Historical Perspective.” Presented at Children’s Rights at a Cross-Roads: A Global Conference on Research and Child Rights, Addis Ababa, Ethiopia (2009).
- ◆ “Managing Workplace Sexual Harassment: The Role of Manager Training.” Presented at the poster session of the 63rd Annual Meeting of the Labor and Employment Relations Association, Denver, CO (2011).

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 Kaitlyn McDaniel and Ryan Felty.

Kaitlyn McDaniel has been active during her time at ASU. She has been involved in numerous student and professional organizations including NCIO, OBM Network, SIOP, PSGO, and she has served as the Vice President of Operations for ASU's student chapter of SHRM.



In February, Kaitlyn delivered a presentation at the Winston-Salem SHRM Student Presentation Night entitled "HR Trends: Relocation" in which she highlighted "creative solutions, relocation reluctance, and audit activity expected to take place in 2012."

Kaitlyn looks forward to the experience and connections she will acquire from attending the Master's Consortium as well as the rest of the SIOP conference. Upon graduation, she will be seeking an HR generalist position with an eye toward Charlotte, NC, Charleston, SC, or her hometown of Huntsville, AL.

Ryan Felty is currently working on completing his thesis, entitled "Narcissism and Performance: A Management Education Teamwork Project". Under the guidance of his advisor, Dr. Brian Whitaker, Ryan will defend his thesis this spring. His thesis examines the relationship between subclinical levels of narcissism and performance on team-based management projects.

Ryan has also been active in professional organizations such as SIOP, SHRM, and OBM during his time at ASU. Additionally, Ryan has presented his research at the River Cities Industrial-Organizational Psychology (RCIO) conference at the University of Tennessee, Chattanooga, and will present his completed



thesis at ASU's 15th Annual Celebration of Student Research and Creative Endeavors.

After graduation Ryan is hoping to work in training and development and to start his career somewhere near Chattanooga, TN.

Alumni Spotlight: **Kristin Berglund**

Kristin earned her B.S. in Psychology with a minor in business from Florida State University in 2005. During this time, she took courses related to

performance management using behavioral analysis and completed several projects at local businesses. This work sparked her interest in ASU's IOHRM program as it provided her an opportunity to work with Dr. Ludwig in organizational behavioral change. Her time at ASU was valuable in that it gave her both a conceptual foundation and applied practical experience at local companies.



Kristin is currently the Senior Internal Consultant in the Department of Organizational Development at Wake Forest Baptist Medical Center in Winston-Salem, NC. She was attracted to this position because it provides a great opportunity to work in a “robust Organizational Development department.” As a Senior internal consultant, she has a broad range of responsibility and so she finds every day to be different. For example, she

regularly consults managers and leaders throughout the Medical Center, manages the implementation of large system-wide projects, and creates and facilitates training modules as a part of the center's leadership development program. She has also realized the importance of having a back-up plan in place for when clients choose not to implement suggestions.

In her career, Kristin enjoys the ability to positively impact a leader's work life, and finds it especially rewarding when she sees “the light bulb” come on for leaders. She knows that by equipping a leader with the tools they need to be successful, she is in turn strengthening their entire team and positively impacting patient care.

“My advice to students is that it is critical to build relationships and build your credibility. You don't have to be the person who goes to lunch with a different person every day of the week, but it is critical to find ways to build and maintain relationships. And don't just build relationships with the people who are in positions higher than you – be sure to also connect with roles equal to and below your own.”

Kristen at a Glance

- ◆ Graduated from ASU's IOHRM program in 2007
- ◆ Senior Internal Consultant, Department of Organizational Development at Wake Forest Baptist Medical Center
- ◆ Consults management and leaders on a broad range of projects
- ◆ Manages implementations of system-wide projects
- ◆ Creates and facilitates training modules as part of the Medical Center's leadership development program

Alumni Spotlight: Julie Caplinger

Julie began her graduate studies in 1996 after completing her undergraduate in 1995. She was drawn to industrial-organizational psychology because she enjoyed both her psychology and business courses, so ASU's IOHRM program was a perfect fit.



Julie at a Glance

- ◆ Graduated from ASU's IOHRM program in 1998
- ◆ Senior Consulting Psychologist at Peter Berry Consultancy in Sydney, Australia
- ◆ Assists client organizations using Hogan assessments
- ◆ Manages product development

Julie's time at ASU served her well. She entered the workforce with a strong foundation in many areas of HR and with a broad range of skills. The IOHRM program provided her with a strong foundation in psychometrics that helped her to better understand research and organizational development. This knowledge has allowed her to assist clients with change management. Appalachian also provided her with a solid understanding of the legal aspects of HR,

something she found many students, including PhDs, do

not often get. This was especially valuable while working in the United States, as she found many people were misinformed about what is and is not legal in selection. She also found that people were often reluctant to trust an assessment over their own personal judgment. She spent a great deal of time combating these faulty beliefs and educating clients about the appropriate uses of assessments.

Julie is currently the Senior Consulting Psychologist at Peter Berry Consultancy in Sydney, Australia. There she works to help organizations select and develop employees using Hogan Assessments. She also manages product development and is currently developing a proprietary 360-degree feedback system along with a variety of surveys, including safety and engagement instruments.

Conducting business in a new country provides its own rewards and challenges. For example, with less stringent EEO laws, businesses can decide to implement an HR policy without fully understanding the implications of the potential outcomes. Julie has found that she spends a great deal of time educating clients on the proper uses of assessments, normative data, and results.

“My advice to younger students is to go SIOP and IOOB (and any other I/O conferences they will let you attend!!) and meet everyone that you possibly can. SIOP can be intimidating at first, but if you make some friends and get to know as many people as you possibly can, you will find that your I/O network will always be there for you throughout your career. Ours is a very small field and most jobs are found through personal connections, not job advertisements. I hope to see you all in San Diego this year!”

IOHRM Student Support Fund

We are excited to announce our creation of the “IOHRM Student Support Fund”. This account will be used to help provide financial assistance for student research and travel. As our students engage in more research, they are being encouraged to seek out opportunities to present their findings and show off the excellent work they are doing here at ASU.

This semester we are soliciting donations from the IOHRM faculty to establish the fund. In the fall, we will be asking alumni for donations and giving you an opportunity to help grow the reputation of your program.

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!

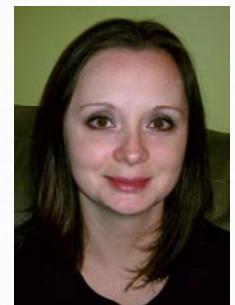
We would love to hear what you're up to. Please keep us informed of your career updates or anything else you would like us to know. If you are willing to be interviewed for our alumni column or wish to contribute to the newsletter in any way, please e-mail either Dr. Shawn Bergman, bergmans@appstate.edu,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

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.



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