



# Industrial/Organizational Psychology Program

Middle Tennessee State University

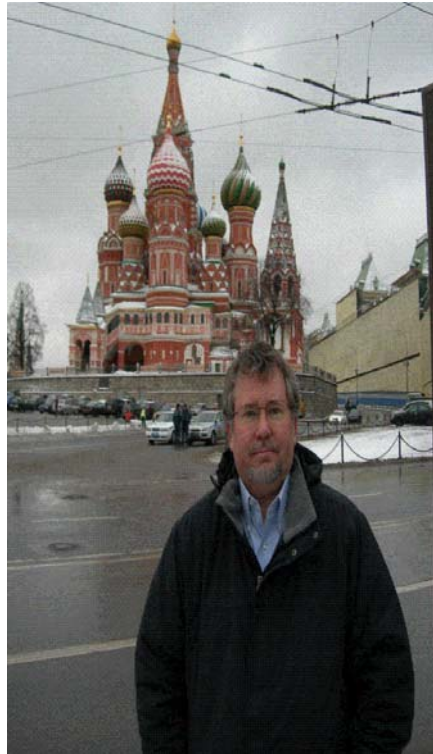
Winter 2008

## MTSU I/O Program Goes Global

Members of the I/O faculty have been working to expand the program globally. In November of last year, COHRE director Dr. Rick Moffett traveled to Russia as part of an MTSU delegation committed to furthering relationships with partner universities. This esteemed group also included Dr. Kaylene Gebert, Executive VP and Provost of MTSU; Dr. Rebecca Smith, Chair of the Department of Social Work; and Dr. Andrei Korobkov, a Political Science professor and coordinator for the American Democracy Project. During the week-long visit, the delegation visited partner universities in Sochi and Moscow and had a hectic schedule of meetings and conferences. Dr. Moffett presented at the International Social Congress in Sochi on the topic of motivating workers, and was also interviewed on Russian national television regarding employee selection. With

the change of the economic model in Russia, "labor psychology" is a relatively new field which could benefit from guidance from programs such as ours. "There are some potential partnerships, some natural and others which will require more time," Dr. Moffett stated. He lists some long-term possibilities such as additional trips for faculty or even students, and possibly bringing in Russian students to visit and observe our program here. Additionally, Dr. Moffett and Dr. Beverly Burke also attended the 2007 European Association of Work and Organizational Psychology (EAWOP) conference in Stockholm, Sweden.

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Dr. Rick Moffett in front of St. Basil's Cathedral in Moscow

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## COHRE Names New Associate Director

The Center for Organizational and Human Resource Effectiveness is a professional consulting firm that develops partnerships with local and regional companies. COHRE is a great way for MTSU students to get involved with projects to obtain applied

experience. Dr. Rick Moffett serves as the director of COHRE, and this year, Dr. Mike Hein was named AD of the organization. No, Dr. Hein will not be the Athletic Director, but the Associate Director of COHRE. Dr. Hein will be dividing his time between COHRE and campus

with his Training and Development class. "We felt like this was a necessary move to ensure that COHRE moved toward self-sufficiency. Having a second faculty member involved at this level really expands

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## Introducing Our Newest Additions

This year, the I/O program added eight new first year students in the fall.

The newest additions hail from all over the country and have very diverse interests and hobbies. To help you get to know them, we asked them each the following questions:

- Where are you from originally?
- Where did you get your BA and what did you study?
- Why did you choose MTSU?
- What part of I/O are you interested in as of now
- How has your experience been so far?
- What are your hobbies?

**Brandy Burke**

- Jacksonville, FL
- University of Central Florida, Psychology
- I loved the applied focus of the program and that funding was available for master's students. I also liked how helpful everyone was with any questions I had. I felt that the faculty was very open and supportive.
- I am interested in Training and Leadership Development
- There is a lot of required reading, so you definitely need to learn how to manage your time. As long as you can do that, it's not so bad. And it is great that we all get along so well.
- I love baking and reading fiction like Harry Potter. I

also love watching documentaries about ancient cultures. It is my dream to tour the ancient sites of the Mediterranean, including all the monuments and temples in Egypt.

**Jaclyn Cremisi**

- Prospect, Kentucky
- Auburn University, Psychology major, Spanish and Business minors
- I chose MTSU for its reputation and the structure of the program, which was perfect for my needs because I wanted I/O knowledge, but I also wanted real world experience. MTSU offers everything from graduate assistantships to actual hands-on class projects, when most programs merely offers classes and tests and no funding.
- I am interested in selection, motivation and leadership. For my GA I do selection and hiring, and I enjoy it, but I also want to know how to keep employees motivated.
- So far my experience has exceeded any expectations that I had. My classmates are personable and knowledgeable, and we all work really well together. The opportunities we have for growth are supported by the faculty and classes.
- I am interested in sports, especially Auburn football and lacrosse. I am also a huge fan of the New England Patriots and the Boston Red Sox. I lived in Italy for 4 years, so I love cooking Italian cuisine and traveling. I enjoy relaxing and reading at coffee shops or spending time outside.

**Andrew Naber**

- Odenton, Maryland, in the endless suburban sprawl outside of Baltimore and Washington
  - Gettysburg College with a double major in Religion and Psychology and a minor in Chinese Studies
  - I chose MTSU because I really liked the applied focus of the program and the area of Murfreesboro seemed like a nice friendly place to live. Like Mayberry.
  - So far I've been most interested in Organizational Change and Development, but I'm leaving my options open since I've still got some time before I need to decide anything definite, and a lot of classes to take in the meantime.
  - I've really enjoyed the program so far since everyone has been very friendly, more than willing to both work and hang out after class together, and its making it feel like home.
  - I have way too many random hobbies; everything from writing to reading, and acting to playing banjo. I like to keep myself busy.
- Nathaniel Phillips**
- Chesapeake, VA
  - Hampden-Sydney College, BA in Psychology
  - The like the individualized experience at MTSU. I don't feel like "just another number" here.
  - I am interested in the Organizational side; specifically employee motivation (for now).



This spring, the I/O program welcomed a new student, Brad Jones. Brad is from Memphis and moved to Nashville a year ago. Brad received his Bachelor's degree in Psychology from the University of Memphis. When looking at Master's programs, Brad said he was drawn to MTSU because it "looked like an excellent program." In his spare time, Brad enjoys taking his dog to the park, watching bad horror movies and reading.



- I am very glad that I'm here, despite the amount of reading.
- I enjoy listening to music to relax, hiking and creative writing, and I'm a big movie fan.

**Lyndi Porter**

- Oklahoma City, OK
- The University of Oklahoma, BA in Psychology, Spanish minor
- I was drawn to the applied experiences available at MTSU. I feel like this program will prepare us for real world situations. From day one the faculty has made me feel so welcome here, it has always seemed like a good fit for me.
- I am interested in recruitment and selection, organizational development and training.
- My experience here has been amazing. There are so many opportunities and great people here. Our group of first year students is incredibly cohesive, it is like a family away from home.
- I love cooking, entertaining, shopping, reading, and listening to music. Any free time I get, I am usually with my boyfriend and our dog, or with the great new friends I have met here in Tennessee!

**Blandon Prowse**

- South Jordan, UT
- William Penn University, BA in Psychology, Business minor
- Of all the programs that I considered, I felt that MTSU matched my career goals and interests the best. The great reputation of the program also influenced my decision.
- I am interested in training,

recruiting, leadership, motivation and corporate law. I am planning on pursuing a JD following the completion of my Master's.

- I could not be happier here. The faculty has been very supportive and helpful in making the transition to graduate studies. I have felt like they have a vested interest in my success. The other students in the program have been great to work with as well.
- I like sports in general, especially trail running. I also enjoy traveling and spending time with my family.

**Scott Pryjmak**

- Huntsville, AL
- Samford University, BA in Psychology, Business minor
- MTSU appeared to have the best academic climate with a balanced mix of theory and practice. Having seven full-time I/O faculty members is great. When I visited, it felt right, and there were plenty of opportunities to get funding through graduate assistantships.
- I am interested in organizational change and development, leadership, motivation and work groups.
- It has been a blessing to have such a committed group of faculty who really care about the students, their interests and their careers. The other students in the program are all high quality and make the learning environment more enjoyable. I am very thankful that I chose MTSU.
- I enjoy meeting new people, being outdoors, playing ultimate Frisbee, reading, mountain biking, and spending time with close friends.

**Amanda Woller**

- Fairfax, MN
- Minnesota State University at Mankato, BA in Psychology
- I chose MTSU because of its applied focus. I can learn from a book anywhere, but here I have the opportunity to use what I learn in real situations that will be applicable when I enter the workforce.
- Currently, I am interested in motivation as well as teams and group work. I hope to get involved with consulting when I am finished at MTSU.
- I have enjoyed getting to know the great faculty and my classmates. The faculty is very supportive, which makes MTSU feel like home, even though you may be miles away from home. My classmates may be the best support system of all. It is great to move here and not be the only one adjusting to a new place.
- I am a die-hard Green Bay Packers fan, but I enjoy watching and playing all sports. I love all music, except for country. In fact, I accidentally told Rich (of the country band Big & Rich) that I hate country music!



First year students after a project presentation  
 Back row: Amanda Woller, Lyndi Porter, Nathaniel Phillips, Blandon Prowse, Scott Pryjmak.  
 Front Row: Jaclyn Cremisi, Brandy Burke, and Andrew Naber



First year students Nathaniel Phillips, Amanda Woller and Andrew Naber get acquainted with the Drs. Patick McCarthy, Mike Hein, and Beverly Burke at the summer

## Second Year Practicum Experiences



Second year students Kara Jeansonne, Carlyn Hart and Alexis Scobie spend quality time together after work

As part of the applied experience of the program, students participate in a practicum experience in the summer between the first and second years of the program. The practicum is a way for students to get experience in the workforce and get a feel for what they want to do in the future. The second year students worked in a variety of industries this summer and each came out with valuable knowledge and experience.

### Tracy Bojko

I worked for the Tennessee Center for Child Welfare conducting a needs analysis for a previously developed training curriculum for foster and adoptive parents. The purpose of the project was to determine an alternate way to deliver this training and make it accessible to this audience. During this process, we determined that a blended course was the best idea, incorporating in-class sessions with online training modules. Although the practicum is

over, the project is continuing in Dr. Hein's training class.

### Ashley Crow

My practicum experience was with Kevin McNulty of Humadyn Consulting. My main project this summer focused on a training project which I developed and co-facilitated with Kevin in Charleston, SC. I also worked in other areas concerning business development as well as the initial stages of a coaching project. I learned how to design a training workshop as well as the characteristics of an excellent trainer. I also began thinking a lot about my future career path. Humadyn focuses on the softer skills such as personal growth and achievement. I found that this was a truly great fit for my interests and skills. As I continue to work with Humadyn throughout the year, I am hoping to expand my skills and narrow in on a more specific career path.

### Carlyn Hart

I had the distinct pleasure of interning for Smith Seckman Reid, Inc. this summer, which is an engineering and design

consulting firm. While with SSR, I worked on a number of projects, but my main concentration was on developing a training program for their new online performance management system. I learned a great deal from this experience and was able to develop invaluable professional relationships during my time there. I was provided a large degree of autonomy to do my job creatively, but I also benefited from the expertise of my supervisor. If ever they should be looking for interns again, I highly recommend them as a learning institution as well as a friendly and professional place to work.

### Laurie Kloster

My practicum experience was with Gresham, Smith and Partners, an architecture, engineering, and interior design firm headquartered in Nashville. I worked primarily on the firm's Career Development Program, which entailed creating updated and standardized job descriptions for every position of the company and refining the (continued pg. 5)

*"I was provided a large degree of autonomy to do my job creatively, but I also benefited from the expertise of my supervisor."  
- Carlyn Hart, Second year student and intern at Smith Seckman Reid, Inc.*

## SHRM Breakfast Series



Every semester, MTSU SHRM hosts a speaker's series for students and faculty, as well as HR professionals from the Middle Tennessee area. These events, known as the breakfast series, are held on Friday mornings and are a great way to get new perspectives from a variety of HR professionals. Betsy Crow, Director of Human Resources for Smith Seckman Reid and an alumna of our

program was the first speaker of the fall semester. Crow spoke about the recent completion of her law degree from the Nashville School of Law, a goal that is shared by some first year students. "It was great to have the opportunity to hear someone speak about something that I would like to pursue," first year student Jaclyn Cremisi said. October's speaker, Dr. Gary Kaufman, discussed motivation

myths and mistakes. The Advanced Organizational Psychology class covers motivation, and students from the class enjoyed hearing his take on the topic. Another MTSU alumna visited in November. Christie Carlisle, Corporate HR Director of Renal Advantage, Inc., spoke of the importance of making HR a strategic player in organizations. "Topics like this (continued pg. 6)



Firm's career ladder system. I learned a great deal about the world of HR, particularly that HR initiatives can be very slow-moving and that obtaining input and cooperation from key individuals can be challenging. Furthermore, the importance of job analysis in HR was reinforced through my work at GS&P. Some personal lessons learned are that I like working in the corporate environment and enjoy autonomy.

**Kara Jeansonne**

I worked at Community Health Systems (CHS) in Franklin. CHS is a for-profit hospital corporation that owns and operates hospitals throughout the country. I worked in the Administration Department, which houses executive recruiting as well as retention and development (training) for all the hospitals. I helped maintain and revise the applicant tracking system, pre-screened all resumes, and pre-screened all candidates via phone interviews. I also got to work with the director of retention and development and conducted statistical analyses and helped create a training module for hospital employees. I really enjoyed working with the people there, they work hard but play hard too! I am really grateful that I got to experience the corporate environment in such a fast-paced company.

**Brannan McDougald**

My practicum is with the Alignment Group and is currently still in progress. The Alignment Group is a consulting company run by Steve Jones, a professor at MTSU. Primarily I am creating training modules with Macromedia Flash for online-based training. Since AG is a consulting firm, I am getting to experience the process of working externally

to a company and acquiring clients.

**Alexis Scobie**

I worked at Smith Seckman Reid, Inc. as an HR Intern under the direction of Betsy Crow. My primary responsibility was to update the existing job descriptions for four of the engineering positions. I found my job to be particularly challenging, as I knew nothing about engineers or the kind of work they did on a daily basis. However, once I familiarized myself with the company and the responsibilities of the engineers I learned valuable lessons about myself and about working in HR. I learned that I HR is most likely the field that I want to work in though I'm still not sure which area, if any, I would like to specialize in. I learned a lot about interviewing and how to ask questions to obtain information in an efficient manner. Overall, I had a wonderful experience at SSR. I think that this experience has better prepared me for working in HR and I would recommend working there to anyone else in the process of seeking a practicum.

**Courtney Terrell**

I worked at Bridgestone as the Compensation Intern. I was not on one specific project but worked with researching salary differentials based on geography, job evaluations, planning the annual Health Fair, and with international HR. I learned a lot about the corporate world and International laws regarding compensation.

**Kimberly Wilson**

For my practicum experience, I worked for Smith Seckman Reid, Inc. in Nashville. I was an HR intern and worked on developing an employee survey. I learned great deal

from my experience, particularly that it takes a lot more time to develop a survey than you might think!

**Wes Wingo**

I worked as the Human Resources Representative for Rutherford County Government. It was an enjoyable experience that allowed me to apply the knowledge I have gained since joining the program. I conducted research in a variety of areas including Family Medical Leave Act, Fair Labor Standards Act, and immigration laws. I was also responsible for recruiting and maintaining the county's applicant database. This experience gave me the opportunity to learn about Human Resources and I-O Psychology in the public sector. However, the best part of the practicum was the opportunity to work for Jeff Craig, an alumnus of the program. Jeff was always willing to provide guidance while allowing me the freedom to make key decisions.

**Andrea Yacub**

I worked for Willis in Nashville, Tennessee. Willis is a global risk management and insurance broker. While working at Willis I was able to participate in various projects. My main projects consisted of performance system review, 360 degree feedback review and various other small projects. It was a great experience! The HR team at Willis is wonderful and willing to help me learn and to transition from a student to professional.

The I/O faculty and students appreciate the companies who participate in the practicum experiences for their continued support!



First and second year students at the summer social  
Back row: Jaclyn Cremisi, Scott Pryjmak, Carlyn Hart, Wes Wingo  
Front Row: Laurie Kloster, Alexis Scobie, Kara Jeansonne

*“My practicum was an enjoyable experience that allowed me to apply the knowledge I have gained since joining the program.”*  
- Wes Wingo



Second year students Tracy Bojko, Ashley Crow, Andrea Yacub, and Courtney Terrell hang out in Nashville

## MTSU I/O Program Goes Global (continued from pg. 1)



Drs. Burke and Moffett with new friends at the EAWOP conference in Stockholm, Sweden

*"I believe education should mirror what is going on in the work world. Our students will be going into a global workforce, and I hope that we are able to prepare them for that."*  
-Dr. Beverly Burke

The EAWOP conference is held every two years and is a great opportunity to meet professionals in the field from all over the world. Last summer, Dr. Burke and Dr. Moffett presented on the topic of training work and organizational psychologists for the global context. This is a topic that truly interests Dr. Burke especially, as she is passionate about getting students involved in international opportunities in the future. "I believe education should mirror what is going on in the work world. Our students will be going into a global workforce, and I hope that we are able to prepare them for that." Dr. Burke hopes students will get involved in international conferences by submitting topics or simply attending. MTSU supports students in their endeavors to study

abroad and has funding available for these opportunities. Drs. Burke and Moffett are hoping to attend the 2009 EAWOP conference in Spain and hope to have MTSU students in attendance as well. From his experiences abroad, Dr. Moffett also hopes to expand the program's scope globally. His goals include expanding his Advanced Organizational Psychology class with cross-cultural projects, topics, and awareness. Dr. Moffett also has bigger dreams, including taking students' internship

opportunities internationally. Above all, he hopes that he and Dr. Burke can bring their international experiences into the classroom to help students thrive professionally in what Thomas Friedman might view as an increasingly "flat world".

Below, Dr. Moffett with the members of the MTSU delegation in Moscow



## SHRM Breakfast Series (continued)



Carlyn Hart, Alexis Scobie, and Kimberly Wilson with their practicum supervisor, Betsy Crow, following her SHRM Breakfast series discussion

compliment to what we are learning in our courses," said Alexis Scobie, one of the coordinators of the Breakfast Series. After winter break, SHRM welcomed Kevin McNulty, Chief Motivating Officer of Humadyn consulting. McNulty touched on several issues, including diversity in organizations and the importance of a solid foundation within organizations. President and CEO of Praesentia, Inc., Gayla

Zoz spoke at the March event. Her topic of gossip and communication strategies in the workplace was an interesting topic for those who will soon be entering the workforce. This semester's series will end with Attorney Mark Travis and the topic of conflict resolution and mediation. It is clear that the SHRM breakfast series coordinators try to bring in as many diverse individuals from different backgrounds in order to give varied opinions about topics that may or may not be covered in class. "By inviting speakers from different backgrounds, such as

management and law as well as HR, we hope SHRM members gain different perspectives on a variety of topics within the field," said Carlyn Hart, co-coordinator of the series. It takes more than just pastries and coffee to get busy graduate students and HR professionals together on Friday mornings, and SHRM officers and the faculty achieve this by bringing in such great speakers. The events are just one example of the vast networking and learning experiences the MTSU SHRM chapter provides for its members. We appreciate Alexis and Carlyn for a great semester of speakers!



## MTSU SHRM President Kimberly Wilson

Second year student Kimberly Wilson knew early on that she wanted to be involved in the MTSU chapter of SHRM. Serving as Merit Award Coordinator her first year, She attended meetings and took note of presidential requirements and tasks, all the while preparing to take on the role. Kimberly is very passionate about getting students involved in the Stones River SHRM chapter here in Murfreesboro. The local chapter offers scholarships to MTSU students in HR fields, and the monthly luncheons are great opportunities to meet professionals from the area. "What most students don't

realize is that membership in Stones River SHRM is free for us, and it is an excellent resource." In addition, Kimberly is driven to help the chapter achieve the Superior Merit Award again this year. "Jacob Seybert, our current Merit Award Coordinator, is working on our application and we are determined to fulfill all the requirements this year." Receipt of this award not only continues our reputation of success, but also furthers the HR experience of members. Kimberly believes that SHRM membership has several benefits for students, including the many networking opportunities such as the

breakfast series and mentor program. Membership also provides many resources such as online toolkits and a subscription to HR Magazine, benefits which Kimberly personally values most. She has enjoyed the opportunity to get in front of people and run monthly meetings and strives to get all members involved. Kim reflects on her experience at MTSU. "I am glad I came here, and I know the core classes that we take will help me achieve my goals." She has already been accepted to several PhD programs and is looking forward to continuing her education.



MTSU SHRM President Kimberly Wilson

*"I am glad I came here, and I know the core classes that we take will help me achieve my goals."*  
 -Kimberly Wilson,  
 Second year student  
 and MTSU SHRM  
 President

## COHRE Names New AD (continued from pg 1)

our capacity to work on our internal processes and to respond to client needs," Dr. Hein said. He is leading a comprehensive job analysis pilot project for Smith Seckman Reid, Inc. working with Dr. Judith Van Hein, and I/O students Alexis Scobie and Andrea Yacub and the development of the Rutherford Leadership Academy for Rutherford County employees working with Drs. Laura Brantley and Dr. Terrell McDaniel with support from I/O students Scott Pryjmak and Brandy Burke. In addition, he has been working on by-laws for the COHRE Governing Board, processes for setting financial goals and tracking progress towards those goals and general networking and marketing. His training class is

working in two separate groups on applied projects this fall. The first group is conducting the needs analysis for the Rutherford Leadership Academy and the second group is assisting the Tennessee Center for Child Welfare with the adaptation of a training program from traditional training to a blended course. There are rumors that he was even spotted wearing a suit and tie this fall but no hard evidence has been produced to date! Overall, it has been a busy time at COHRE as usual, with several projects underway. The staff just finished collaborating with the Office of the Executive Vice President and Provost on the annual Faculty Leadership Academy. This involved weekly workshops to help faculty administrators and

chairs develop the necessary leadership skills to better assist their departments. While this was traditionally hosted by the Provost's office, COHRE plans to lead future sessions. Continuing the work with the Leadership Academy, a select set of leaders from Rutherford County offices come to COHRE once a month to attend a half-day workshop. COHRE also continues to provide support for the I/O program by updating the alumni directory and organizing the student survey. Finally, Drs. Moffett and Hein continue to hold workshops and presentations on leadership to area companies like State Farm. COHRE is looking ahead to several other great projects in the future, so feel free to ask what's going on!



Dr. Mike Hein, Assistant Director of COHRE

## TCCW Gives Opportunity to Many Students



Jaclyn Cremisi and Tracy Blojko train TCCW employees on the Practice Wheel at TCCW

The Tennessee Center for Child Welfare is a training consortium that provides training curriculum to in-service, pre-service, and resource parents throughout the state. The Center has been very supportive of the Industrial Organizational Psychology program since TCCW's inception three years ago. Trish Craft, the Associate Executive Director of TCCW has a background in I/O Psychology and has been a great role model for the students in the program. The center currently employs two 20-hour graduate assistants, Tracy Blojko and Jaclyn Cremisi, who work in a wide array of human-resource functions. The following describes their experiences at TCCW.

**Tracy:** I have been working at the Tennessee Center for Child Welfare for over a year now. My projects have ranged from selection, job analysis, survey, research, curriculum development, and training. The practical work experience I get here overlaps with many of the classes we take at MTSU including

Advanced Training, Performance Appraisal and Job Analysis, and Selection classes. I am currently a Project Manager and Primary Writer of training curriculum for In-service and Pre-service Family Service Workers as well as Resource/Foster parents. In addition, I will be developing curriculum processes, procedures and training content, writing the training material and evaluation, and delivering the materials to participants. The center has been very supportive of the I/O program and has provided a rich environment that allows me to grow and practice my classroom experience in the real-world setting.

**Jaclyn:** My job consists of recruitment, selection and various other Human Resource responsibilities. I participate in the entire hiring process from reviewing resumes to scheduling interviews, including creating interview questions and participating in interviews. I am also working on two presentations covering

organizational citizenship behaviors and professional dress. Every day at work is a learning experience and every day in the classroom I find more and more topics that are applicable to the work environment. Overall, I am extremely satisfied with my classroom and work experiences which go hand in hand. Those involved in the program are always working to give us not only book knowledge, but practical experience as well.

Along with Tracy and Jaclyn, TCCW employs three other students 10 hours per week each. Andrew Naber and Nathaniel Phillips are research assistants for the center and Amanda Woller assists with training and development. In addition, this spring's Job Analysis and Performance Appraisal class hopes to conduct a job analysis project with TCCW. The I/O program is grateful for the opportunities that TCCW and Trish Craft have provided the students. We look forward to continuing this relationship in the future.

*"The center has been very supportive of the program and has provided a rich environment that allows me to grow and practice my classroom experience in a real-world setting."*

*-Tracy Bojko, second year student and Graduate Assistant at TCCW*

## Students Attend Regional Conference

First year student Andrew Naber and second year Jacob Seybert attended the River Cities I/O conference in Highland Heights, Kentucky last November. Hosted by Northern Kentucky University, the conference strives to increase human resource practices by discussing topics which are relevant to today's practitioners and academicians.

This was the first psychology conference for Naber and he found it to be very helpful. "The speakers were really geared towards students and practice. And the conference had a lot of opportunity for student presenters. It was probably one of the most useful out-of-class experiences I had all year." Seybert enjoyed the opportunity to

hear about new research in the field. "Learning about new research has helped me to come up with ideas of my own, and it was great to meet I/O students and practitioners in the area." The students in the program are encouraged to attend as many professional conferences as possible for learning as well as networking opportunities.



## Program Honors Outstanding Students of the Year

Each year, the I/O faculty honors a second year graduate student with the title of Outstanding Student of the year. The current group of second year students is one of the strongest classes to come through the program, making the choice particularly difficult this time. "The widespread excellence in the classroom, combined with distinction on projects, theses, and professional involvement and activities was particularly impressive this year," according to Dr. Patrick McCarthy. As so many second

year students showed strength in multiple areas, the faculty chose to honor three students this year; Ashley Crow, Kara Jeannsonne, and Kimberly Wilson. Since each faculty member spends time with the students in different capacities including thesis work, classes, and other activities, the faculty discusses the honor as a group to obtain a well-rounded perspective of the students. Demonstration of leadership in group projects is a good example of part of what makes an outstanding student, as is

superior internship performance, positive feedback from supervisors, and involvement in various activities such as SHRM and ASTD. Additionally, the professionalism and consistency over time demonstrated by this group of individuals was noticed by the faculty. These three students have each made many contributions to the program and have continued its reputation for success. Congratulations to this year's honorees!



This year's outstanding students Ashley Crow, Kimberly Wilson, and Kara Jeannsonne

## Mentor Program Proves Mutually Beneficial

Through a partnership with the Middle Tennessee chapter of the Society for Human Resource Management, I/O students have the opportunity to work with a mentor in the HR field. The mentor program was created to provide students with an opportunity to experience a taste of HR in an applied setting, while giving mentors the opportunity to shape a new generation of HR professionals. Kasia Urban, a recent graduate of the MTSU I/O program and MT SHRM member Michael Pochiari serve as Co-Vice Chairs for MT SHRM College Relations. Urban and Pochiari worked together to coordinate this year's mentorship program. According to Urban, "Our major goal is to provide mentees and mentors with experiences of learning from each other." Pairs of mentors and mentees are matched based on professional goals and interests. Mentors are given the opportunity to job shadow, attend organizational

meetings and create lasting relationships with working HR professionals. Each mentor pair works on their own schedules over seven months and works to set specific goals for the mentoring relationship. Some pairs meet monthly at the mentor's place of business, while others meet over coffee or dinner. The program is designed to support and facilitate professional development and growth of both parties. Mentee Brandy Burke was able to answer mentor Lynn Hutson's questions about a hot topic in the workplace. "I think that everyone has an interest in generational issues right now, and that was the focus of my final project in Advanced Organizational Psychology. At our most recent meeting, I gave Lynn copies of the presentation materials. Although she had encountered generational issues in her workplace, she was surprised to see the amount of literature on the subject. I felt great

about this, because I was able to get feedback while also sharing my knowledge with my mentor." Many pairs share the feeling of being able to help one another. Mentor Jennifer Shannon has enlisted the help of mentee Lyndi Porter when working on job analyses in her organization, giving Lyndi much -appreciated experience and practice. "When I started the project with my mentor, I had not started my job analysis class project, so the ability to help Jennifer with job descriptions has been a great opportunity to learn as I go. I am happy to help someone who has already done so much for me." The program is thriving this year with 18 mentoring pairs. This is more than double what was last year, due in part to its great reputation. Our SHRM chapter looks forward to continuing this great opportunity for the growing new generation HR professionals in the program.

*"A mentor's hindsight can become your foresight"*  
-Unknown



“Along with success comes a reputation for wisdom.”  
- Euripides

## Alumni Survey Helps to Fine Tune the Program

The members of the MTSU I/O faculty are constantly striving to improve the quality of the program. Recently, feedback was requested from I/O alumni to get a perspective as to how the skills gained in the program transfer to the real world. Faculty members spend several days each summer evaluating the data obtained from these surveys in order to better serve the needs of the students. Alumni from the classes of 1992 and 1995-2007 replied to the latest alumni survey. These alumni represent a variety of industries, including healthcare, technology, financial market research, consulting, academics, and staffing. The salaries of these alumni range from \$24,000-\$245,000, depending on amount of time and service in a particular industry. Among

the strengths of the program, the alumni mentioned the professors, the content of the courses, and the practicum experience. In addition, the applied class projects were said to provide great preparation for project work on the job. These experiences were said to help set the alumni apart from other applicants in the field who lacked applied experience after graduate school. The alumni survey also provided valuable advice for those who will soon be entering the workforce. The importance of networking while in the program was mentioned multiple times, as was the need to start the job search process early. The survey also showed that students should consider taking a job that will yield great experience and training, even if it is not the highest paid job, as it will

help with future job opportunities. Program alumni also stressed the importance of a broad search, including multiple areas and industries. Finally, the alumni advised that job seekers should use all the resources possible, including networking, contacts, internet searching and cold-calling. The alumni stated that the job market is fairly good with a growing need for HR. In addition to the alumni surveys, the faculty also requests feedback from current students in an effort to obtain the best information regarding the quality of the program. Feedback from alumni as well as current students is greatly appreciated, as the response generated is one of the most critical pieces of information for improving the quality of the program.

## Professional Conferences

### **IOOB- Industrial/Organizational Psychology & Organizational Behavior**

March 14-16, 2008 Denver, CO [www.colostate.edu/Depts/Psychology/io/ioob.shtml](http://www.colostate.edu/Depts/Psychology/io/ioob.shtml)

### **SHRM Southeast Regional Student Conference**

April 18-19, 2008 Knoxville, TN

### **SIOP- Society for I/O Psychology**

April 10-12 (Workshops April 9), San Francisco, CA [www.siop.org/Conferences](http://www.siop.org/Conferences)

### **SHRM- Society for Human Resource Management**

June 22-25, Chicago, IL [www.shrm.org/conferences/annual](http://www.shrm.org/conferences/annual)



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I/O Alumni,  
Please keep us informed of your  
career and life changes!  
You may be featured in our next  
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**Thanks to Dr. Rick Moffett and Kara Jeansonne for the great photos!**



James Walker Library at Middle Tennessee State University

## Grad Students Out on the Town



Carlyn Hart, Kara Jeansonne, Alexis Scobie, Laurie Kloster and Wes Wingo



Carlyn Hart, Kara Jeansonne, and Lyndi Porter



Amanda Woller and Lyndi Porter



Jaclyn Cremisi and Amanda Woller



Courtney Terrell, Amanda Woller, Kara Jeansonne and Alexis Scobie