Inspired by the results of their efforts in 2009, members of the I-O club held their own shoebox project in 2010 with the goal of, once again, providing gifts to children in need who might otherwise go without during the holiday season. The I-O club collected donations and purchased items to fill 77 shoeboxes, surpassing the number produced in the Club’s first place finish in the shoebox challenge, 2009. With the help of the Salvation Army, the I-O club was able to ensure that shoeboxes were given to those children in our community who need them the most.

*We would like to thank Colgate-Palmolive, Walgreens, Shoe Carnival, and Payless for their generous contributions which greatly benefitted from this cause.

This year, the I-O Psychology Club sponsored a holiday “gift tree” for Madison Towers, a low-income apartment building in the center of Richmond, KY. With the economic crisis affecting so many these days, the residents at Madison Towers were no different.

The tree was decorated with “wish” cards. Each card had the resident’s first name and up to three wishes for gifts they wanted this holiday season. With the help of students, student family members, faculty, and staff at EKU, 103 residents received at least one Christmas present this year.

The gifts were delivered to each resident, by Santa and his elves (see picture above), at a Christmas gathering on December 18, 2010. In addition to the “gift tree,” the I-O Club and Psychology department raised funds to help stock Madison Tower’s pantry. These essential items should help when times are tough.

Residents from Madison Towers in Richmond, KY enjoy a laugh with Santa (Jason Frizzell) and his elves (Chelsea Miller and Alan Lawson) at the Holiday Party in which over 100 residents had their wishes come true.

On behalf of the residents at Madison Towers and the I-O Psychology Club, we would like to thank everyone who so generously gave of themselves this year!
Hello EKU I-O Alumni and EKU Community,

My name is Yoshie Nakai. I am excited to join the EKU I-O program this fall. I have completed my Ph.D in Industrial and Gerontological Psychology at the University of Akron. As the degree suggests, my main research interest has been in aging and work area. In particular, my main research focuses on job search behaviors and unemployment among the older population. I have been working with a field partner, who provides services for older job seekers, to understand job search processes and design effective training programs. My most current project followed job seekers for a 3-month time period to understand how their job search behaviors changed over time and to determine what factors “protected” them from being discouraged. I am currently conducting a study with a job search training program called “Job Club” for older adults, and brainstorming for training programs for “green jobs” and self employment. My research also looks at the organizational side of the job search – Recruitment. Acknowledging today’s older adults have a wide variety of needs and desires, I am interested in exploring how organizations can effectively and efficiently recruit and retain older workers.

Besides my academic career, I have been working at a consulting firm for last three years. In addition to my main responsibility in designing and managing multi-source feedback systems, I have been involved in a range of projects from developing managerial training programs to assisting on strategic planning. I am hoping that my experience as a researcher and practitioner can benefit EKU students in preparing for their career.

When I’m not working I enjoy cooking/baking, bike riding and pottery. Baking is a good stress reliever for me, so students should be prepared to eat “goodies” from time to time.

I am excited about working with the faculty, staff and students at EKU. These people are one of the main reasons I was attracted to EKU. In addition to teaching, I look forward to developing research programs that contribute to EKU and the surrounding community. I am hopeful that the weather in Kentucky will be nicer than Akron’s!

Professional and Academic Conferences

RCIO 2010
6th Annual River Cities I-O Psychology Conference


SIOP 2011
26th Annual Society for Industrial and Organizational Psychology Conference
April 14—17, 2011 (Chicago, IL)

SIOP is the leading membership organization for those practicing and teaching I-O psychology. This year, a total of 10 EKU graduate students (both first- and second-year students) attended SIOP. The annual conference provides I-O students, practitioners, researchers, and educators with opportunities such as networking, professional skill-building, and research collaboration. SIOP 2012 will be held in San Diego, CA.
**Alumni Spotlights:**

**Sonia Murray**

**Year of Graduation:** 2008  
**Employed with:** Mayfair Manor Nursing and Rehabilitation  
**Job Title:** Human Resources Director  
**Advice:** “Networking is important! Take advantage of any opportunity to make a connection. You never know when you’ll use it.”

**Why did you choose to become an I-O Psychologist?** “I chose I-O because I really enjoy the application of psychology and business. It was actually a lucky choice because I really didn’t know what I-O was when I chose it. I guess God knew just the right niche for me.”

**Were you a Psychology undergraduate?** “Yes, that’s how I learned about I-O.”

**Did you get the type of experience, education, and training from the I-O program necessary to make it an easy transition to a professional career?** “Yes, absolutely!”

**When did you get your first professional job after graduation?** “Within one month I landed a job as Manager of Human Resources! It really can happen. Apply for jobs you don’t think you’ll get; you just might get lucky! The pay might not be great right off the bat, but the experience is invaluable.”

**Can you see yourself staying in this job for an extended period of time?** “Yes, I love HR! It is a very challenging position and equally rewarding. In many ways, it’s equivalent to raising children.”

**What classes in the I-O program were most helpful in helping you transition from being a student to having a professional career?** “I think everything was very helpful. I would have to say a few classes stand out for me: Cognitive Psychology, Industrial Psychology, Organizational Psychology, and Program Evaluation.”

**What KSA’s do you need to do your job?** “All possible KSA’s! Most of all, patience! HR professionals wear multiple hats. You must really know your stuff because you are the expert in your company when it comes to staffing, staff development, safety and risk management, employee relations, and more. You must have exceptional written and oral communication skills. You must be a strong leader. You must be able to always be diplomatic with people. Your critical thinking skills are on at all times! While most jobs in the building have a primary focus on the industry or trade, your focus is on the employees who keep the wheels turning. You are truly the back bone of the organization because you take care of the people who keep the company in business.”

**If you were asked to share one “take away” from the EKU I-O program, what would it be?** “I was told during the program that you will never stop learning in this field, that is so true! Each day I get to figure out how I can do what I do, and do it better!”

**Kevin Everley**

**Year of Graduation:** 2009  
**Employed with:** New Beginnings Therapy Services, LLC.  
**Job Title:** Owner and COO  
**Advice:** “Utilize the resources that you have the privilege to as a student—e.g., professors with vast amounts of knowledge and experience.”

**Why did you choose to become an I-O Psychologist?** “I primarily chose I-O for two reasons. First, I had always been interested in HR, but felt there was a gap in most HR academic programs. I felt as if most programs focus almost entirely on the logistics/task orientation side of HR, but failed to provide training on cognitive processes, natural tendencies, and expectations of employees. Since I-O programs typically provide holistic training both on employees and on logistics it was an easy choice for me. Second, being a Christian I sought out the direction that God would like me to go with my life. I really felt that the business world was a place that God could use me for His glory.”

**Were you a Psychology undergraduate?** “Yes, at EKU.”

**When did you get your first professional job after graduation?** “Nov, 2009.”

**Can you see yourself staying in this job for an extended period of time?** “Absolutely! I love it and we are constantly expanding, getting good feedback, and becoming more knowledgeable and efficient.”

**What classes in the I-O program were most helpful in helping you transition from being a student to having a professional career?** “Selection and Performance Appraisal, Organizational Psychology, Employment Law, Cognition in the Workplace, Tests and Measurements, and Performance Evaluation.”

**What KSA’s do you need to do your job?** “KNOWLEDGES: Administration and management, customer and personal service, personnel and human resources, economics and accounting, mathematics, computers and electronics, clerical, sales and marketing, production and processing. SKILLS: Active listening, reading comprehension, speaking, critical thinking, monitoring, coordination, social perceptiveness, active learning, complex problem solving, judgment and decision making, using O*NET. ABILITIES: oral comprehension, oral expression, problem sensitivity, written comprehension, written expression, speech clarity, deductive and inductive reasoning, speech recognition, and information ordering.”

**If you were asked to share one “take away” from the program, what would it be?** “I would say the preparation that I received through the holistic education on both employees and logistics. Lacking in either of those areas would have left me with questions and voids in the KSA’s necessary to be an efficient entrepreneur/HR Manager.”

**Do you have any memorable or funny stories from your time at EKU that you could share?** “Definitely any of Dr. Palmer’s stories from his previous jobs or bosses were funny, but I would say one of my most memorable moments was during our summer Social Psych class. Since our class was an all day Saturday class during the summer, we would often all get a touch of cabin fever by class end. So towards the end of the summer session we would get together during our lunch break and play monkey balls/hillbilly golf. It was fun and some good bonding time.”
Fall 2010 and Spring 2011
Bake Sales and Cookie Trays
I-O Club members organized bake sales which included selling cookie trays that were purchased by professors to share with their classes. The money raised was applied to each I-O student’s cost to attend the 26th Annual SIOP Conference this April. We appreciate the support of all those who purchased baked goods.

Donations to the I-O Club are greatly appreciated. All donations will be used to attend professional and academic conferences, which allow improvement of the I-O program and contribute to the positive image of Eastern Kentucky University.

If you would like to donate, please make checks payable to the EKU Foundation and mail to the Psychology Department (attn. Jaime Henning), or contact Dr. Henning (jaime.henning@eku.edu) with any questions. Thank you for your gift.

Guest Speakers
Meredith Lepley-Wells
Research Associate
iWin, University of Kentucky
Oct 2010: “Workplace Ergonomics”

Leanna Bowles
Wellness Analyst
Eastern Kentucky University
Alumni 2005

*We would like to thank each speaker for taking the time to share their knowledge and experience. Please contact Dr. Jaime Henning at (859)622-8178 or email Jaime.henning@eku.edu with speaker suggestions or if you would be willing to donate your time as a guest speaker.

Jason Frizzell: Class of 2011
iwin, University of Kentucky
This past spring semester I had the opportunity to work alongside the great staff at the University of Kentucky’s Institute for Workplace Innovation (iwin) concerning the aging population in the workplace. I am immensely appreciative of the opportunity to be a part of a growing topic and an issue that will be increasingly important in the years to come.

During my time at iwin, it was my responsibility to recruit participants to conduct the two focus groups from the retail and hospitality industries. I examined the challenges of employing older workers and identified possible best solutions for the various problems represented in each industry, respectively. The work I assisted with while at iwin will eventually be used in the creation of a consulting tool-kit to aid businesses in preparing and solving problems and challenges faced by employers who employ older workers. Being able to complete an internship at iwin and be a part such a crucial research issue was a great opportunity and reminds me of why I decided to pursue a career in I-O psychology - using scientific research for improving the lives of employees and enhancing the workplace that is a part of everyday life.

Vanessa Newton: Class of 2012
Integrating I-O with Health Promotion
Integration has been key this year. I have learned to integrate my I-O classes with my GA in Health Promotion and Education. I run a lot of data as a GA, so it was useful to have the two statistics classes.

Having to do write ups for the stats classes helped me in doing write ups for the department. Additionally, having Dr. O's program evaluation class has helped me improve programs that we have already implemented and allowed me to see that it's not just the numbers that count.

I think being able to apply concepts from classes is the best way to learn. There is something to be said about actually doing the work instead of thinking about how you can apply the concepts to your future job.

My GA is not directly involved with HR, but I am doing a lot of HR things that I can take to any job interview. I am in charge of running training sessions this year and I am creating a GA handbook for the next person that will be in this position. My GA made me learn professionalism skills fast---especially dealing with hate mail in a professional manner. Additionally, I oversee the peer educators and I am in charge of scheduling events (Alcohol 101, Safe is Sexy, etc.) and running large campus wide events (Alcohol Awareness Week---Rocktoberfest, Spring Break Safety Week---Get Lei'd).

Fall 2010 and Spring 2011
Bake Sales and Cookie Trays
I-O Club members organized bake sales which included selling cookie trays that were purchased by professors to share with their classes. The money raised was applied to each I-O student’s cost to attend the 26th Annual SIOP Conference this April. We appreciate the support of all those who purchased baked goods.

Donations to the I-O Club are greatly appreciated. All donations will be used to attend professional and academic conferences, which allow improvement of the I-O program and contribute to the positive image of Eastern Kentucky University.

If you would like to donate, please make checks payable to the EKU Foundation and mail to the Psychology Department (attn. Jaime Henning), or contact Dr. Henning (jaime.henning@eku.edu) with any questions. Thank you for your gift.