



## A MESSAGE FROM YOUR PROGRAM COORDINATOR: ERIC MARCUS

Welcome to our newest members of the MAIOP program, and welcome back to our returning students. I am enjoying getting to know some of you through classes we have together, and I look forward to meeting even more of you as the second half of this semester unfolds. Please take the opportunity to stop by my office in Harugari, 310, or give a call (x1242), or make an appointment. In this issue you will find the schedule of courses offered through our program this Spring. If you need advisement, please do not hesitate to contact me or another I/O faculty member to set up a time to meet. We are here to assist in this.

For those interested in the Internship Program Option, there will be a meeting and showcase in January 2025 to share best practices in finding and having a meaningful internship experience and to review the logistics. It will be on Thursday, January 30th from 5:00-6:30 at the Orange Campus Atrium. In the meantime, you should be revising and uploading your resume into Handshake. Meanwhile, it is never too soon to start searching for an internship experience.

With regard to internship and future employment opportunities, the MAIOP program enjoys a solid reputation among area employers many of whom are alumni. In addition, there are a multitude of professional development opportunities within the program, through the UNH SHRM chapter, through Graduate Student Council, participation in our upcoming Cross Disciplinary Case Competition as well as attending local professional meetings here and in the surrounding area: HRACC, ATDSCC, METRO, ODNYY, and others. One note on attending professional meetings: I think that since COVID, we have become a bit more hesitant to head out to a location we've never been to, to hear someone we've never heard of, among people we've never met. I admit that this can be a daunting experience. Nonetheless, with fellow students and often some faculty, it can be a very enjoyable and satisfying time.

I look forward to seeing you at different formal and informal events on campus and off, throughout the semester. Stay tuned for our end of semester "mixer" in downtown New Haven on Friday, December 6th.

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## IMPORTANT DATES:

### Fall 2024:

- 10/28 Registration for Spring
- 11/27-12/01 Thanksgiving Break
- 12/10-12/11 Reading Days
- 12/18 End Term

### Spring 2025:

- 01/21 Term Start
- 01/30 MAIOP intern showcase
- 3/09-3/16 Spring Break
- 5/06 Reading Day
- 5/13 End Term
- 5/16 Commencement

# ALUMNI SPOTLIGHT



**Lindsay Gordon '21**  
*Senior Manager of HR  
Strategy and  
Operational Excellence*



Connect with Lindsay [here](#)



**Raytheon**  
An RTX Business

**“At Raytheon, the foundation of everything we do is rooted in our values and a higher calling – to help our nation and allies defend freedoms and deter aggression. We bring the strength of more than 100 years of experience and renowned engineering expertise to meet the needs of today’s mission and stay ahead of tomorrow’s threat. Our team solves tough, meaningful problems that create a safer, more secure world.”**

**Lindsay is a 2021 MAIOP graduate who is currently working as a Senior Manager of HR Strategy and Operational Excellence at Raytheon which is an aerospace and defense conglomerate. Right now, Lindsay is working on building a new HR strategy for Raytheon because it is new to the RTX Business Unit. This means that she gets to be a part of setting the direction of a whole function for the future!**

## What is your advice for students?

**“One piece of advice I’d share is to approach everything with curiosity and an eye for learning. It can be easy to feel like we already know something or can prove why we’re right/our way is the best way, but an approach of genuine curiosity can lead to greater learning for everyone. If a co-worker or teammate is doing something that doesn’t make sense to you – assume positive intent, and get curious before getting frustrated. Consider what you can learn from others and what other perspectives may exist to help you learn and grow in new ways.”**

**Hear about Lindsay’s experiences since leaving the program by clicking [HERE!](#)**

# ***NOTEWORTHY PROFESSIONAL ENGAGEMENT***

See some of the professional experiences MAIOP students have had recently!

## **METRO Career Day at NYU with Ekta M. March 8, 2024**

"Taking the first train out to New York was worth it to attend the METRO career day '24. I was able to build an instant connection with everyone I met because of our shared passion of I/O Psychology. The panel discussions included panelists from all spheres of the field, early practitioners to mid career professionals and even had a segment for those interested in practicing externally, there was something for everyone. Not to mention - the NETWORK!! The panelists were some of the top I/O psychology professionals in the tri-state area."

"Meeting the change-makers in the field not only inspired me but also provided a platform to establish lasting connections I could turn to- for advice about my career. I came back fueled with encouragement, and with several friends in NYC who I can't wait to meet again. I definitely recommend all the young professionals to attend this conference, It is an unparalleled opportunity to build networks and gain invaluable guidance for your professional growth."



## **Trey Kew and the Personnel Board of Jefferson County**



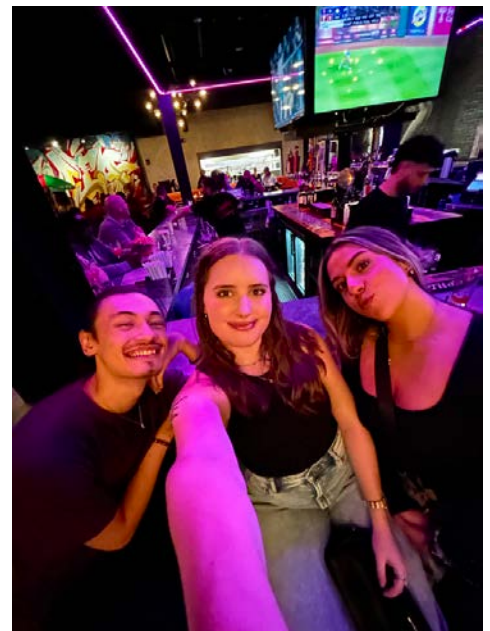
"I had a great experience working as an assessor for the Personnel Board of Jefferson County in Birmingham Alabama. I learned the process of how assessments are made and how they are utilized to help fill job vacancies. Overall, I would do this again in the future and I recommend anyone to try this out. It was also a good networking opportunity because I met people who are in the IO field from all over the United States."

This opportunity is available several times a year for one week periods. It is unpaid, but travel expenses are covered and it is a great resume builder!



# ***SEMESTER KICKOFF MIXER***

**Photos from our most recent mixer at Via Gastrobar!**



***STAY TUNED FOR OUR END OF THE  
SEMESTER MIXER ON FRIDAY  
DECEMBER 6TH!!***



# PROFESSIONAL ORGANIZATIONS



## **Society of Human Resource Management**

World's largest HR professional society, representing 300,000 members in more than 165 countries. The Society has been leading the provider resources serving the needs of HR Professionals and advancing HR practice management.



## **Human Resource Association of Central CT (Local SHRM)**

Committed to serving the HR community by providing superior professional development, networking opportunities, and educational resources to enhance the value of the profession.



## **The Metropolitan NY Association of Applied Psychology**

Founded in 1939 as a non-for-profit professional association. They are the oldest and largest local professional association of applied psychologists in the U.S.



## **Association of Talent Development, Southern CT Chapter**

Local chapter of the Association for Talent Development, a national organization & the world's premier professional association for talent development. ATD is a leading resource for workplace learning & performance issues.



## **Society of Industrial Organizational Psychology**

Premier membership organization for those practicing and teaching I-O Psychology. SIOP hosts a large annual conference for graduate students and professors for networking opportunities and current trends.



## **Organizational Development Network, NY**

Premier professional network, which practitioners, students, and leaders turn in order to connect, grow, and contribute to the disciplinary field of organizational development in NYC.



# UNH CHAPTER OF SHRM

Society of Human Resource Management @ UNH

**Kudos to the outgoing Eboard for a successful year and congrats to the new members of the Eboard!**



## 2023-2024 Executive Board:

President: **Sakshi Goenka**  
Vice President: **Ekta Mulchandani**  
Treasurer: **Indra Ponnuswamy**  
Head of Relations: **Daniel Zalewa**  
Director of Community Engagement: **Erin Burroughs**  
Head of Communications: **Joseph Brophy**  
Director of Admin: **Keghan Tiernan**

## 2024-2025 Executive Board:

President: **Ritika Parekh**  
Vice President: **Tulsi Patel**  
Treasurer: **Savannah Marcello**  
Head of Relations: **Mahek Bhagchandani**  
Director of Community Engagement: **Ariana Lowe**  
Head of Communications: **Ishani Kulkarni**  
Director of Admin: **Maya Flash**

## Upcoming Events with Alumni Guest Speakers

**WED**  
**10/30**

**RACHEL HORVATH**  
HR PROJECT LEAD & GENERALIST AT  
BARNES GROUP INC.

**TBD**

**ALEXANDER KAHMARK**  
PRIN SPECIALIST, HR PARTNER AT  
COLLINS AEROSPACE

**TBD**

**CRYSTAL LUSSO**  
HUMAN RESOURCES BUSINESS PARTNER  
AT CANYON RANCH

# HIGHLIGHTS OF RECENT SHRM EVENTS

**Fall 2024  
Kickoff  
Meeting**



**Guest Speaker  
Event with  
Craig Canfield**

**Networking  
Workshop  
with Angela  
Karachristos**



**Travelers  
Internships  
with Ellen Vyce**



# UPCOMING EVENTS



**SUN  
10/20**

## **METRO EARLY CAREER NETWORKING EVENT**

**2:00PM @CENTRAL PARK**

↘ Learn more & register [here](#)



**TUE  
10/22**

## **HRACC GATHER & GRAZE AND GASTRO PARK!**

**5:00PM @WEST HARTFORD**

↘ Learn more & register [here](#)



**FRI  
11/08**

## **UNH CASE COMPETITION**

**@ORANGE CAMPUS ATRIUM**

The University's 8th Annual Cross-Disciplinary Case Competition allows graduate students from across the University to work in cross-disciplinary teams to analyze an organization case and make recommendations to a panel of judges on how they've solved the problems and challenges.

**TUE  
12/03**

## **HRACC HOLIDAY NETWORKING RECEPTION**

**5:30PM @WEST HARTFORD**

↘ Learn more & register [here](#)



**THU  
01/30**

## **MAIOP INTERNSHIP SUMMIT**

**5:00-6:30PM @ORANGE CAMPUS ATRIUM**

If you are pursuing the internship track you are required to attend! The purpose is to review logistics and learn how to get the most out of your internship.





# THROWBACK: SIOP 2024!

## CHICAGO, IL



**Pictured: Mads Kish, Eric Marcus, Cami Dick**



**Pictured: John Zager (MAIOP Friend), Eric Marcus, Mads Kish ('24), Cami Dick ('24)**



**Pictured: Mads Kish (MAIOP '24) and Professor Monique St. Paul from UNH IO Program**



**Pictured: Eric Marcus, Alumna Tanya Lorenzana-Serrano (MAIOP '21), Mads Kish (MAIOP '24) and Cami Dick (MAIOP '24)**

**REGISTER FOR SIOP NEXT YEAR!!**

Click [HERE](#) to learn about the  
2025 SIOP Conference in  
Denver, CO! April 2nd-5th



# ***COURSE PLANNING***



\*indicates required course



## **Fall Starts**



## **Spring Starts**



### **Fall Semester 1**

**PSYC6608:** Statistics\*

**PSYC6619:** Organizational Behavior\*

**1 or 2 Electives**

### **Spring Semester 2**

**PSYC6609:** Research Methods\*

**PSYC6620:** Industrial Psychology\*

**PSYC 6660:** Contemporary Issues in I/O Psych\*

### **Fall Semester 3**

**PSYC6635:** Tests & Measures In Orgs\*

### **Spring Semester 4**

**PSYC6645:** Seminar in I/O Psychology\*

**PSYC 6660:** Contemporary Issues in I/O Psych\* (if not taken in semester 2)

### **Semester 3 or 4**

**PSYC6626:** Worker-Well Being\*  
**1 Internship/Practicum OR**  
**2 Thesis**

### **Spring Semester 1**

**PSYC6620:** Industrial Psychology\*

**PSYC 6660:** Contemporary Issues in I/O Psych\*

**1 or 2 Electives**

### **Fall Semester 2**

**PSYC6608:** Statistics\*

**PSYC6619:** Organizational Behavior\*

### **Spring Semester 3**

**PSYC6609:** Research Methods\*

**PSYC6645:** Seminar in I/O Psychology\*

### **Fall Semester 4**

**PSYC6635:** Tests & Measures in Orgs\*

### **Semester 3 or 4**

**PSYC6626:** Worker-Well Being\*  
**1 Internship/Practicum OR**  
**2 Thesis**

# ***SPRING 2025 COURSES***



## **PSYC 6609 Research Methods**

(Prerequisite: PSYC 6608) Introduction to analytic concepts pertinent to sampling techniques, research design, variable control, and criterion definition. Basic problems of measurement, research paradigms, sources of error in research implementation, problems of variable identification and control, and consideration of the logic of inference.

**Tuesdays @ 2:00-4:45pm**

***TBD***

**OR**

**Tuesdays @ 6:30-9:15pm**

***TBD***

**(cannot take third section)**

## **PSYC 6620 Industrial Psychology**

(Prerequisite: PSYC 6608) This course provides an overview of the theories and frameworks of industrial and organizational psychology as applied to human resource practices. Attention is given to the dual perspectives of the organization and the individual and linkages between an organization's people practices and strategic objectives. Emphasis placed on how the changing nature of work creates new challenges in the human resources arena. Topics include areas such as strategic human resources management, EEO law, human capital planning, job analyses and competency modeling, performance management, employee development and training, and compensation/reward systems.

**Mondays @ 3:30-6:15pm**

***L'Heureux***

**OR**

**Mondays @ 6:30-9:15pm**

***Karachristos***

## **PSYC 6626 Worker Well Being**

This course provides an overview of the frameworks, theories, critical issues, practices, and policies associated with worker well-being. The study of worker well-being concerns the application of psychology to improving the quality of work-life by promoting the physical and psychological health of workers. Course topics include work-life integration, alternative employment schedules, dual-career relationships, antecedents, moderators and consequences of work stress, and organizational interventions to facilitate the health and well-being of the workers in organizations. This course is designed to prepare students with specialized knowledge and practical tools to identify and manage contemporary workplace issues, and employment trends that impact the well-being of workers in the 21st century.

**Mini Term 1 Hybrid**

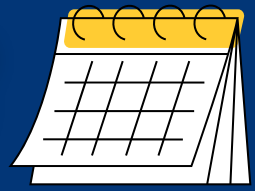
**(1/29, 2/5, 2/19, 3/5)**

**Wednesdays @ 6:30-9:15pm**

***L'Heureux***



# ***SPRING 2025 COURSES***



## **PSYC 6643 The Psychology of Conflict Resolution**

This course will focus on the constructive management of conflict at the individual, organizational levels. Theories on the etiology of conflict as well as various conflict resolution models will be examined. Group and organizational levels. Theories on the etiology of conflict as well as various conflict resolution models will be examined. The role of communication, emotions, power and culture in the constructive resolution of conflict will also be addressed. Students will learn how to understand and manage more constructively their own personal conflicts as well as conflicts occurring at the organizational and international levels.

**Mini Term 1 (1/31, 2/14, 3/7)**  
**Hybrid**  
**Fridays 9:30am-3:15pm**  
**Marcus**

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## **PSYC 6645 Seminar in I/O Psychology**

Prerequisites: PSYC 6609 and PSYC 6619. An examination of the professional psychologist at work in organizations. Topics vary and may include leadership, emotional intelligence, leadership coaching, and related areas within the context of organizational effectiveness. Practitioners in different organizational settings (e.g., business, government, nonprofit) will provide insights into the application of psychological principles and methods.

**Thursdays @ 6:30-9:15pm**  
**Bhatt**

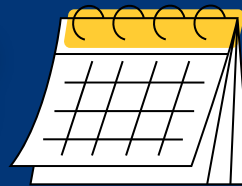
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## **PSYC 6651 Systems Thinking-Based Approaches to Organizational Change**

Organizations are inundated with unprecedented levels of volatility, uncertainty, complexity, and ambiguity. This course will examine and apply innovative theories and frameworks that embrace volatility, uncertainty, complexity, and ambiguity as vehicles for innovation and change in organizations

**Mini Term 2 (3/17-5/3)**  
**Wednesdays @ 6:30-9:15pm**  
**Bhatt**

# ***SPRING 2025 COURSES***



## **PSYC 6652 Talent Analytics Applications**

This course will focus on the applications of data science and data visualization to talent acquisition, development, assessment, and management. Students will apply knowledge and practice of analytics and data mining to develop insights and narratives to guide workplace decision making.

**Mini Term 2 (3/17-5/3)**  
**Tuesdays @6:30-9:15 pm**  
**Cerasoli**

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## **PSYC 6660 Contemporary Issues in I/O**

In-depth investigation of topical trends and areas of concern in industrial/organizational psychology. Topics may include, but are not limited to, the impact of EEOC regulations on selection and promotion; assessment centers; the psychosocial effects of globalization, rapid technological innovation, use of human capital analytics to facilitate critical thinking about human behavior in the workplace; diversity and cross- cultural competence in the workplace. Content will be stated at the time the course is scheduled.

**Thursdays @3:30-6:15pm**  
**Cayer**  
  
**OR**  
**Thursdays @6:30-9:15pm**  
**Cayer**

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## **COUN 6617 Career Counseling and Development**

An overview of theories, processes, and determinants of occupational choice and career development. The history and current trends of career development theories and vocational counseling are discussed. Consideration is given to both developmental and contextual factors which influence career decisions. Special emphasis is devoted to techniques of appraisal for career counseling, including the use of interviews, tests, and work simulations. In addition to class lectures, students will have the opportunity to take several self-report instruments and work on case-study materials.

**Wednesdays @6:30-9:15pm**  
**Bourgeois**

# ***SPRING 2025 COURSES***



## **BANL 6310 Data Visualization and Communication**

Prerequisite: BANL 6100. This course focuses on the art of communicating ideas imbedded in data through visual means to include spatial representations. Students are introduced to industry-standard graphic and data design techniques used to create understandable visualizations in order to communicate effectively with a particular audience. Techniques in organizing and articulating data are developed using real world examples. The course materials, assignments and project will all be prepared using the R programming language.

**Multiple Sections**

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## **BANL 6625 Data Mining for Business Intelligence**

Prerequisite: BANL 6100. This course is designed to provide business students with the skills to conduct data mining and statistical analysis for dealing with common managerial-making tasks, such as prediction, classification, and clustering. Data mining is a rapidly growing field that is concerned with developing techniques to assist analysts to make intelligent use of large data sets. In this course, the emphasis is on understanding the application of a wide range of modern techniques to specific managerial situations, rather than on mastering the mathematical and computational foundations of the techniques. Upon successful completion of the course, students should possess valuable analytical skills that will give them a competitive edge in many industry sectors, in a wide range of managerial and analytical positions.

**Multiple Sections**

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## **MGMT 6663 Leadership and Team Building**

This course examines the impact of theories and research findings relevant to leadership and team building in organizations. The role of the leader and teams in organizations is discussed. The knowledge and skills required for successful leadership and team building are analyzed. An assessment of one's own leadership and team building capabilities is completed

**Multiple Sections**



# ***FACULTY INFORMATION***



**Eric Marcus**

**EMarcus@newhaven.edu  
(203) 932-1242  
Harugari Hall 310**



**Mo Cayer**

**MCayer@newhaven.edu  
(203) 479-4134 Orange  
Campus Office N145B**



**Tara L'Heurux**

**TLheureux@newhaven.edu  
(203) 932-7341  
Harugari Hall 225**



**A.M. Bhatt**

**ABhatt@newhaven.edu  
(203) 895-4779**