



Welcome to the Spring 2015 edition of *Eye on IOHRM*!

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Welcome back for another edition of the *Eye*! We had a busy and productive fall semester, providing material for several great articles to keep you updated on the program. We have a lot going on and we are eager to share!

Our students have been quite busy throughout the year — no surprise. They have been very involved with their studies and academics, but we are very excited to share their current professional achievements and research. More information on projects and research currently being done by our students can be found on pages 2-3.

We cannot forget the hard work of our faculty! Dr. Hugh Hindman, who has been dedicated to the IOHRM program for over 30 years, will be retiring this year. It is hard to imagine the program without him, and I thank him for all he has done for me personally and for the program over the years. Dr. Timothy Ludwig was recently elected to the Cambridge Center for Behavioral Studies Board of Directors. Dr. Ludwig also serves on the Center's accreditation board. An article celebrating both Drs. Ludwig and Hindman can be read on pages 4-5.

Last semester was very successful for alumni connections. We held our first IOHRM Alumni Weekend with a wonderful turnout of fifteen alumni! We were delighted to see the familiar faces and are already planning our next alumni event! Pictures and details can be found on page 6.

Finally, our last piece (but certainly not least) of news is the current progress of our second *IOHRM Alumni Professional Development Conference*! With our first conference held in 2013 being such a huge hit, we are thrilled to hold our next one on October 2nd of this year. More details can be found on page 7.

IOHRM Graduating Class of 2015

(front row) Kristen Kaufmann, Holly Brugger, Heather Holden, Sarah Guilfoyle, Hannah Childs

(back row) John Misenheimer, Danielle Kretschmer, Matt Cartabuke, Jeremy White



As always, we are continuing to improve our program's website (iohrm.appstate.edu), updating pictures and news stories, and will be beginning a new fundraising campaign to support our students. More can be learned about our new campaign and how you can help on page 8.

Thank you for your interest in keeping up-to-date with our program. I hope you enjoy the Spring 2015 issue of *Eye on IOHRM*!

Best regards,

Tim

Timothy J. Huelsman, PhD
Program Director



Student and Research Spotlights

Sarah Guilfoyle...

is currently writing a chapter for an upcoming textbook about social media and recruiting.

- ♦ Sarah is currently collaborating with Dr. Shawn Bergman and Chris Hartwell (a Ph.D. candidate at Purdue).
- ♦ The chapter will focus on Big Data and HR Analytics, which was the topic of their presentation at the RCIO conference this past fall.
- ♦ There will be an emphasis on how data can be gathered and assessed from social networking sites and used in the recruiting and selection process.



Kristen Kaufmann...

has accepted a position after graduation with Northrop Grumman, where she completed her internship over the summer of 2014.

- ♦ Kristen will be working in the Technical Services sector headquarters located in Herndon, VA, a suburb of Washington DC, to support the Talent Acquisition and Diversity and Inclusion departments.
- ♦ She is currently continuing her work now as an intern until she starts full time after graduation. She then will be working as an HR generalist in a team that is focused solely on international business.



Dea Kamberaj...

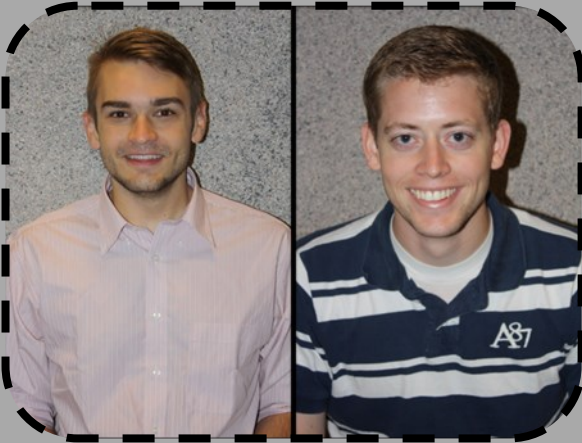
is the new Assistant Director of HR and Analytics Research Team.

Her responsibilities include:

- ♦ Leading, organizing, and collaborating with a research team of 16 undergraduate students.
- ♦ Supervising, leading meetings, and setting weekly agenda for the team.
- ♦ Investigating the use and implications of online networking sites in the field of recruiting and selection
- ♦ Developing and implementing new research ideas and team learning objectives.
- ♦ Structuring, conducting, and interpreting statistical analyses.
- ♦ Assigning tasks and projects to the Executive Team and assessing the team's productivity and results, as well as meeting with members individually to discuss goals and progress.
- ♦ Recruiting and onboarding of new team members, as well as restructuring team roles and expectations.



Student and Research Spotlights Cont'd.



Jon Powers and James Westwood...

are the new HR Analytics Researchers for the Center for Analytics Research and Education (CARE).

- ♦ Jon and James will be collaborating with the U.S. Department of Education on a project called "Gear Up" to increase the post-secondary educational attainment of low-income U.S. high school students.
- ♦ James will be working under the direction of Dr. Joseph Cazier, the Director of CARE, and with faculty from the College of Health Sciences. Jon is working under the direction of Dr. Shawn Bergman, CARE faculty fellow.

Matthew Cartabuke...

is currently examining the relationship between empathy and social justice attitudes in his thesis.

- ♦ The hypothesized outcome is that empathy will be related to perceptions of societal fairness and that those higher on empathy will also hold more social justice attitude.
- ♦ Demonstrating that empathy is linked to social justice variables would have important implications in the development of business students and academic business programs.
- ♦ He will be pursuing a dual concentration in Managing Human Resources and International Business, and is expected to graduate in December 2015.
- ♦ Matthew was also awarded the 2014-2015 MBA Scholarship.



Danielle Kretschmer...

is currently in the final stages of her thesis.

- ♦ Danielle is currently coding the last bits of data and will defend her thesis this April.
- ♦ She will be presenting in a symposium at ABAI in Sam Antonio this May.
- ♦ It is an assessment of the efficacy of a training initiative she developed during her internship over the summer of 2014.



Faculty Spotlights

Dr. Timothy Ludwig

Dr. Timothy Ludwig has been teaching at Appalachian State for years and teaches classes such as Organizational Behavior Management, Organizational Development, and Industrial Psychology. His expertise is in behavior management with a focus on behavioral safety. He has served as editor of the *Journal of Organizational Behavior Management* and on the Board of Directors for the Organizational Behavior Management Network. He has presented at numerous conferences nationally and internationally and has done extensive research and consultant work in the field of behavioral safety.

Recently, Dr. Ludwig has been elected to serve on the Board of Directors for the Cambridge Center for Behavioral studies. The Cambridge Center is an organization that aims to promote best practices in the application of behavioral studies for many different areas: organizational behavior, autism, animal behavior, brain and spinal cord injury, environmental issues, and more.

Dr. Ludwig has been serving on the highly successful Commission for the Accreditation of Behavioral Safety Programs since 2006. This group reviews behavioral safety programs already in place in organizations, accredits them, and promotes these practices to other organizations for potential use. The practices are shared at the annual Behavioral Safety Now Conference, which is co-sponsored by the Cambridge Center.

Dr. Ludwig's new responsibilities as a Board member will include helping the Board plan new initiatives and growth in all the areas of the Cambridge Center. We're very proud of the work Dr. Ludwig is doing and wish him the best!

Fun Facts from Dr. Ludwig

Favorite Class to Teach:

Any class that I'm engaging with at the moment.

Favorite Part of Being a Professor:

The ability to be an entrepreneur... of thought, delivery, and development... and to build young entrepreneurs toward the same independence.

Tim's Words of Wisdom:

Be in control of your own variance ... and make sure you get some from time to time.

"We are here on Earth to fart around, and don't let anybody tell you different" - Kurt Vonnegut



Dr. Hugh Hindman

Dr. Hugh Hindman has been with Appalachian State since 1988. He teaches in the Management Department of the Walker College of Business and has taught classes in labor relations, organizational behavior, employment law, compensation, and child labor. He has produced numerous articles and conducted research on child labor and labor relations, among other topics.

He proposed and was the founding director of the joint IOHRM program and has been instrumental in its success and growth. He has already expressed that this is what he considers one of his most significant contributions, but when asked about what direction he would like the program to take, his focus was on sustainability. He expressed that the high value of the IOHRM program lies in its ability to survive as a small “niche” program-, and he hopes that the high quality of faculty and students can be maintained in spite of recent trends in academia and pressures for general growth in student numbers.

When asked about the most rewarding part of his career, Dr. Hindman said he enjoyed the autonomy. He said his job is essentially three jobs—teaching, research, and service. He loves being able to choose what material and information goes into his classes. He expressed appreciation at being a part of a university that allows him to conduct research in his areas of interest, though they may not be exactly the areas he is teaching at the time. He feels that this is the area where he has done the most good. Also, he values the impact he has had through the American Association of University Professors (AAUP) chapter on campus and plans to continue to be involved after his retirement at the end of the academic year.

When asked of the most challenging part of teaching, he said grading. “I never liked it, never will.” Additionally, he said that narrowing down the vast amount of interesting information into a portion he could feasibly cover in one class has been an issue, along with finding ways to build student interest in topics that at the surface seem dry.

At the IOHRM Alumni Professional Development Conference in the fall of 2013, Dr. Hindman was presented with the *IOHRM Lifetime Service Award* for his contributions to the IOHRM program. The award includes the inscription, “with heart felt appreciation from all of those whom you have mentored, counseled, and inspired.” We are very appreciative of everything Dr. Hindman has done for the program and are grateful for the opportunity to honor such a deserving person.



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

Hugh's 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

Alumni Weekend

November 6-7, 2014

On Friday and Saturday the weekend of November 6-7th, the IOHRM program hosted its first Alumni Weekend for all alumni and friends! This weekend included a happy hour at Cafe Portofinos on Friday night and a tailgate Saturday afternoon before our football game against the Louisiana-Monroe Warhawks.



The weekend was a great success, as was our win against the Warhawks, and we were thrilled to see many familiar faces join us for the event! We were fortunate enough to have fifteen alumni attend the weekend, with a few students from each graduating class ranging back to 2009.

Professors were able to reconnect with their past students, current students were able to gain valuable advice on what to expect after graduation, and alumni were able to have a reunion with fellow students in their graduating class.

We want to thank all of the alumni who were able to make time in their schedules to visit with us on this weekend, and we look forward to seeing them at future alumni events! We also want to thank all of the professors and students who were involved in making this weekend possible. Please continue to check the IOHRM website and other IOHRM social media outlets for future alumni events, including our *IOHRM Alumni Professional Development Conference*, which can be read about further on page 7 (next page).

IOHRM Alumni!

We would love to hear what you are 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 future Alumni Spotlights or wish to contribute to the newsletter in any way, please e-mail either Dr. Shawn Bergman (bergmans@appstate.edu) or Morgan Jewells (jewellsmr@email.appstate.edu)



IOHRM Alumni Professional Development Conference

Friday, October 2, 2015

We are excited to announce that we will hold the second *IOHRM Alumni Professional Development Conference* on **Friday, October 2, 2015!** With our first conference held in 2013 being such a huge hit, we are thrilled to hold our next one.

The one day conference will feature several speakers from the IOHRM program and it will offer alumni the opportunity to earn continuing education credits for a variety of certifications.

The conference will be a one-day event the Friday before our homecoming game against the Wyoming Cowboys on Saturday and will begin at 9:00 am in the morning and last until the evening, ending with a dinner and cocktail reception.

IOHRM Alumni Professional Development Conference—Fall 2013



We are currently working with the Society for Human Resource Management (SHRM) and a number of other certification organizations to offer continuing education professional credits to those that attend. We were fortunate enough to have sixteen alumni attend our previous conference, and we hope to have many more of our wonderful alumni in attendance this year.

More details as they develop will be posted to our Facebook and LinkedIn groups and the IOHRM homepage. Be sure to join to keep up-to-date on conference details, as well as other happenings in the program. If you are interested in attending and have any questions, comments, or suggestions on ways to make our conference even better, please feel free to email Morgan Jewells (jewellsmr@email.appstate.edu).

Fundraising Campaign

IOHRM Student Support Fund

The “IOHRM Student Support Fund” is used to help provide financial assistance for student research, professional development, and travel. As our students engage in more research and professional development activities, they are encouraged to seek out opportunities to present their findings and show off the excellent work they are doing here at ASU.

Starting in September 2015, the IOHRM program will be starting its first fundraising campaign. This campaign will involve charity and fundraising events and we hope for the support of our alumni! More details will be posted as they develop so keep an eye out on our Facebook and LinkedIn pages for more information. If you have any ideas or suggestions of what you would like to see from us in the future, please feel free to email Dr. Shawn Bergman (bergmans@appstate.edu) or Morgan Jewells (jewellsmr@email.appstate.edu).

You can find a link to our Student Fund on our homepage (IOHRM.APPSTATE.EDU). Please consider contributing. We will 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.

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 and click “Join Group”



The IOHRM program is excited to announce that we will be offering polo-shirts embroidered with our new IOHRM logo and slogan. Shirts will be offered in both men's and women's cut and in both moisture wicking and poly-cotton materials.

If you are interested in ordering a polo, please email Emily Mazza (mazzaer@email.appstate.edu) and let her know the fabric type, color, size, and number of shirts you would like to order.

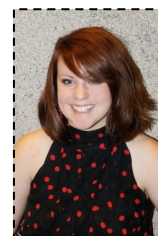
Faculty Advisor

Shawn Bergman



Contributors

Morgan Jewells, 2016



Jessica New, 2016

