



Appalachian State University

Eye on IOHRM Issue 15

Industrial-Organizational Psychology and Human Resource Management

Welcome to the Spring 2018 edition of *Eye on IOHRM*!

Coming up this Fall:

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2018 Alumni Tailgate

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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**Faculty
Advisor**



**Kemp
Ellington**

**Student
Contributor**



Megan Waite

**Student
Editor**



Sydney Kopelic

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!

Department of Psychology
APPALACHIAN STATE UNIVERSITY



Department of Management
APPALACHIAN STATE UNIVERSITY

SIOP Accepts 9 IOHRMers to Annual Conference

Using Natural Language Processing to Measure Psychological Constructs

Cameron Brown, Tim Huelsman, Shawn Bergman



Currently, companies are overwhelmed by the vast amount of data that they receive and generate on a daily basis. In order to sift through all this data efficiently, organizations must adapt and utilize practices that analyze information automatically. Our study utilized a text analytics program in order to derive a conscientiousness score from participants' writing samples in order to determine the extent to which conscientiousness text analytic assessments related to self-report assessment and the extent to which text analytic assessments added incremental validity to the prediction of student GPA.

Reactions to Social Media Screening: A Different Story for Minority Applicants

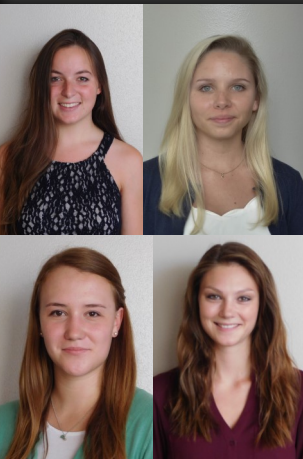
Hannah Booth, Nkem Obi-Melekwe, & Dr. Yalçın Açıkgöz



Authors examined how applicant reactions to social media screening, as expressed by organizational attraction and litigation intentions, are influenced by social media type, self-efficacy, presence of justification for screening, and minority status. Findings indicate that minority applicants have lower levels of self-efficacy and higher perceived invasion of privacy regarding social media screening.

Where Do We Stand? Alternative Methods of Ranking I-O Graduate Programs

Amanda Dixon, Amanda Ross, Jessica Swets, Stephanie Jeffer, Dr. Yalçın Açıkgöz, & Dr. Tim Huelsman



In July 2016, a Call for Proposals was issued seeking proposals for new and unique methodologies for ranking I-O PhD and MA/MS programs that reflect the diversity of values and strengths across the field. Five proposals for alternative I-O program rankings have been accepted, including one from several students and faculty from the IOHRM program. Student and alumni perceptions of their master's programs were evaluated using criteria including student perceptions of program culture, program resources, satisfaction, and alumni perceptions.



Student Highlights



Technology in Selection (Pre-conference Workshop) Hannah Booth, Cheryl Nickel, & Shawn Bergman

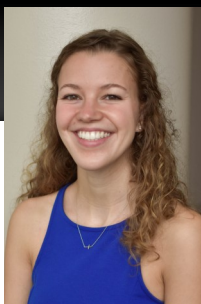
Advanced employee selection technologies are outpacing research, creating uncertainty that makes many hiring managers and practitioners uncomfortable adopting them.

In this interactive workshop experts take a deep dive into these technologies, using the latest research and practice to provide attendees a framework for understanding how to deploy them successfully, and with a clear conscience.

First-Year Students Begin Accepting Internships

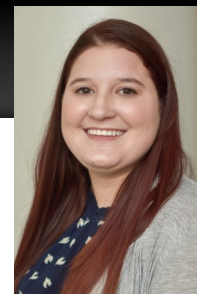
Katie Maness
TIAA, Charlotte, NC

Katie will be working in one of five HR functions within TIAA's HR department. Her work will involve either Total Rewards, Talent Management, Talent Acquisition, Diversity & Inclusion, or HR Business partners.



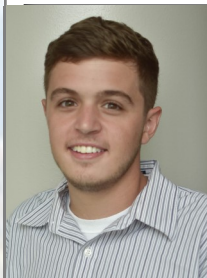
Amber Potier
Lafayette General Health, Lafayette, LA

Amber will be spending her internship at a local hospital in Louisiana, Lafayette General Health. During her time in this internship she will be rotating through each HR function to gain experience as an HR generalist.



Ryan Lagan
Rockwell Collins, Winston-Salem, NC

Ryan will be joining IOHRM alum Bridget Wasowski in Rockwell Collin's HR internship. During this internship, Ryan will be involved in labor relations, as well as rotating between various HR functions. He will also be involved in specific projects during the summer.



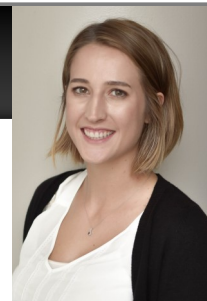
Sydney Kopelic
Bank of America, Charlotte, NC

Sydney will be joining Bank of America's Human Resources Development Program (HRDP). She will be providing support to Bank of America's business operations and HR processes, collaborating with senior HR leaders to make critical business decisions, and taking on a variety of special projects intended to give experience in various functions of HR.



Lauren Ferber
Department of the Air Force, Dayton, OH

Lauren's internship with the Department of the Air Force will focus on planning, monitoring, and conducting different special studies, projects, and initiatives within Air Force Civilian Career Training. The environment is dynamic and fast paced, so the nature of the projects are diverse and unknown at this point in time. She will be working on routine projects with a team, as well as working with senior personnel in conducting non-routine projects.

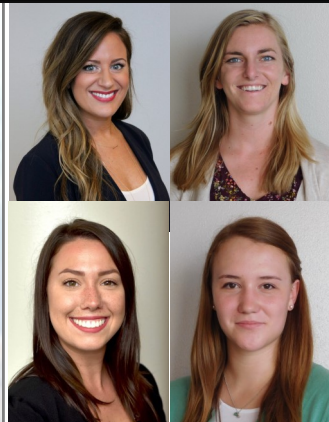


IOHRM & MBA



Students earning a Master's in Industrial-Organizational Psychology and Human Resource Management (IOHRM) are presented with a multitude of opportunities during their time at Appalachian State, one of which is the opportunity to pursue a Master's in Business Administration (MBA). This year, six first-year IOHRM students including Hannah Costello, Trevor Fedeson, Katie Maness, Kirsten Montanari, Reed Morris, and Troi Robinson-Moss chose to add the MBA program to their schedule. These students will be joining second-year IOHRM/MBA students Hannah Booth, Cameron Brown, Lorin Farr, Stephanie Jeffer, Cheryl Nickel, and Aimee Wood.

Student Service Award Nominees



Cheryl Nickel, Lorin Farr, Aimee Wood, and Jessica Swets

Four IOHRM second-year students have received nominations for the 2017-2018 Outstanding Graduate Student Service Award. This is awarded to a graduate student who has performed exemplary service in the interest of graduate education at Appalachian State University. Nominations are accepted each year, but are judged compared to all nominees and past recipients. A student is selected based on service activity that occurred during the student's current graduate career, and must benefit or significantly enhance graduate education at ASU.

Beans 2 Brew

Last year Beans 2 Brew, a volunteer-operated coffee shop in the College of Business, decentralized its operations and asked second-year student Cheryl Nickel to lead the HR function. Recently, this position has expanded to include specific HR functions that first-year students have filled in. These positions include coordinators for recruiting (Reed Morris), scheduling (Katie Maness), training (Megan Waite & Annie Jankura), and overall HR Coordinator (Sydney Kopelic). This is the first time that Beans 2 Brew has had a multi-person HR team, which means that these students are not only gaining applicable business experience in different areas of HR, but also educating fellow Beans 2 Brew members about all that HR can contribute to a quickly growing business.



Annual Safety Summit 2018



APPALACHIAN SAFETY SUMMIT | MAY 1-2, 2018 | BOONE, NC

ELEVATE YOUR APPROACH TO BEHAVIORAL SAFETY

Dr. Richard Pollock
President, Behavioral Safety Consulting
ASS Fall President 2012-13

Dave Johnson
Chief Editor, Industrial Safety & Hygiene News

Dr. Timothy Ludwig
Appalachian State University
SafetyDoc.com

John Drebing
Drebing.com

Dr. Shawn Bergman
Appalachian State University
Center for Analytics Research & Education

Dr. Krista Geller
President, People Based Safety and Human Performance Global Manager

www.appalachiansafetysummit.com

On May 1-2, 2018, Appalachian State will host the fourth 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 and safe workplace.

Keynote speaker, Richard Pollock, explores what influences humans to make errors, mistakes, or whatever the digression may be, as well as introduce the Human Factors Analysis and Classification System (HFACS) as a way to learn how to pinpoint system influences on safety, and make meaningful and sustainable changes.

Dr. Josh Williams will briefly describe both Behavior-Based Safety (BBS) and Human and Organizational Performance (HOP) approaches, and demonstrate how BBS and HOP should be viewed as complementary philosophies to improve safety performance.

While exploring disruptions the Environmental Health and Safety (EHS) profession is facing, Dave Johnson will present how technology and changing demographics may affect the workplace.

Safety Speaker John Drebing will show us how to help people be their brother's keeper in a positive and comfortable way, reduce costs, increase profits and build a stronger safety culture that prevents injuries. John gives people the "why" and "how" of working safely and the benefits of bringing that same safety mindset home with them.

Among our six speakers joining us this year, we are proud to have two of our esteemed faculty speaking. Dr. Tim Ludwig, named one of *Industrial Safety and Hygiene News Magazine's Power Leaders in the Safety and Health World*, and Dr. Shawn Bergman, 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.

This year's annual Safety Summit not only features IOHRM faculty, but also a small group of first year IOHRM students. Annie Jankura, Sydney Kopelic, Amber Potier, and Carson Sells will be leading a training session on integrating data analytics into organizational culture.

We encourage everyone to save the date as their insight will help to
Elevate Your Approach to Behavioral Safety!

For more information on the Summit and to purchase tickets

[**Click Here**](#)



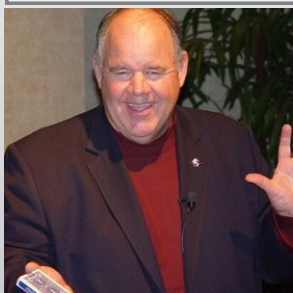
Timothy Ludwig, Ph.D.
Appalachian State University & Safety-Doc.com

Tim applies his expertise in Behavior Systems Analysis, Strategic Planning, and Human Resources Development to design, develop, and implement safety programs for numerous organizations in both the private and public sector. Click [here](#) to learn more about Tim and his empirically-derived behavior-based safety information.



Dave Johnson
Industrial Safety & Hygiene News

In his 37+ years at "ISHN," Dave has tracked the growth of the occupational safety and health field globally as a reporter, editor, researcher, analyst, public speaker, content developer, blogger, and webinar moderator. Click [here](#) to learn more about his work.



John Drebing
Drebing.com

For more than 27 years, John Drebing has earned a reputation among safety speakers and industry leaders as the authority on motivating employees to take personal responsibility for their own safety on and off the jobsite. Click [here](#) to learn more about John.



Shawn Bergman, Ph.D.
Appalachian State University Center for Analytics Research & Education

Shawn has over twelve years of consulting experience in applying quantitative, measurement, and analytic methods to solve issues for a wide variety of clients including the Department of Defense (DoD), General Services Administration, the United States Army, among others. Click [here](#) to learn more about Dr. Bergman and his recent work.



Krista Geller, Ph.D.
People Based Safety & Human Performance
Global Manager

As a PBS teacher, coach, and consultant for Bechtel, Krista helped employees develop the competence and courage to actively care for the safety of themselves and their co-workers.



Josh Williams, Ph.D.
Safety Performance Solutions

Josh brings close to 20 years of successful experience and is currently a Senior Project Manager with Safety Performance Solutions. With Safety Performance Solutions, he has managed People Based Safety and Safety Culture Assessment initiatives in both English and Spanish with leading global organizations.



Richard Pollock, Ph.D.
Rivendell Safety Consulting

Richard Pollack, P.h.D., is an experienced safety professional specializing in adult education, safety performance improvement, educational technology, and management systems. He is a CSP, degreed in Safety from the University of Wisconsin – Whitewater, where he received the Distinguished Alumni Award. He is the President of CLMI Safety Training and ASSE Past President 2012-13. You can find more information about Dr. Pollock [here](#) or [here](#).