



Spring 2014

Appalachian State University

Eye on IOHRM

Issue 7

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Welcome to the Spring 2014 edition of *Eye on IOHRM*!

Welcome back for another edition of *Eye*! Once again we have some great articles to let you know about some of the exciting things happening in our program.

Last semester was a big one for alumni connections. In November, we held our first *IOHRM Alumni Professional Development Conference*. At that event, we celebrated the 30th Anniversary of our program, acknowledged Dr. Hugh Hindman's contributions to the program with the *IOHRM Lifetime Service Award*, and enjoyed a cocktail hour and dinner with alumni and their guests, faculty, current students, and former Appalachian State Chancellor, Dr. John E. Thomas. More details about the event can be found on page 2.

Our Advisory Board had a successful second meeting in October and third meeting in January where we welcomed our newest member Yvonne Hill. We will be having another meeting this semester on April 4th. The Advisory Board has provided a wealth of information for program planning, and it is a great way for our students to get better prepared and better connected with professionals in the "real" world. Additional details about the Advisory Board can be found on page 7.

Our students have been quite busy this past semester. As always, they've been engaged with classes and projects and research, but even more noteworthy, several made presentations at conferences around the country. More news to celebrate: all of our second-years passed their psychology competency exam and are one step closer to graduation. Next up for them...the Oral Comprehensive Exams. More information on our students can be found on page 8.

IOHRM classes of 2013 and 2014

(front row) Amanda Eberhardt, Sarah Light, Bethany Malpass, Holly Brugger, Kellie Collins, Alli Byrd, Stephanie Hale, (middle row) Matt Cartabuke, Sarah Guilfoyle, Heather Holden, Hannah Childs, Kristen Kaufmann, Danielle Kretschmer, Jeremy White
(back row) Cameron Stinnet, John Misenheimer, Ian Head, Robert Keenan
not pictured: Kate Thompson

Finally, we continue to improve our program's website (IOHRM.APPSTATE.EDU), adding more pictures all the time, updating news stories, as well as adding our new logo and tagline: *The People Side of Business, The Business Side of Psychology*. Polo shirts and other apparel will be coming soon!

Thank you for your interest in keeping up-to-date with our program. I hope you enjoy the Spring 2014 issue of *Eye on IOHRM*!

Best Regards,

Tim

Timothy J. Huelsman, PhD
Program Director



IOHRM Alumni Professional Development Conference

In November, the first IOHRM *Alumni Professional Development Conference* was held to celebrate the 30-year anniversary of the IOHRM program. Sixteen IOHRM alumni joined current students and professors for two days of professional development and networking events.

On Friday, alumni, students, and professors did a lot of catching up, reconnecting with old friends as well as making some new ones. Friday also included a recap of the program's history from Dr. Hindman and an update on the current status of the program from Dr. Huelsman. Dr. Hindman received a Lifetime Service Award for his service to the IOHRM program. Alumni, students, and professors then enjoyed a family-friendly dinner and reception in the Plemmons Student Union.

Saturday consisted of professional development activities. Current IOHRM students and alumni presented on various topics throughout the morning. Specifically, second-year students Ian Head, Allison Byrd, Amanda Eberhardt, and Kate Thompson presented on current trends and hot topics in the field of IOHRM. Cynthia Miller (2001) and Wayne Crowley (2002), alumni who now work for Lowe's Home Improvement, presented on change management in the real world. The final professional development activity was a panel discussion featuring alumni Derrick Swing (1996), Bo Hughes (1995), Stacey Bumgardner (2011), Jennifer Cline (2006), and Jesse Whitaker (2006). They left students and faculty with great advice and shared some of their experiences since graduating from the program.

The conference was a big success and was a great way for IOHRM alumni to network with one another, meet the current students, and reconnect with the IOHRM program. The conference planning committee, consisting of Dr. Shawn Bergman and current students Amanda Eberhardt, Kate Thompson, Sarah Light, Kellie Collins, Stephanie Hale, Kristen Kaufmann, and Holly Brugger, began preparing for the alumni development conference in the spring 2013 semester. This conference would not have been possible without their hard work and dedication. We are so grateful!

We plan to hold similar events once every other year as well as less formal events like dinner, tailgates, potluck, or brown bag lunches. Please check your LinkedIn, Facebook, email, and especially our website for updates on future events!



Dr. Hindman Receives Award

Last November at the 2013 IOHRM Alumni Professional Development Conference, Dr. Hindman, professor of labor and human resources in the Department of Management, was presented with the *IOHRM Lifetime Service Award*. The award recognizes Dr. Hindman's exemplary contribution to the IOHRM program and its students.

Fun Facts from Dr. Hindman

Favorite Class to Teach: Labor Relations

Favorite part of being a professor: Serving the common good and the ability to embrace idealism and cynicism simultaneously

Words of Wisdom:

1. Choose your parents wisely
2. While you are in the program, learn as much as you can.
3. When you are out, teach as much as you can.
4. Stay connected

Dr. Hindman joined the Department of Management at ASU in 1988. Since then, Dr. Hindman has taught courses in human resource management, labor relations, compensation, international human resource management, child labor, employment law, and organizational behavior. In addition to his contribution as a teacher, Dr. Hindman has researched and written extensively on child labor practices and labor-management relations, among other topics. He has presented his research at conferences across the United States and published countless articles. In addition, he has authored two books entitled "Child labor: An American history" and "The World of Child Labor: An Historical and Regional Survey."

Dr. Hindman was instrumental in founding, and served as first director of the interdisciplinary Industrial-Organizational Psychology & Human Resource Management Master's program from 1993 to 1995. Kick-starting the IOHRM program is considered to be one of his most significant accomplishments. When asked about receiving the Lifetime Service Award, Dr. Hindman stated that "...the program has survived and thrived beyond my expectations. We've now got a complement of young faculty who are not only exceptionally talented, but who are also thoughtful enough to honor an old geezer like me...the award means a lot."

The inscription on the award reads "with heart felt appreciation from all of those whom you have mentored, counseled, and inspired". This statement summarizes our sentiment toward Dr. Hindman. We are very grateful for his commitment to and mentorship of the students, faculty, and program.

Article written by Stephanie Hale, 2014

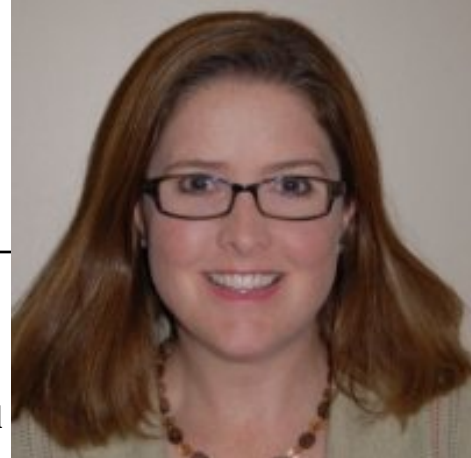


Dr. Hindman receives the Lifetime Service Award



Alumni Spotlight:

Cynthia Miller, SPHR



Originally from Asheboro, NC, Cynthia Miller is the Director of Change Execution at Lowe's. She did her undergraduate studies at Meredith College in Raleigh, majoring in Business and Psychology. Cynthia has held a wide variety of jobs in different industries including retail,

financial services, licensing board administration and hospitality,

food and beverage. Her light bulb

moment came while working at First Union National Bank in Charlotte, standing over a fax machine. A co-worker, who was an I-O psychologist, was talking about her career. Cynthia had never heard of I-O psychology but realized immediately that it was her true calling in life. Within 30 minutes of that conversation, she was looking up graduate schools. She started the IOHRM program at ASU the following Fall and has been following her passion for the I-O profession ever since.

While at ASU, Cynthia participated in the Holland Fellows program in China. Although it was a big time commitment, Cynthia believes the program was very valuable. While in the program, ASU students worked on a major project with Chinese students. The Chinese students visited Boone during their work on the project, and then all students traveled as a group to Washington, DC, and NYC. ASU students visited China for 3 weeks in the summer and presented their joint project to the American Management Association. During their visit they were also able to tour multiple companies and explore the landmarks of China, such as the Great Wall. Cynthia benefited a great deal from her participation in this program and would recommend it to anyone wanting to learn more about themselves, other cultures, and global business practices.

Advice for IOHRM students:

- ♦ **Be open to new and different opportunities... you never know how one opportunity will lead to another.**
- ♦ **Get outside and enjoy the area... go for a hike, walk at Bass Lake or Valle Crucis park, go skiing, rent a canoe at Price Lake!**
- ♦ **Get to know the business world you'll be working in. Read business articles, network with people in business, ask lots of questions, and visit companies of varying sizes and industries, intently observing their culture and practices.**

Cynthia has held her current job as Director of Change Execution at Lowe's for a year and half. Prior to taking on her current role, Cynthia has held several positions over her almost 13-year employment with the company. Her other positions include HR Business Partner; Manager, Talent Planning and Performance Management; Manager, Selection and Assessment; Senior Talent Management Consultant; and Talent Management Consultant. In her current position, Cynthia helps build change capability to guide Lowe's through critical changes, consulting on various projects (including role effectiveness) and facilitating workshops and other activities to help drive change.

She and her husband, David live in Huntersville, NC, with their 7-year old daughter Abby. They all love spending time together doing outdoor activities, which is one of the things she misses most about Boone! As a life-long learner, she is continually evaluating what she wants to do with her life and encourages students to explore all of the opportunities the I-O/HR world has to offer.

Cynthia at a Glance

- ♦ Meredith College, Raleigh, (Bachelor's in Psychology and Business Administration) Class of 1995
- ♦ Appalachian State University (MS IOHRM) Class of 2001
- ♦ Director of Change Execution at Lowe's Home Improvement

Alumni Spotlight:

Stephen Coenen, PHR



Stephen, a North Carolina native, was born in Durham and grew up near Morganton, North Carolina. He received his Bachelor's degree in Psychology from Western Carolina University. After graduating Stephen started out wanting to be a counselor but after holding several jobs in that field he realized that was not the route for him and chose Human Resources. After working a series of low-paid boring jobs, he found the program at ASU and graduated from the IOHRM program in 2000.

Stephen at a Glance

- ♦ Western Carolina University (Bachelor's in Psychology) Class of 1995
- ♦ Appalachian State University (MS IOHRM) Class of 2000
- ♦ Training Specialist, Mallinckrodt Pharmaceuticals

Following graduation, Stephen started working for Saft America, the same company where he completed his internship. He was hired as an HR Specialist which was actually more of a generalist role, working with payroll, worker's compensation, recruiting, New Hire Orientation, event management, and even managing uniforms. After working there for several years, Stephen decided it was time for a change.

Stephen was contacted by a contingent recruiter and was hired to work at Mallinckrodt Pharmaceuticals in St. Louis. Originally coming in as an HR Generalist, he did a lot of work with unions, since nearly 350 out of its 850 employees at the company are unionized. In addition, he provided generalist HR support for several departments. Several years later, Stephen took on his current position as Training Specialist, which sometimes

includes Human Resources and Operational Excellence activities. Stephen is a certified 'Lean Leader' at Mallinckrodt. His current position seems very fitting due to the fact that his two favorite classes at ASU were Labor Relations and Training and Development. Stephen's primary responsibilities include training other employees in the best training practices, working on various projects related to training and Operational Excellence, coordinating training courses for the plant, delivering training, coordinating New Employee Orientation, and overseeing a Learning Management System.

In addition to his training specialist duties, Stephen currently serves as the President of the Toastmasters club at Mallinckrodt Pharmaceuticals and was one of the founding members of the club. The club currently has about 35 active members, made up of salaried employees at the Saint Louis Plant. Stephen recently achieved the 'Competent Leader' certification from Toastmasters, which is achieved by performing leadership and project management roles both in the local club and District level events. He should be receiving his 'Competent Communicator' certification before July 2014, which is achieved by delivering 10 speeches that develop specific aspects of public speaking.

Stephen believes that he received an excellent background of HR and I/O psychology while in the program, which has only benefited him in his career as well as the broader aspects of life. He is excited to see that the program has grown and prospered since graduating.

Advice for IOHRM students:

- ♦ Use the connections you have. Don't be afraid to ask people you know for help.
- ♦ Develop an 'elevator speech' about yourself that you can use when talking to relatives or other people who might be able to help you find a job or internship.
- ♦ Consider joining a student, charity, or civic group that gives you an opportunity to polish your presentation and public speaking skills.

Alumni Connections

New Initiatives: Social Media/Slogan

Staying connected to our alumni is very important to our program. Over recent years, the program has increased its web presence so that alumni connections can be created and sustained. This semester Dr. Shawn Bergman along with first year-student, Kristen Kaufmann, started a social media outreach effort which aims to more consistently connect alumni with the happenings of the IOHRM students and faculty via Facebook and LinkedIn.

We started this effort in the Fall 2013 semester and approximately once every two weeks, a current IOHRM student has posted an update regarding something happening in the IOHRM program. The social media blurbs touch on various topics such as student and faculty research, research publications and presentations, alumni profiles, and special events. This gives alumni the opportunity to view all of the exciting events taking place in the IOHRM program. So be sure to check out our Facebook and LinkedIn groups and our always-improving IOHRM website.

Speaking of our website, if you haven't seen it recently, you should check it out! We have made several fantastic updates and will be revamping the landing page this semester.

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

To find our Facebook group

1. Search for Appalachian State University IOHRM
2. Make sure it is the group and not a person



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



Another enhancement that will be introduced this semester is our new IOHRM slogan which was created by our program director Dr. Tim Huelsman. If you were at the alumni conference you may have heard us mention it. The slogan will help us to promote a unified meaning and brand for the IOHRM program. Our slogan will be

**“The people side of business,
the business side of psychology”**

The IOHRM program has filed the paperwork to get an official service mark for this slogan. We are also in the process of designing a new IOHRM logo. Keep checking our website for additional details.

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 Kristen Kaufmann, kaufmannkf@appstate.edu.

Advisory Board Fall 2013

The second IOHRM Advisory Board Meeting took place on October 11th. Dr. Tim Huelsman (IOHRM Program Director) and Tim Bailey (Chairperson) welcomed the IOHRM Board Members: Rich Cober, Frank Gentry, Phil Graham, Ray Grassman, Chanel Leitch, and John Shave. The morning session consisted of an IOHRM curriculum discussion focusing on two questions: 1) Are there any key areas that we are missing or that need strengthening? 2) What are the qualities (KSAOs) that you expect a graduate of a program like ours to have?

IOHRM students and faculty joined the meeting for the afternoon session. Three students from the class of 2014 presented information about their summer internships: Bethany Malpass (United Therapeutics Corporation), Allison Byrd (City of Burlington), and Ian Head (Geo Group). Board Member Chanel Leitch (Bank of America) then spoke on "Organizational Development/Leadership Development Career Insights and Learning."

The third IOHRM Advisory Board meeting took place on January 31st. We welcomed new member Yvonne Hill from Lowe's Home Improvement. Based on the previous meeting, the Board Members suggested that the IOHRM curriculum should include building soft-skills and business skills. Based, in part, on these recommendations, the IOHRM faculty are proposing changes to the curriculum. In order to build soft-skills, a new class: "Introduction to HR & Professional Skills" is being proposed. In order to sharpen business skills, the faculty are proposing that the Compensation course be required. Dr. Huelsman briefed the Board Members on the outcome of ASU's program prioritization process. Specifically, the IOHRM program will be accepting a larger incoming class in Fall of 2014.



Advisory Board Members : Ray Grassman, John Shave, Frank Gentry, Rich Cober, Chanel Leitch, Phil Graham, and Tim Bailey



Newest Member:
Yvonne Hill

In the afternoon session, Phil Graham spoke to students, faculty, and Board Members in a presentation entitled "Non-Sales Selling." Mr. Graham believes that everyone is persuading, influencing, and convincing others in ways that do not involve a purchase. For instance, building quick relationships requires finding commonality, asking questions, and having conversations.

The next board meeting is schedule for April 4th, 2014.

Written By: Holly Brugger, 2015



Student Updates

Each semester, our students are active participants in professional development opportunities outside of the classroom. The Fall 2013 semester was no exception. Bethany Malpass, a second-year IOHRM student, was selected to participate in the 2014 NC Social



Entrepreneurship Conference and Competition hosted by the Walker College of Business. Throughout the semester, Bethany worked with four other graduate students to assist a local nonprofit organization with marketing initiatives in order to help raise funds for their mission. The competition and conference will take place later this semester.

RCIO student presenters:

Kate Thompson, Amanda Eberhardt, Stephanie Hale, Allison Byrd

year the conference focused on Trends in Training. Second-year students Allison Byrd, Amanda Eberhardt, Stephanie Hale, and Kate Thompson conducted a panel discussion on current trends in leadership training. Following the presentation, Dr. Shawn Bergman moderated a Q&A session in which the panelists answered questions from applied and academic professionals. Additionally, second-year students Sarah Light and Ian Head presented their work and answered questions about their master's theses during a poster session. By the end of the Fall 2013 semester, both Sarah and Ian had completed their thesis proposals.

In October, twelve IOHRM students (five first-year and seven second-year students) traveled to the 2013 River-Cities Industrial-Organizational (RCIO) Psychology Conference hosted by The University of Tennessee at Chattanooga. This

Bethany Malpass



Faculty Advisor

Shawn Bergman

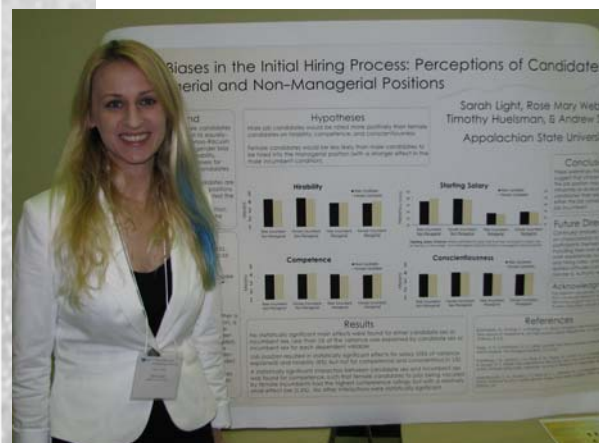
In November, Stephanie Hale, a second-year student, presented at the 2013 National Council on Family Relations Annual Conference held in San Antonio, Texas. The presentation was the result of an ongoing study that focuses on sources and outcomes of fathers' parenting risks and the effect such risks have on the well-being of their children. Stephanie presented with Dr. Beth Latshaw, a Sociology Professor from Widener University.

Written by Amanda Eberhardt, 2014



Contributors

Amanda Eberhardt, 2014
Kristen Kaufmann, 2015
Stephanie Hale, 2014
Holly Brugger, 2015



Sarah Light