



Welcome to the Spring 2016 edition of *Eye on IOHRM*!

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It's time to dive into the 11th edition of the *Eye*, or as I like to call it, "a *published* chance to brag about the amazing accomplishments of our program's students and faculty." I know I may be biased, but after reading about all of the happenings within the last few months, I have no doubt you'll be equally as impressed!

Every Spring gives our program a chance to celebrate an achievement that many of our second year students would say is the "ultimate goal" – securing a job with a top organization. Page 2 highlights these next steps for some members of the Class of 2016. These opportunities are to be admired and applauded. A big "congratulations" to the Class of 2016!

"Big Data" continues to be a focus amongst the I-O Psychology and HR communities. In our 24/7-plugged-in world, how can our respective fields interpret and take advantage of the massive amounts of information we receive through social media and other avenues to make better employment decisions for both organizations and employees?

Recognizing that need for a more in-depth understanding, several of our first and second year students are diving into social media research under the guidance of our esteemed faculty members. Turn to page 3, to read about the exciting research focuses of the HR & Analytics Team, and to learn more about one example of how our accomplished students are presenting some of these findings to the business community.

In our last Spring Edition of the *Eye*, we announced the program's plans for the second IOHRM Alumni Professional Development Conference. I'm happy to say that students and faculty enjoyed catching up with some of our alums. Turn to page 4 to read about the events of that energizing weekend.

IOHRM Graduating Class of 2016

(front row) James Westwood, Jessica New, Emily Mazza, Eeva Kaldeas, Morgan Jewells, Dea Kambaraj
(back row) Jordan Belcher, Jonathon Powers, Ryan Gillespie, Joseph Hudson, Alex Johnson



Our students had the pleasure of meeting with our Advisory Board this past November. In addition to participating in small group discussions covering leadership development, it was the first meeting for our newest Board Member, Mr. David Hartsoe of CommScope, Inc., in Hickory, NC. The program is excited to welcome Mr. Hartsoe and learn from his many years of experience within Talent Management. After reading more about him on page 5, you'll see why we are lucky to have him on-board!

Lastly, we are thrilled to provide more details regarding our 2nd annual Safety Summit. After the overwhelming success of the inaugural Summit last summer, IOHRM faculty member and behavioral safety expert Dr. Timothy Ludwig will again bring together the best of the best within the field to educate attendees on promoting a culture of safety within the workplace. The latest information about this event is on page 6.

We appreciate your support for the IOHRM program as it has lead to many accomplishments (more than this newsletter

has space for)! Please be sure to visit our website (iohrm.appstate.edu) for the most up-to-date news stories regarding the IOHRM program.

Best regards,

Tim

Timothy J. Huelsman, PhD
Program Director



Spotlight: Class of 2016 Accomplishments**Ryan Gillespie...**

has accepted an offer with United Technologies Corporation's Human Resources Leadership Program.

- ♦ Ryan will have three different eight-month long rotations spanning the US where he will work in a variety of HR generalist and specialist roles.
- ♦ Ryan says he is excited to thrive in a performance-driven company and that he looks forward to the geographic freedom and responsibility as he begins his career.

**Morgan Jewells...**

has accepted a position after graduation with Reynolds American, Inc, where she completed her internship over the summer of 2015.

- ♦ Morgan will be working as the Manager of Talent Acquisition for University Relations where she will run the company's internship program.
- ♦ Morgan believes one of her favorite classes, Staffing, will be incredibly helpful for her position.

Evea Kaldeas...

will join HD Supply as a Recruiting Coordinator after graduation.

- ♦ Evea interned for the Atlanta-based industrial distributor during the summer of 2015.
- ♦ She is excited to work for an organization that values her I-O Psychology background. She appreciates that her role will involve working on special projects like targeted staffing initiatives for veteran candidates, college recruiting, and additional topics.

**Emily Mazza...**

will join Amazon as a Senior Human Resources Assistant after graduation.

- ♦ Emily says she accepted this position because she gets to wear many different HR hats and get a wide variety of experiences.
- ♦ She is looking forward to promoting positive employee relations and assisting with the performance management system.
- ♦ She credits the practical real-world experience she gained from her summer internship and the Organizational Behavior class as giving her a competitive advantage to secure this position.

Student and Research Spotlights

Dea Kamberaj...

presented a symposium titled “The Impact of Social Media on Human Resources Activities” at the 13th Annual Southern Management Association Meeting.

- ♦ Dea worked with Dr. Shawn Bergman and Dr. Jacqui Bergman to present findings based on various research topics focusing on social media and recruitment. Specifically, Dea was interested in examining the legal and ethical implications of recruiting through online job sources and disparate impact and diversity.
- ♦ The meeting, which was held in sunny St. Petersburg, Florida, brought together top students, academics and professionals with a passion for science management.
- ♦ Dea says “the conversation and discussion post symposium was very lively and interesting,” and that she enjoyed hearing different perspectives on the social media and HR issue.
- ♦ Additionally, Dea says that the lack of research on the impact of social media on various HR activities made this research even more interesting.



Casher Belinda and Kate Lesniak...

are working with the HR & Analytics Team to further research regarding the use of social media in the hiring process.

- ♦ Casher and Kate will oversee four research teams under the guidance of Dr. Shawn Bergman.
- ♦ One team is examining how organizations’ decisions to highlight their Corporate Social Responsibility practices on their corporate websites and through social media impacts job seekers’ organizational perceptions.
- ♦ A second study will work to identify what specific information on a candidate’s social media page (gender, marital status, and sexual orientation) affects the perceptions of those making hiring decisions.
- ♦ The third research team seeks to further understand the impacts of Social Networking Sites and perceived hireability of job candidates. Specifically, this team will look at differences in hireability between individuals with differing degrees of social networking site use and presence. Can a person’s choice of words on social networking sites, on his or her resume or cover letter help predict his or her future job performance? This is the main question the Text Analytics research team is looking to answer.
- ♦ The HR & Analytics Team presented some of their findings at RCIO last fall.
- ♦ To stay up-to-date on the team’s research, please visit their website <http://iohrm.appstate.edu/HR-Science>.

IOHRM Alumni Professional Development Conference**FALL 2015**

IOHRM students and faculty were excited to host some of our most accomplished alumni during our 2nd Professional Development Conference, held Friday, October 2, 2015 on App State's campus. Program Director, Dr. Timothy Huelsman, kicked off the all-day event giving the audience an update on the current state of the IOHRM program, including the revised curriculum, newest faculty member, and notable accomplishments of our faculty and students.

Second-year students, James Westwood, Jon Powers, and Dea Kamberaj captivated students, faculty, and alumni with their insight and presentation into the world of "Big Data." Based on their research led by faculty member Dr. Shawn Bergman, their presentation highlighted the pros and cons of using social media and Big Data within the HR field, and gave the audience a lot to think about regarding this hot topic.

The role of HR professionals within the world of sustainable business was the subject of faculty member Dr. Jim Westerman's presentation. His passionate and eye-opening discussion provided the audience with key ways to implement sustainability efforts within an organization, as well as highlighted examples of some of the real-world best practices coming from organizations knee-deep in the sustainability movement.

IOHRM alum, Cynthia Miller of Lowe's Home Improvement led an interactive discussion and presentation on change management and its ties with I/O Psychology and HRM. For the last presentation of the day, Sarah Light of ECRS, Stacey Hussey of MDI, and Jennifer Cline of TIAA CREF comprised an IOHRM alumni panel for an informative Q&A session. Current IOHRM students were so appreciative of the knowledge and advice they shared, as all are either about to enter the workforce as new employees or interns this summer.

A delicious dinner and cocktail reception ended what proved to be a fun and engaging day. Many thanks to Dr. Shawn Bergman and the student volunteers, who played a pivotal role in the event's success.

Students, faculty, and alumni are anxiously anticipating the next conference!

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 Sandra Altman (altmansa@appstate.edu).



IOHRM New Advisory Board Member Bio

Mr. David Hartsoe

The IOHRM students and faculty would like to extend a big welcome to our newest Advisory Board member, David Hartsoe, Manager of CommScope, Inc. of NC's Global LearnCenter.

CommScope, Inc., located just down the road from App. State, is a multinational telecommunications company with over 10,000 employees.

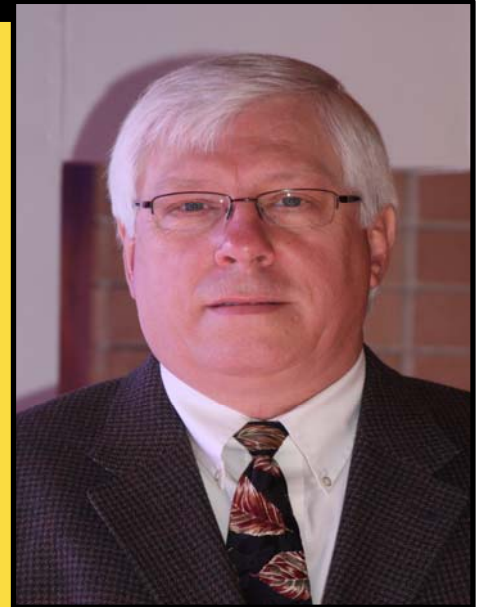
With his role in Talent Management, David enjoys a wide range of duties and responsibilities. His main responsibility is to manage the development, marketing, and implementation of internet-based learning technology in order to provide a blended learning solution to meet organizational learning and development objectives in a timely, effective, and efficient manner. Additionally, David assists the Global Talent Management Team with succession, leadership development, performance management, and other consultative services to company leaders.

Throughout his 15 years with CommScope, Inc., David's past roles have included serving as the E-Learning Manager, Sr. Technical Training and Education Manager, and the HR Supervisor/Generalist.

David serves as President of the Piedmont Human Resource Association and is on the Executive Board of Catawba Valley SHRM. He is an active member with the American Society for Training and Development and the Society for Human Resource Management. When not working, David is also heavily involved with the community and his church. David credits these roles and his involvement with the community as being instrumental in his leadership development and having had a great impact on the person he is today.

David attended his first Advisory Board meeting as a member this past fall. He says his goals are to "have a positive impact on [the IOHRM program] – its direction [and] strategies." He also explains that he is looking forward to mentoring and collaborating with our students.

The IOHRM program is grateful to have Mr. Hartsoe and his expertise as a resource!



Second Annual Safety Summit

Summer 2016

On May 17, 2016, IOHRM faculty member and behavioral safety expert, Dr. Timothy Ludwig will provide “International Expertise on our Doorstep” and host the 2nd Annual Appalachian Safety Summit on App. State’s campus.

The conference, which was a huge success last summer, is designed to educate and inform safety employees, teams, and managers about the latest research in behavioral safety approaches to safety culture change.

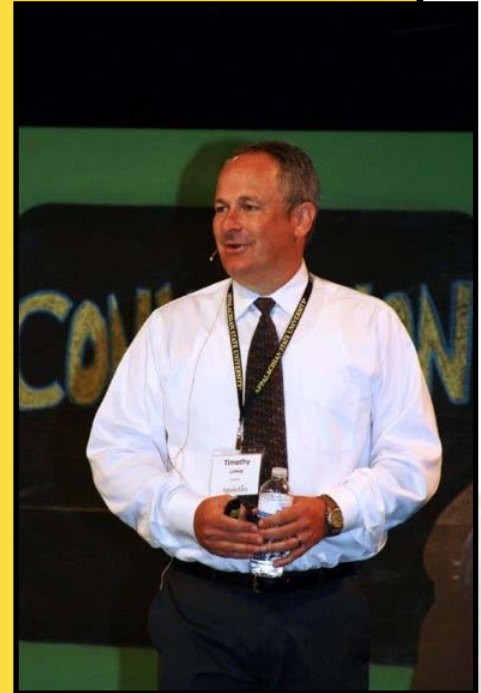
Attendees will be exposed to a variety of best practices and topics that cover how to motivate safe behaviors within their employees, strategies for safety culture change, how to create Safety Culture Surveys, and much more.

IOHRM faculty member Dr. Shawn Bergman will use his statistical expertise to teach participants about how to analyze their

organization’s safety metrics to improve company efforts. Dr. Oliver Wirth of the National Institute of Occupational Safety and Health (NIOSH) will use his experience to highlight the complications of both safety climate and safety culture, how both constructs are erroneously seen as interchangeable, and how this impacts how we measure and assess them within the workplace.

Participants will also benefit from comprehensive presentations from Dr. Ludwig, Dr. E. Scott Geller of Virginia Tech and Safety Performance Solutions, Inc., and Manual Rodriguez, M.S., of Aba Technologies, Inc.

Proceeds from the all-day event go towards supporting the IOHRM students through scholarships and travel funds so that they can attend regional and national conferences. To learn more about this one-of-a-kind professional development opportunity, please visit the conference website, <http://tinyurl.com/AppalachianSafetySummit>.



Dr. Timothy Ludwig, presenting at the First Appalachian State University Safety Summit.



Dr. Shawn Bergman will present at this year's Safety Summit. He was also a presenter last year.

Connect and Support Us!

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.

You can find a link to our Student Fund on our homepage (IOHRM.APPSTATE.EDU). Please consider contributing. We will keep track of our donors and report to you what our students have been able to accomplish due to your generosity. Please contact Dr. Tim Huelsman (huelsmantj@appstate.edu) with any questions or for information on how to get involved.

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”



Faculty Advisor



Kemp Ellington

Contributor



Kathryn Smith,
Class of 2017

About ASU's IOHRM Program

The Industrial-Organizational Psychology and Human Resource Management (IOHRM) program at Appalachian State University is an Interdisciplinary Master of Arts degree program offered by the Departments of Psychology and Management. Please visit our web site at: <http://iohrm.appstate.edu> for further information.

Eye on IOHRM Newsletter

Eye on IOHRM is published by the graduate students and faculty of Appalachian State University's IOHRM program. This newsletter is intended to highlight various aspects of our program while providing a platform for communication between current faculty and students and our prestigious