

EYE ON IOHRM

Industrial-Organizational Psychology and Human Resource Management | Appalachian State University

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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. For more information, please visit our website or find us on social media.



STUDENT EDITOR: Lindsey Wuerfel
FACULTY ADVISOR: Kemp Ellington



IOHRM STRIKES UP SOME FUN

Our students and faculty kicked off the spring semester with some friendly competition at the local bowling alley at the first ever IOHRM Bowling Bash. In addition to having lots of fun together, our students and faculty have been working hard and accomplishing great things. Check out what we have been up to and what we have on the horizon in the latest edition of **Eye on IOHRM!**

SUPPORT THE IOHRM PROGRAM

Thank you for considering financial support of the IOHRM program!

Contributions can be made to the **General IOHRM Fund** (3rd option from the bottom) or the **Student Support Fund** (5th option from the top). Contributions to the **General Fund** are preferred, as there are fewer restrictions on allocations of funds.

GIVE HERE

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

For more details on how funds are used and how to give, click [here](#). To go directly to the donation page, click "Give Here."

IOHRM HIGHLIGHTS

PROFESSIONAL EDUCATION PROGRAM

Appalachian State's Professional Education program, housed in the Walker College of Business, has continued its mission of workforce sustainability, is offering Leadership and Management courses, and has developed a Professional Education Management Certificate, consisting of six one-day courses. This fall and spring, alumna Amanda Ostrander and Southern Dental Associates, a regional and growing dentistry practice, and a cohort of nine office managers have begun working through the Management and Leadership development track. Most recently, this group has come to App State's campus and completed a skills engagement session where they practiced and further developed their competencies around having difficult workplace conversations and providing employee feedback. Professional Education is also developing a Foundations of Human Resources Certificate and a Data and Decision-Making Certificate. Additionally, the program is conducting a regional needs analysis with businesses in the North Carolina Northwest Prosperity Zone to identify employers' training needs. Finally, the Professional Development program, in collaboration with the IOHRM program, will be hosting an HR development conference this fall.

The Professional Education program is directed by Dr. Shawn Bergman and supported by Dr. Kemp Ellington, second-year students Annie Jankura, Katie Maness, Hannah Costello, Megan Waite, Sydney Kopelic, and Troi Robinson-Moss, and first-year students Maira Compagnone and Soundarya Kanthimathinathan.

IOHRM PROFESSIONAL DEVELOPMENT ARTICLES

The IOHRM program has begun publishing short articles on topics that are of interest to HR practitioners. Second-year students Kirsten Montanari and Sydney Kopelic have authored the first two articles of this new series. Check them out at the links below:

[Reframing the "Turnover Triage" Response: from Human Capital Management to Humanist Empowerment - Kirsten Montanari](#)

[Open Offices: Friend or Foe - Sydney Kopelic](#)

SOCIETY FOR HUMAN RESOURCE MANAGEMENT STUDENT CHAPTER

Appalachian State's student chapter of the Society for Human Resource Management (SHRM) has been working hard to provide meaningful professional development opportunities for future HR professionals on campus. The SHRM chapter is led by a team of second year IOHRM students: Trevor Fedeson (President), Troi Robinson-Moss (Vice President), Megan Waite (Secretary), and Annie Jankura (Treasurer). This semester, SHRM members have had the opportunity to learn from IOHRM faculty members Dr. Jim Westerman about sustainable HR strategies and Dr. Kristl Davison regarding her research and HR career opportunities.



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

CLASS OF 2020 SUMMER INTERNSHIPS

Congratulations to the following first-year students who have accepted internships for this summer!



MATTHEW LASKE | Eastman Chemical – Kingsport, TN

Matthew will be working with the Safety department of Eastman Chemical to work with industry leaders to identify patterns in the organization's data and develop models to help prevent future injuries and near misses.



ERIN MARION | Bechtel National, Inc. – Richmond, KY

Erin will be working as a human resources intern at the Bechtel-Parsons Blue Grass Chemical Agent-Destruction Pilot plant, gaining experience in various HR functions.



MAIRA COMPAGNONE | Key Bank – Cleveland, OH

Maira will be working in the HR department, on rotation covering the following areas: HR business partnerships, talent acquisition, talent management, learning & development/training, compensation & benefits, HR compliance & operations, and HR analytics. In addition, she will be assigned a mentor from one of these departments and will have a more in-depth exposure to their specific area.



TARA O'NEIL | Pursuit Collection – Glacier National Park, MT

Tara will be working on recruitment, onboarding, compensation & benefits, as well as making updates to Pursuit Collection's HRIS system.



SOUNDARYA KANTHIMATHINATHAN | Shurtape Technologies – Hickory, NC

Soundarya's projects will involve partnering with HR representatives to learn about Shurtape's restructuring process and a variety of HR functions including compensation, recruiting, HR analytics, and total rewards. She will have the chance to update existing processes as well as begin new initiatives such as taking stock of diversity statistics.



BILL GRIFFIN | Ford Motor Company – Dearborn, MI

Bill will be rotated among Labor Relations, Data Analytics, and another undecided area of Human Resources. He will also have a large project to work throughout the duration of the summer, though the focus of the project is currently undetermined.



LINDSEY WUERFEL | Collins Aerospace – Winston-Salem, NC

Lindsey will be working as a Human Resources intern in the Seating Products group of Collins Aerospace, under the direction of IOHRM alumna, Bridget Wasowski. She will be exposed to a variety of HR functions and will gain experience working in a unionized work environment.

STUDENT SPOTLIGHT

TWO SECOND-YEAR STUDENTS SELECTED FOR SIOP MASTER'S STUDENT CONSORTIUM



Each year, the Society for Industrial/Organizational Psychology (SIOP), holds a Master's Student Consortium, where Master's students from across the country gather to hear from notable speakers and learn more about what it takes to be a successful I/O Psychologist. This year, the IOHRM program will be sending two second-year students, Annie Jankura (left) and Kirsten Montanari (right). The consortium will be held in Washington, D.C. on April 3rd. Congratulations to Annie and Kirsten for being selected to attend this year's consortium!

BEANS 2 BREW

Beans 2 Brew (B2B) is a non-profit coffee shop operated by student volunteers within the College of Business. This semester, first-year students have taken on leadership roles within the B2B Human Resources team. Pictured left to right are Lindsey Wuerfel (Coordinator for Employee Engagement), Erin Marion (Overall HR Coordinator), and Darby Ford (Coordinator for Recruitment & Training). The B2B HR team has implemented a semester improvement plan to revamp the volunteer recruitment process. Additionally, the team has continued to streamline the volunteer training process and has played an instrumental role in rewriting B2B's mission and value statements.

Funds raised by IOHRM students who volunteer with B2B are directed towards the student chapter of SHRM. This semester, B2B is also partnering with the Appalachian Community Together (ACT) office to raise money to build a Habitat for Humanity Home here in Boone.



ALUMNI SPOTLIGHT



ALUMNUS CASHER BELINDA PUBLISHED IN *JOURNAL OF VOCATIONAL BEHAVIOR*

Casher Belinda's article "Recruiting with ethics in an online era: Integrating corporate social responsibility with social media to predict organizational attractiveness" was published in the December 2018 edition of the *Journal of Vocational Behavior*. Co-authored with Dr. Jim Westerman and Dr. Shawn Bergman, the article highlights the impact of employers' online advertisement of different types of corporate social responsibility on organizational attractiveness. Casher is a 2017 graduate of the IOHRM program and is currently pursuing his PhD in Organizational Behavior at the University of North Carolina. To read the abstract of his article, click [here](#).

COMING FALL 2019: PROFESSIONAL DEVELOPMENT CONFERENCE

2019 PROFESSIONAL DEVELOPMENT CONFERENCE

OCTOBER 11, 2019

The logo is set against a white background with a yellow grid pattern. The text 'The People Side of Business' is in grey, and 'The Business Side of Psychology' is in orange. The 'IOHRM' letters are large and stylized, with 'IO' in yellow and 'HRM' in grey. Below the logo, the text 'Industrial-Organizational Psychology and Human Resource Management' is in a smaller grey font. The Appalachian State University logo is also present, featuring the word 'Appalachian' in a serif font and 'STATE UNIVERSITY' in a smaller sans-serif font below it.

On Friday, October 11, 2019, the IOHRM program will host its bi-annual Professional Development Conference. We will have the opportunity to learn about various hot topics in the Industrial-Organizational Psychology and Human Resources worlds from student, faculty, and alumni presenters. This year, we are hoping to expand by inviting all HR professionals to attend. This event serves as a great opportunity to reconnect with old friends and get acquainted with new ones, as we will network over a reception the night before and celebrate with an IOHRM family-friendly dinner at the conclusion of the event. This event has been a favorite in past years, and we look forward to continuing the tradition this fall. Mark your calendar now! More details to follow.

APPALACHIAN SAFETY SUMMIT

On April 2-3, 2019, Appalachian State will host the fifth 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 workplace. We invite you to beautiful Boone, NC to learn from leading experts in the behavioral-based safety field.

We are proud to have many speakers join us this year, including our very own **Dr. Timothy Ludwig**, named one of *Industrial Safety and Hygiene News Magazine's* Power Leaders in the Safety and Health World. Dr. Ludwig will be delivering the capstone presentation, *It's Not My Car: Employee Engagement is Critical in Behavioral Safety*. **Dr. Shawn Bergman** will also be co-leading a breakout session, *Learn by Doing: The Promise, Perils, and Practice of Getting Started in Safety Analytics*. We encourage everyone to register today and get ready to elevate your approach to behavioral safety! For more information on the Safety Summit and to register to attend: [CLICK HERE](#)

FEATURED PRESENTATIONS

Finding Joy in the Success of Others
Denise Murray, Mudita Pro

Removing the Mystery from Human Error: A Brief Introduction

Dr. Sherry Perdue, Safety Performance Solutions

Leading Through Trust, Buy-In and Ownership – At All Levels

Shawn M. Galloway, ProAct Safety, Inc.

A Global Perspective on Behavior Based Safety
Mark Lee Peal, Eastman Chemical Company

Our Journey: From Behavioural Safety to Personal
Claire Freyer, Costain UK

How Our Leading Indicators Proactively are Helping Us Get Below Zero
Jimmy Summers, A&E

Don't Forget the Humans
Dr. Angelica Grindle, Quality Safety Edge

Plus additional breakout sessions and workshops!

APPALACHIAN
SAFETY SUMMIT



Shawn M. Galloway
President and Chief Operating Officer
ProAct Safety, Inc.

APR 2-3, 2019
BOONE, NC



Dr. Angelica C. Grindle
Senior Vice President
Quality Safety Edge



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



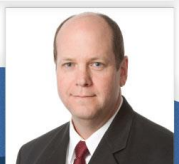
Dr. Sherry Perdue
Principal/ Senior Specialist and Co-Owner
Safety Performance Solutions Inc.



Claire Fryer
Director of Behaviors
Management - Costain



Denise Murray
Learning Consultant
Mudita Pro



Mark L. Peal
Director, HSE
Eastman Chemical Company

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