



Eye on IOHRM

Appalachian State University

Volume 1, Issue 4

Student-Faculty-Alumni Outreach: The Saga Continues

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Welcome, Friends of the IOHRM program at Appalachian!

Welcome to *Eye on IOHRM*, Issue 4. [Watch...there's gonna be a "welcome" theme.]

Welcome to the Class of 2014; we are so glad you are here! This is the largest class since I've been here ($N = 10$), and true to form, members of this cohort arrived on campus with excellent qualifications and lots of energy and enthusiasm. You can meet each of them in their profiles on pages 2-3.

Welcome to the Class of 2013, returning from your internships. This summer I visited (in person or on the phone) each of our students from Charlotte to Washington, Tokyo to Lexington, and I was impressed at the work they have done and at their growth and development. You can read about their experiences on pages 5-6.

Welcome to the IOHRM faculty, coming back from adventurous/restful/exciting/productive summers for another academic year. I won't share anything about the summertime experiences of our returning faculty, but we do have an exciting addition, described in the next paragraph.

Welcome to Mr. Tim Bailey, an HR professional with more than 30 years of experience in business and industry. Our third Tim will join the IOHRM faculty as an Adjunct Professor in Psychology. I am not yet ready to tell the full story because there are a lot of details to be worked out, but we are working to build an Advisory Board for the program. We are also developing a Practicum elective that will offer students project-based field experiences. Look for more details on these developments in the Spring 2013 edition of *Eye*.



Class of 2014

Back row (left to right): Bethany Malpass, Amanda Eberhardt, Alli Byrd, Kellie Collins, Kate Thompson
Front row (left to right): Ian Head, Stephanie Hale, Sarah Light, Pankaj Desai, Robert Keenan

Welcome, to the new *Eye on IOHRM* logo! The new logo is proudly displayed in the newsletter's masthead and was designed by our very own Natsumi Kimura. This is yet another example of how our students continue to contribute to make our program better.

Welcome, finally, to IOHRM program alumni and our other friends. We always welcome your notes, emails, visits, and all the ways you stay in touch. We welcome your suggestions. We welcome your assistance in the internship process. We welcome your involvement in our research. But right now, we are going to welcome your participation to the program in a very *material* way...the IOHRM Student Support Fund. You can read about this on page 7; I sincerely hope that you consider making a donation that will support our current students.

Best regards,

Tim

Timothy J. Huelsman, PhD



IOHRM Welcomes the Class of 2014

Alli Byrd
Appalachian State University

Alli is from High Point, NC. She completed her B.S. in Psychology with a concentration in Business and a Minor in Leadership Studies here at Appalachian State University (Go Mountaineers!). Her academic interests are authentic leadership, ethical leadership, team dynamics, personality, occupational stress & health, employee motivation, and workplace diversity. After completing her Master's degree at Appalachian State, Alli will eventually pursue a PhD. In her spare time, Alli enjoys photography, hiking, social media, reading and traveling.



Fun Facts about Alli:

- **Favorite Food:** Avocado toast
- **Favorite Joke:**
Blonde: Hey, what does "IDK" mean?
Brunette: I don't know
Blonde: Oh my god NOBODY KNOWS!
- **If you could have one superpower, what would it be?** Reality warping

Kellie Collins
Ohio State Univ.

Kellie, originally from Lima, OH, completed her B.S. in Psychology at Ohio State



University. She chose the IOHRM program because as a psychology major and business minor, it was a perfect combination of her interests. Upon completing her Master's degree here at Appalachian State, she plans on going straight into the work field. In her spare time, Kellie enjoys college football, other sports, reading, spending time with family, and working on crafty things.

Fun Facts about Kellie:

- **Favorite Food:** Chocolate
- **Favorite Movie:** *Silence of the Lambs*
- **If you could meet anyone (living or dead), who would it be?** My ancestors who are descendants of Cherokee Indians and the Hatfield bloodline.

Pankaj Desai
Bangalore University, India

Pankaj is from Bangalore, India. He holds a Bachelor of Arts degree from Bangalore University. His desire to understand the factors causing stress at the workplace and its possible prevention and reduction led him to the field of I-O Psychology. Pankaj is considering gaining work experience before pursuing a PhD. In his free time, Pankaj plays the Tabala (an Indian percussion instrument) and the North Indian Bamboo Flute. He also enjoys dance, photography, nature walks, poetry and meditation.



Fun Facts about Pankaj:

- **Favorite Food:** I am a vegetarian and food from around the globe interests me
- **If you could meet anyone (living or dead), who would it be?** Isaac Newton. I'd like to ask him, 'Could you not have simply eaten the apple!'
- **Favorite Trip:** I am on that trip now!

Amanda Eberhardt
Virginia Tech

Amanda is from Prince George, VA, and completed her B.A. in Psychology at Virginia Tech. Her academic interests include leadership, employee



selection, and organizational development. She enjoys the practical application of psychological theories in the workplace and plans to seek a position in the field after graduating with a Master's degree from Appalachian State. Amanda's general interests include spending time with family and good friends, exercising, watching TV, and cheering on the HOKIES!

Fun Facts about Amanda:

- **Favorite Trip:** Nashville for the CMA Music Festival
- **Favorite Food:** General Tso's Chicken
- **What one superpower would you like to have?** Going back in time to relive a great moment.

Stephanie Hale
Florida State Univ.

Stephanie is from Plant City, FL, a small city right outside of Tampa, FL. She received her B.A. in Psychology from Florida State University. During her undergraduate academic career, she worked at a consulting firm, which inspired her to pursue an advanced degree in I/O Psychology. Her academic interests include teambuilding, employee productivity and performance, leadership characteristics, and stress in the workplace.



Fun Facts about Stephanie:

- **Favorite Food:** Hummus or lasagna
- **Favorite Movie:** *Pretty Woman*
- **If you could meet anyone (living or dead) who would it be?** It's a tie between Mahatma Gandhi and Oprah Winfrey. I would love to meet Gandhi because I admire his ability to persevere peacefully through tests of faith.



Ian Head
University of Akron

Ian is from Akron, OH. He completed his B.A. in Psychology at the University of Akron. Previously, Ian worked

at McDonalds for 7 years, with 4 years of management experience. He likes being a leader and helping other peoples' work days become less stressful. After completing his Master's degree at Appalachian State, he wants to go into the work field and perhaps into consulting.

Fun Facts about Ian:

- **Favorite Food:** Crab Legs (Maryland Blue Crab to be exact!)
- **General Interests:** sports (NBA & NFL), hip-hop, scary movies, comic books and video games.
- **Favorite Joke:** What is a Blacksmith's favorite type of music? Heavy Metal.



Sarah Light
Univ. of Mississippi

Sarah is from Tupelo, MS, and completed her B.A. in Psychology at Ole Miss (University of

Mississippi). Her academic interests span both psychology and business. After graduation, Sarah plans on entering the workforce. In her free time, Sarah loves to travel.

Fun Facts about Sarah:

- **Favorite Food:** Indian food and good Southern cookin'
- **If you could meet someone living or dead, who would it be and why?** My great grandmother who lived through Auschwitz because I'd like to ask her what it's like to have so much courage.
- **Favorite Trip:** I recently traveled to London, Paris, and Brussels - amazing!



Kate Thompson
Univ. of Central Florida

Kate is originally from West Palm Beach, FL. She received a B.S.B.A. In

Management-Entrepreneurship at the University of Central Florida in Orlando. During and after her undergrad, Kate completed an MBA program and worked in professional baseball and at a seafood market. She picked I/O Psychology because it ties together her passion (psychology) with her education (business). Kate plans to get a PhD eventually but may go into the work field first.

Fun Facts about Kate:

- **General Interests:** cycling, hiking, photography, fishing... pretty much anything outdoors!
- **Favorite Food:** Peanut Butter
- **If you could meet someone living or dead, who would it be and why?** My great grandmother because I've seen so many pictures of her and read all about her life, but would love to talk with her first hand.

Robert Keenan
Univ. of Tennessee



Robert is originally from Brentwood, TN. He received a B.A. in Psychology with a minor in History from the University of Tennessee, Knoxville. Robert picked I/O Psychology because of the variety of career opportunities it offers. He has always loved psychology and history and plans to pursue a PhD, although that may change in the future. In his free time, Robert enjoys skiing, scuba diving, and reading.

Fun Facts about Robert:

- **Favorite Trip:** Antarctica
- **If you could meet anyone (living or dead) who would it be?** Steve Jobs, just to get a glimpse of how his mind worked.
- **Favorite Joke:** A hydrogen atom walks into a bar and tells the bartender, "I think I lost my electron in here earlier." The bartender responds, "are you sure?" The hydrogen atom answers, "I'm positive!"

Bethany Malpass
Campbell University



Bethany was born in Clayton, NC, and she received her B.S. in Psychology at Campbell University. Her academic interests include personality research as well as employee motivation, time management, and socialization. She hopes to get her PhD after completing her Master's degree here at Appalachian State.

Fun Facts about Bethany:

- **General Interests:** Jesus, good books, movies, and game nights
- **Favorite Joke:** A mushroom walks into a bar. The bartender says we don't serve your kind here. The mushroom says, "Why not? I'm a fungi!"
- **If you could have one superpower, what would it be?** The ability to use The Force.



IOHRM Student Support Fund

We are pleased to announce a way that you can help in the development of these current students.

Donate to the IOHRM Student Support Fund!

(see page 7 for additional details)

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- DeRiso, A., & **Ludwig, T. D.** (2012). Task Clarification of Cleaning and Restocking Behaviors for a Fine Dining Restaurant. *Journal of Organizational Behavior Management, 32*(2), 140-151.
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- Whitaker, B. G.** (2011). Linking the feedback environment to feedback seeking through perceptions of organizational support and job involvement. *The International Journal of Organization Theory and Behavior, 14*(3), 19.
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The incoming class of 2014
Exploring Boone!



The graduating class of 2012!

Class of 2013: Summer Internship Updates!

Yaclin Acikgoz
Fors Mars Group



video promoting Quintiles' 'Q-Day' (a half-day off given to employees to complete volunteer work in their communities). The video is now used in all new-hire orientations across the United States. This internship was a great opportunity to learn about the functioning of a global company, and I thoroughly enjoyed coordinating with HR team members from all over the world to complete various projects.

I worked on a project as part of an ASU-Fors Marsh Group (a private research company) collaboration. The purpose of the project was to learn more about how social media can best be utilized for promotion and recruitment purposes by organizations. I assisted the team in several ways including content coding of focus groups and one-on-one in-depth interviews, conducting literature reviews, and summarizing the survey data in a report. It was a great experience to be involved in professional - as opposed to academic - research and see how a real world research company works.

engineering firm working with military and civilian leaders in the Defense community, helping them advance their organizations and achieve their goals. I focused on two projects. The first project involved mapping the process in which new employees obtained access to the N-ERP system within NAVSEA. The second involved gathering research on Organizational Structure and Employee Engagement for an IWS 5 Working Session. Other work included producing notes from various conference calls, helping to create a generic business model to be modified and used for specific customers, and compiling documents for various customers within NAVSEA.

Natsumi Kimura
Hays Specialist Recruitment

I worked for Hays Specialist Recruitment in Tokyo, Japan. My major duties included job description translation from Japanese to English and job advertisement from English to Japanese. I also created client company profiles to help candidates be ready for interviews. Finally, I initiated calls to candidates to ask about their current desired occupation, industry, salary, etc. I also updated the company database based on the phone interviews.



Karolyn Hays
Fayette County Public Schools

My internship was with the Human Resources department for Fayette County Public Schools in Lexington, Kentucky. I had a very hands-on experience and was able to work in and observe a variety of departments and functions, including applications/recruitment, certified personnel, classified personnel, employee benefits, and professional development. The majority of my efforts were focused in two areas, the onboarding process for new certified employees and working on the Staff Distribution Report. The onboarding process consisted of processing personnel action forms, conducting new employee paperwork meetings, and assisting with new teacher orientation. The Staff Distribution Report contains information



Allsion Blasingame
Quintiles



This summer I completed a 13-week internship with Quintiles, a pharmaceutical services company which employs over 20,000 people in 60 countries. Over the course of my internship, I worked at Quintiles' world headquarters in Durham, NC, as a member of a global HR team to support the commercial and late-phase clinical organizations within Quintiles, including employees in the Americas, Europe, Africa, and Asia. I was responsible for a wide range of projects throughout the summer, including two retention analyses, a termination analysis, underperformance tracking, and a compensation and skills analysis. In addition to these projects, I assisted with acquisitions and new hire orientations and created a highlight

Jason Copeland
Transformation Systems, Inc.

I completed my internship with Transformation Systems, Incorporated (TSI) in Washington, DC. TSI is an executive strategies and management systems



Class of 2013: Summer Internship Updates!

regarding the demographic makeup of various personnel categories for employees in the school facilities and is intended to provide principals and other hiring managers with information so that they may work to ensure diversity in personnel selections through an increase in minority hiring within the individual schools and other district sites.



Rebecca Watts
Avery Dennison

My internship was at Avery Dennison in Lenoir. The facility I worked in focuses primarily

on garment printing, both for printed fabric labels that go into clothing, and the heat transfer labels that have taken their place. I assisted with some various small projects throughout the summer, but my primary job was to update job descriptions for the facility. Examining such a large number of jobs (over 100) gave me an interesting perspective on how every step of the production process, from order entry to shipment, fit together. One thing that made my experience unique is I got to see firsthand as a large company adapted to growth and a changing business focus, and how those changes affected employees at the individual level.

Ricky Carroll
Wilkes Veterinary Hospital

During my internship at Wilkes Veterinary Hospital in Wilkesboro, NC, I wrote an employee



handbook for a small, privately owned company of about 20 employees. I also analyzed five job positions and created competency models for each position. This was a necessary process to create employee evaluation tools for each of those positions. I learned that well-crafted, legally-compliant policies are necessary. But they mean nothing if the organization does not act in accordance with those policies. I also learned that job analysis questionnaires are great tools if they are well-crafted with understandable, conversational language instead of jargon. However, questionnaires must be supplemented with conversations and observation for a clear picture to emerge. I was also a participant in the Holland Fellows Program. I presented research, with 22 other students, at the Shanghai Forum at Fudan University in Shanghai, China. The research involved a comparative study of corporate social responsibility in China and the United States.



Emily Homes
Fors Marsh Group

I worked at an applied research company, Fors Marsh Group, in Arlington, VA, for three months. I worked on a research project for the Joint Advertising and Market Research Studies (JAMRS) program for the Department of Defense looking at military recruiter quality of life. My involvement this summer was to help determine the current state of the recruiting environment, sort open-ended question answers into different categories, prepare reports and briefing decks, and run and analyze data.



Emily Welch
Premier, Inc.

I interned at Premier, Inc. in Charlotte, NC, this summer. Premier Inc., is a

healthcare alliance that serves its members by increasing quality of care and reducing costs through the industry's most comprehensive database of actionable data. As a Program Management Intern, I supported the Enterprise Program Management team and the Organizational Change Management team within the ITS department. The experience provided exposure to various business, technology, project management, and HR functions. My major projects included creating a handbook for online community owners, improving the vaccine process at a member hospital by creating a reporting/tracking tool and redesigning the current process, and assisting with internal process improvements by documenting and mapping current processes.



IOHRM 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 7 for more details)

Alumni Updates:

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

- ◆ Ryan Felty (2012) is now the Staff Development Manager at Grandfather Home for Children in Banner Elk, NC.
- ◆ Kaitlyn McDaniel (2012) is now the Benefits Coordinator at Hawkes Learning Systems in Mount Pleasant, SC.
- ◆ Elma Dostovic (2012) is now a Recruiting and Financial Operations Manager at AXA Equitable in Charlotte, NC.
- ◆ Rachel Whitehead (2012) is now a Human Resources Administrator at McKinsey & Company in Tampa, FL.
- ◆ Dagmara Pawlowska (2011) is now a Organizational Effectiveness Analyst at Lowe's Home Improvement in Charlotte, NC.



Faculty Advisor
Shawn Bergman



Student Editor (2014)
Amanda Eberhardt



**Eye On IOHRM
Logo Designer**
Natsumi Kimura



Student Editor (2013)
Emily Welch

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.

Last semester we solicited donations from the IOHRM faculty to establish the fund. We are happy to report that 100% of the faculty gave, and continue to give, to the fund. However, that is just the beginning. We are now asking that our alumni look to give back to the program and help our current students achieve even more while here at ASU.

We are creating a location on the IOHRM website for you to go and donate. We will also be keeping 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.

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).