



Appalachian State University

Eye on IOHRM

Issue 13

Industrial-Organizational Psychology and Human Resource Management

Welcome to the Spring 2017 edition of Eye on IOHRM!



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Coming Up This Fall:



2017 Professional Development Conference

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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.

Be sure to search for your employer to see if they participate in an Employer Matching program!

For more details about how funds are used and how to give, click [here](#), or click below to go directly to the donation page.

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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!

Faculty Advisor

Student Contributor



Kemp Ellington

Cheryl Nickel



Second Years' Highlights & Post-Graduation Plans



Altman



Mitchell

Altman & Mitchell Accept Offer from Texas Instruments

Sandra Altman and Brooke Mitchell both accepted positions with Texas Instruments in Dallas, Texas. They will start their new role with the Human Resources Development Program (HRDP) this June. To broaden their horizons within the HR field and discover where their long-term interests are, both Altman and Mitchell will spend a year and a half in a "functional" HR role, such as talent development or compensation, and another year and a half working as a HR Business partner.

Casher Belinda to Join Doctoral Program

Casher Belinda will be attending either the University of Maryland, College Park, or the University of North Carolina, Chapel Hill, to pursue a doctoral degree in organizational behavior. Having long held a passion for research and academia, he is excited to continue toward becoming an expert in the field. Ultimately, Casher aspires to be a professor at a top 25 business school in the US, developing future business leaders and academics.



Bridget Wasowski Accepts Offer from B/E Aerospace



Bridget Wasowski has accepted a position as a Human Resources Specialist at B/E Aerospace, in Winston Salem, NC. B/E Aerospace is the world's leading manufacturer of aircraft cabin interior products. Bridget will be working in a unionized facility with around 300 employees, and will also support a small facility of about 40 employees in Savannah, GA. She will serve as an HR liaison, and will primarily be responsible for the following areas: labor relations, employee relations, compensation and benefits, and training and development.

Kate Lesniak Accepts Offer from Fiserv

Kate Lesniak accepted a job offer with Fiserv, A Fortune 500 company, Fiserv specializes in financial services technology solutions, and was recognized by Fortune Magazine as one of the World's Most Admired Companies in 2016. Kate will be part of a two-year HR Leadership Development Rotational program, where she will spend eight months in each rotation. One rotation will be as an HR Business Partner, and the other two will be tailored specifically to Kate's areas of interest and strength.



Adeline Brooks Nominated for Teaching Award

This year, Adeline Brooks is working as a Graduate Teaching Assistant, and has taught a PSY 1200 - Psychological Foundations course in both the fall and spring semesters. Because of her outstanding teaching, Adeline was nominated by her supervisors for the Outstanding Graduate Student Teaching Award, which recognizes graduate students in graduate teaching assistantships (GTA's) who excel as instructors in undergraduate classes.



Skylar Ritchie Assists with GEAR UP Project



GEAR UP is a federal grant program designed to increase the number of low-income students prepared to enter and succeed in post-secondary education. In order to assist with the GEAR UP grant given to Appalachian State, Skylar Ritchie, under the leadership of Dr. Shawn Bergman, is part of a team of multi-disciplinary researchers performing program evaluation. Their research provides practical implications, while also contributing to the literature on educational interventions. This year, the team was invited to the Appalachian Regional Business Symposium to share their evaluation work.

Salter and Hansen Chosen to Attend SIOP Consortium

The Society for Industrial and Organizational Psychology (SIOP) hosts an annual Master's Student Consortium prior to SIOP's Annual Conference. Nominated by the IOHRM faculty, Emily Salter and Meaghan Hansen will attend this year's consortium on April 26 in Orlando, FL. Designed for students enrolled in master's programs in I-O Psychology and OB/HRM, the program boasts an impressive lineup of I-O, OB, and HRM Graduates, who have excelled as managers and consultants for some of the most successful organizations. Enrollment is limited to 60 students, to provide ample opportunity for students and speakers to interact during two workshops, a question-and-answer roundtable, and a social hour.



Hansen



Salter

First Year Students' Summer 2017 Internships

Aimee Wood Accepts Internship from BF Saul



Aimee Wood has accepted an HR Generalist summer internship with BF Saul in Bethesda, Maryland. BF Saul is one of the largest privately owned real estate companies based in the DC area, and has been voted one of the top places to work by The Washington Post for both 2014 and 2015. Throughout the internship, she will have the opportunity to work on projects focusing on her specific research interests, recruitment and hotel management.

Stephanie Jeffer Accepts Internship from SealedAir

Stephanie Jeffer has accepted a Talent and Learning Internship position with SealedAir, at their global headquarters in Charlotte, NC. Sealed Air is a Fortune 500 company responsible for products such as Cryovac food packaging, Bubble Wrap cushioning, and Diversey cleaning and hygiene products. Her responsibilities will include promoting and performing talent analytics in all aspects of the HR department, creating employee engagement and satisfaction surveys, and participating in active change management planning and processes.



Hannah Booth Accepts Internship with Shurtape Technologies



Hannah Booth has accepted a Talent Development Internship with Shurtape Technologies, a privately-owned, industry-leading producer of pressure-sensitive tape products. Hannah will be working at the global headquarters in Hickory, NC, and her position will consist of various projects, including the creation of competency models to assist with succession planning, Leadership Development program enhancements, Performance Management Process revisions, and creation of training materials for the sales/marketing departments.

Ongoing Student Research & Involvement

Cody Rusher Awarded GRAM



In August, Cody Rusher was awarded a Graduate Research Associate Mentorship (GRAM), funded through a grant obtained by Dr. Carol Kline of the Management department. Contributing to the Race, Ethnicity, and Social Equity in Tourism program (RESET) at Appalachian State, they are tackling topics related to inclusivity and representation in the tourism industry. For one project, the pair has utilized a vignette-interview design in order to discover underlying perceptions and motivations of millennials on the topic of eating animals while traveling. The results of this study will be synthesized and published as a chapter in an edited book as part of the new *Routledge Research in the Ethics of Tourism Series*.

HR Science Team

Hannah Booth, Nkem Obi-Melekwe, and Cameron Brown are part of the HR Science Research Team, under the leadership of Dr. Shawn Bergman. Hannah leads a group that observes perceptions of organizations. They are currently investigating applicant reactions to social media screening and will be presenting at multiple conferences in the coming months. Cameron leads a group that utilizes text analytics. They investigate information that people post online and how it could potentially impact their job performance. Nkem works as the Professional Development Coordinator on the team, where he holds frequent workshops and presentations on things such as resume building, interview tips, etc. Nkem, along with one other student, will be presenting our research on displays of corporate social responsibility via social media at the Appalachian Research in Business Symposium in late March.



Top: Hannah Booth, Cameron Brown Bottom: Nkem Obi-Melekwe

Beans 2 Brew Coffee Shop



A volunteer-operated coffee shop in the College of Business, Beans 2 Brew, was started 3 years ago by the App State Entrepreneurship Club and they continued to operate the shop until last fall, when the decision was made to decentralize operations. This gave other clubs in the College of Business the opportunity to earn funds for their club by staffing the shop. During the transition period, Cheryl Nickel was asked to lead the HR function, helping facilitate the successful transition from operations by approximately 20 individuals to an ever-changing pool of over 300 volunteers. This spring, she leads a team of 5 other individuals, including 2 other IOHRM students. Lorin Farr and Amanda Dixon, utilizing evidence-based practices learned in Dr. Ellington's Training and Development Class, are developing a comprehensive training program for the coffee shop, ensuring successful training of future volunteers, and ensuring maximum learning transfer. The coffee shop is on track to have a record year in sales.

Top: Cheryl Nickel, Lorin Farr Bottom: Amanda Dixon

Student Highlights

SIOP Project



IOHRM faculty and students were selected by SIOP (Society for Industrial-Organizational Psychology), among other universities, to work on a project of updating I-O Psychology graduate program rankings. Headed by Dr. Acikgoz & Dr. Huelsman, five IOHRM first year students are developing the survey that will be used to form these rankings. Titled “Rankings of I-O Psychology Master’s Programs Based on Program Experience and Satisfaction: A Multiple-Perspective Evaluation,” this project measures subjective information gathered from current students, alumni, and employers of alumni from Master’s level I-O Psychology programs around the country. The results of this project are expected to be published in the summer of 2018 issue of SIOP’s publication TIP, The Industrial-Organizational Psychologist.

Top: Jessica Swets, Amanda Ross, Ryan Olsen
Bottom: Stephanie Jeffer, Amanda Dixon

Executive Education Analytics Workshop

Sarah Willis, Cheryl Nickel, Lorin Farr, Amanda Dixon, and Amanda Ross, under the guidance of Dr. Shawn Bergman, are working to develop an executive education workshop on the effective utilization of data analytics. While many organizations are increasingly interested in using data, they are ill-equipped. The flagship 4-hour workshop will teach organizational leaders how to identify the story data is telling and, in turn, how to utilize data and analytics to make evidence-based business decisions, ultimately building a culture which values and implements analytics solutions. The first workshop will take place at the third annual Appalachian Safety Summit in May.



Top: Lorin Farr, Sarah Willis, Cheryl Nickel
Bottom: Amanda Ross, Amanda Dixon

IOHRM + MBA



Second-year students, Skylar Ritchie and Sarah Willis, and first-year students, Hannah Booth, Cameron Brown, Lorin Farr, Stephanie Jeffer, Cheryl Nickel, and Aimee Wood, have added a Master of Business Administration to their course of study. The Walker College of Business offers a unique partnership between the IOHRM and MBA programs, which allows students the opportunity to obtain both degrees by adding only a summer term, beyond what would be required in the IOHRM program. These eight students believe that the additional business expertise will complement the IOHRM curriculum well.

Top: Skylar Ritchie, Sarah Willis, Cheryl Nickel, Stephanie Jeffer
Bottom: Aimee Wood, Hannah Booth, Cameron Brown, Lorin Farr

Coming This Fall

The People Side of Business

*The Business Side of Psychology*SM

IOHRM

Industrial-Organizational Psychology and Human Resource Management

Appalachian
STATE UNIVERSITY.

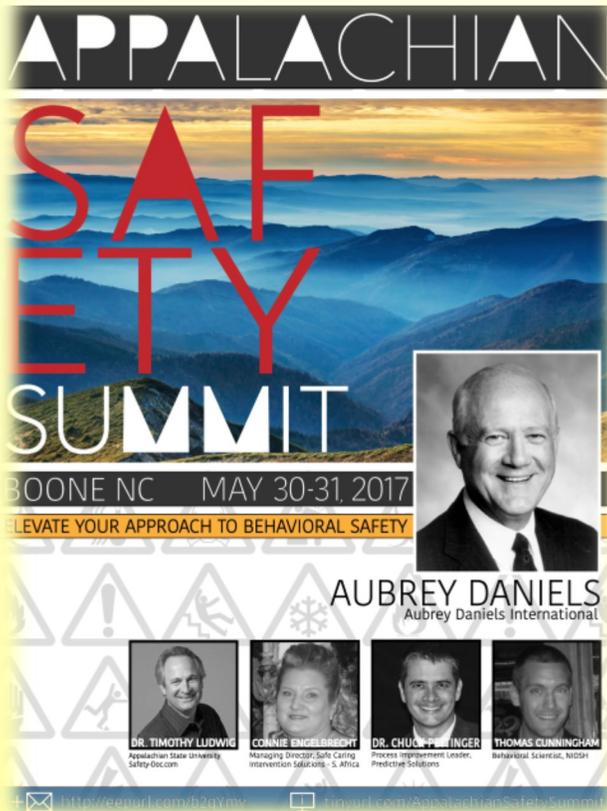
2017 Professional Development Conference

September 29, 2017

Please consider joining us for the IOHRM Alumni Professional Development Conference this fall. We will have the opportunity to hear from student, faculty, Alumni, and Advisory Board presenters on various hot topics in the Industrial-Organizational Psychology world, as well as enjoy time reconnecting with old friends and acquainting with new ones over lunch, dinner, and a casual reception at the end of the day.

This event has been a favorite in past years and we look to continue the tradition this year.

Details to follow.



On May 30-31, Appalachian State will host the third annual Appalachian Safety Summit. The summit strives to educate and inform 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. This year's theme is centered around behavior-based safety principles, emphasizing the importance of incorporating scientific theory and evidence to create a safer workplace.

Keynote speaker, Aubrey Daniels, PhD, is a leading expert on human behavior, specializing in management, leadership, and workplace safety. Additionally, Dr. Daniels has authored six best-selling books, including *Bringing Out the Best in People: How to Apply the Astonishing Power of Positive Reinforcement*, now in its third edition.

Session speaker Connie Engelbrecht, Managing Director of Safe Caring Intervention Solutions, which is headquartered in South Africa, will speak on "Hazard Identification in the 21st Century". Ms. Engelbrecht and her team have developed revolutionary software that helps employees report dangerous incidents, while also recognizing them for positive occurrences.

Chuck Pettinger, recently named one of *Industrial Safety and Hygiene News Magazine's* "Top 50 Thought Leaders for Today and Tomorrow", specializes in the use of predictive analytics as a way to improve an organization's safety culture. He will speak on the importance of using Behavior-Based Safety observations to assess, sustain and evolve Behavior-Based Safety processes.

Thomas Cunningham is a behavioral scientist for the NIOSH Division of Education and Information, and focuses on positive interventions to enhance safety performance and motivation for employees and leaders in various industries. He is also a contributor to *Industrial Safety and Hygiene News*.

We welcome back E. Scott Geller, Ph.D., Senior Partner, Safety Performance Solutions & Alumni Distinguished Professor, Virginia Tech, who will present a pre-conference workshop entitled "Safety/Life Lessons from Psychological Science: How to achieve a sustainable injury-free workplace", as well as a wrap-up session on how to actively care for employees.

We are also proud to have two of our esteemed faculty speak. Dr. Tim Ludwig, named one of *Industrial Safety and Hygiene News Magazine's* "Power 101 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.

For more information on the Summit, and to purchase tickets

[**Click Here**](#)