

# MAIOP INFOLINE SPRING 2018

## A Message from Your Program Coordinator: Eric Marcus, Ph.D.

As Spring makes its way back to New Haven we look forward to continued development and new beginnings. First, I would like to welcome two new students who started this semester: Brandon Russotti and Ikbal Parlakkilic. Brandon comes to us from SUNY Geneseo and Ikbal is a 2015 graduate from UCONN and has worked in an HR role in the fashion industry.



If you have not done so already, please reach out and make them feel welcome!

As you contemplate **required** courses for Fall 2018, keep in mind that the following required courses are only offered in the Fall term: PSYC 6608-Statistics for Psychological Science; PSYC 6619 – Organizational Behavior;

and PSYC 6635 Psychological Tests and Measurements in Organizations (pre-requisite=PSYC 6608). Worker Well Being (PSYC 6626), another required course, is offered in both Fall and Spring terms. If you would like to speak to one of us regarding your Fall registration, please contact any one of us to make an appointment (See contact information on page 12).

I know this can be a nerve-racking time of year for many of you pursuing an internship opportunity, working on a practicum project, or, for those graduating, a career opportunity. As I have mentioned to many of you over these months, building connections with second year students and recent alumni is a very useful way to strengthen your professional linkages to future internship or job opportunities. Most professional opportunities are found through people you know or through their wider network. I strongly encourage you to connect with others through local professional organizations (HRACC, ATDSCC) and some in NYC (Metro, ODN, NYCSHRM). Student membership in HRACC is only \$20 and provides a host of resources for internship and job seekers in our field. And of course, all of your MAIOP faculty are here to support you with your next steps. Don't hesitate to reach out to any of us for advisement.

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Edited by Patrick B. McBrearty & Graphics by Kailee L. Carneau

The annual SIOP conference is taking place in Chicago on April 19-21, 2018. There is a placement service that is available to join while at the conference. There are some funds available through Graduate Student Services (application deadline approaching fast) and also through a special fund in our program: The Bob Dugan Fund, which can help defray some of the costs of attending. Finally, each of us, your faculty in the program, is here to support your efforts. Don't hesitate to reach out to us for advisement or assistance.

Lastly, please take advantage of the events put on by your fellow students, including the Alumni event planned for early April, the End-of-Year mixer, and bi-weekly UNH-SHRM chapter events on campus. On behalf of all of your MAIOP faculty, we hope to see you at some or all of these events.

Opportunities abound to develop your professional network by attending monthly meetings of local chapters of SHRM, HRACC (Human Resource Association for Central CT), ATD (Association for Talent Development), (ATDSCC), (ODNNY), Metro, and others. Patrick keeps the Google calendar current with the dates of upcoming meetings and events. It will only help as you think about internships or professional opportunities after graduation.

### Faculty Spotlight with Len Wysocki, Ph.D.

How does a business owner find work-life balance?

Hear from our very own Len Wysocki, Ph.D.

Podcast: <https://www.cedf.com/chalkboard/small-business-as-usual-episode-18-1/>

Len Wysocki is a full-time lecturer in the MAIOP program teaching Organizational Behavior, The Interview,



Consultation Seminar, Personnel Development and Training, Industrial Motivation and Morale, Industrial Psychology, Organization Development and Change, Seminar in Industrial & Organizational Psychology: Leadership Development, and Emotional Intelligence. He is

also a Licensed Psychologist and Consultant in Executive Coaching, Management, Training and Organizational Development. He consults and privately practices in the Northeast Region.

### Faculty Spotlight with Amy Baker, Ph.D.

I've been working on a research project with Sarah Lessne in which we are examining media content about CEO sexual misconduct. (By misconduct, we are primarily looking at sexual harassment, but do include extra-marital affairs as well). As new stories break in the press and on-line, Sarah copies them in to a data sheet and codes the information about each case. This idea



grew out of another project, where my co-authors explored the relationship between corporate stock price and reports of CEO sexual misconduct. We found that when news of CEO misconduct became public, company stock prices dropped significantly after

the disclosure (This paper is currently under review). In the original study, we had collected cases going back to the early 1990's. Now with #MeToo, I am interested to see if the media coverage of CEO sexual misconduct has shifted in tone. We already know that the absolute number of cases covered in the popular and business press has increased since Oct 2017. Hopefully we can use qualitative coding to see if the discussion has shifted in tone or content.

## Cross-Disciplinary Case Competition

On February 9th, 2018 a number of our students participated in the 2nd Annual Cross-Disciplinary Case Competition at the University of New Haven, during a two-month process involving info sessions, registrations, team formations and faculty-led prep sessions. Mixed teams of graduate students in the I/O Psychology, MBA, Engineering, and other graduate programs collaborated to address a real-world business challenge and presented their recommendations to a panel of professional consultants. The event was kickstarted at the UNH Orange Campus with a networking reception and dinner. The competition concluded with a keynote speech by Pauline Assenza (a MAIOP alumna) and an awards ceremony. This event was ideated and implemented with support from various clubs, faculty members and university administration through shared leadership, and the initiative of engaged aspiring consultants and helped develop graduate students' consulting skills. This initiative is on its way to becoming an annual tradition to create synergy and foster collaboration among graduate students at UNH!



**Alexis Ward, Stacey Laureanos, & Andy Richards**



**Mari Forsell (middle) served as one of the judges. MAIOP Alumna, now working at Memorial Kettering**



**Anthony Niccoletti, Ethan Duan & Andy Richards network with Mari Forsell!**



**Jasmine Gonzalez giving the opening speech, she played a major role in the organization of the event!**



**Congratulations to Team Phoenix on 1<sup>st</sup> Place!**



**Mo Cayer in the judges room!**



**End of Fall Semester Mixer at BAR!**  
**December 1<sup>st</sup>, 2017**



**Annual Winter Gala at Anthony's Ocean View!**  
**December 3<sup>rd</sup>, 2017**



### Alumni Experience: Cassandra Nielson

#### Current Employment

I am currently in the HR Leadership Program at United Technologies Corporation. The program is two years with three eight-month rotations. I am currently in my third and final rotation. My rotations were:

Rotation 1: HR Generalist, UTC Aerospace Systems; Operations & Quality (Windsor Locks, CT)  
HR Client Manager for a team of over 200 employees.



Rotation 2: HR Specialist, Global Talent & Projects, Otis (Farmington, CT) Driving global talent strategies

Rotation 3: HR Business Partner, UTC Aerospace Systems; Supply Chain (Charlotte, NC) HR Client Manager for Global supply chain population of approx. 600 people

#### Previous Internships

While in the MAIOP program I interned at The Barnes Group's Corporate office in Bristol, CT. My internship was for a year with a focus on talent and analytics. I met great people there who supported me on my journey to UTC! Shout out to Ingrid!

#### Graduate School Involvement

I was the Grad Assistant for the MAIOP program, co-founded IOPact, and sat on the board for Graduate Student Council.

#### Favorite UNH Course

I LOVED worker-wellbeing - if only the real world was as focused on best practices and worker wellbeing. I also loved conflict management, test and measures and industrial psychology.

#### Advice for students

Don't just have a summer internship: if possible, have an internship for your entire 2<sup>nd</sup> year. I had three jobs while in the program: I was a GA, a recruiter, and an HR intern. It is doable. It will make all the difference when you are looking for your first role out of the program and it builds character.

### Organizations Employing Recent MAIOP Graduates



### Important Dates:

Spring Break: March 11<sup>th</sup> - March 18<sup>th</sup>

Fall 2018 Course Registration: March 26<sup>th</sup>

Graduation Application Deadline-August  
Graduates: April 13<sup>th</sup>

Final Exams: May 3<sup>rd</sup> - May 11<sup>th</sup>

Brown Bag Lunch: The Psychology Department will be hosting a Brown Bag Research Lunch on March 28<sup>th</sup>, 2018 from 12:30pm – 1:30pm (Harugari Conference Room). Come hear Amy Nicole Baker discuss her research on workplace romance! All Psych Dept faculty & students are welcome.

### Save the Date!

Alumni Panel Dinner: April 6<sup>th</sup>, App's  
Ristourante

End of Semester Mixer: May 4<sup>th</sup>



Lauren Antonopoulos  
Nicholas Bunker  
Courtney Caligiuri  
Mollie Geiger  
Ashley Hawkins  
Shekinah Henry  
Whitney Joseph  
Sharon Kha  
Matthew Kwasna  
Steven Lynchard  
Michael Miller  
Ryan Mooney  
Mackenzie Paulen  
Karen Perez  
Liane Povilonis  
Jessica Redeman  
Lauren Riley  
Meghan Roberto  
Andrea Carolina Rojas Orozco  
Chris Speicher  
Paul Thurston  
Meghan Tortora  
Rachel Verry  
Capri Wright

### Professional Associations & Events



**SIOP Conference 2018:** (Chicago) April 19<sup>th</sup>-21<sup>st</sup>

**Link to professional events calendar:**

[https://calendar.google.com/calendar/b/1/render?tab=oc&pli=1#main\\_7](https://calendar.google.com/calendar/b/1/render?tab=oc&pli=1#main_7)

**If anyone needs a ride to a professional event please feel free to reach out to Dr. Marcus or Patrick McBrearty.**

### 1<sup>st</sup> Year Student Perspective: Rami Khaldi

My experience in the I/O Psychology program at the University of New Haven thus far has been excellent. The quality of the professors and the variety in courses that I have participated in have provided me with great insights into this emerging field. I have enjoyed the core classes that we are required to take such as



Organizational Behavior and Motivation & Morale, as well as classes that I have signed up for as electives. Some of the electives that I have taken and am taking that I have enjoyed are Training & Development, Communication & Opinion Change, and OD &

Uncertainty. One of the many strengths that has enhanced this graduate experience for me is the vast range of personalities among the I/O professors. I have had very practical and pragmatic thinking professors, and I have also had professors that provide challenging metaphysical concepts that expand our ways of thinking as students. This has been beneficial for me because it provided me the opportunity to think in ways that I never knew existed, which leads to a continuously evolving mindset when tackling unique problems in the workplace.

Another great aspect of this program is the amount that the professors invest in the students. Not only do they invite us to participate frequently in class, but they challenge and test our boundaries in a multitude of ways. I have repeatedly heard the phrase that graduate school is where it is okay to fail. Obviously not grade wise, but in the sense that we are encouraged to think outside the box and tap into our inner creativity when discussing various topics in class and when collaborating with other students in developing final projects. This program has allowed me to grow from a knowledgeable standpoint, as well as developing instrumental skills that will be utilized frequently in the real world, which I am eternally grateful for. I look forward to continually grow as a student, young professional, and as an individual during the remainder of my time in this program.

### Experienced Student Perspective: Jasmine Gonzalez

I've enjoyed my journey in the MAIOP program. I have found the faculty to be incredibly knowledgeable and supportive of my journey and progress. Each class I've taken has helped me develop myself in various ways. In comparison to when I first started, I feel more comfortable with my abilities, from public speaking to offering recommendations and support to others including leadership figures. I also feel more confident in how I connect with others and excited about the work I wish to pursue. I've learned the importance of breaking out of my shell, trying new things including networking with others. I challenge myself on deeper levels than I have in the past. I've taken on different roles when working in teams for coursework, which has improved my flexibility and openness to working with diverse groups.

Despite working full-time as a Recruitment Manager, I have taken advantage of the opportunities offered to connect with my fellow graduate students by participating in the UNH SHRM group as the Director of Professional Development and IOPACT Student Consulting Group as a member and Case Competition Manager.



I also connect with local professionals by participating in the local SHRM and ATD events in Connecticut. By participating in these groups, I have found myself

becoming more knowledgeable, passionate, and involved in the areas of Consultation, Leadership Development and OD. Recently, I was able to be the student manager for the 2nd Annual Case Competition which engaged students from various programs including MAIOP at UNH to offer recommendations in solving a business challenge in front of a panel of professionals as judges. It turned out to be a huge success thanks to the determination of the Case Competition committee, student participants and university sponsors. I have learned that despite whatever or how many challenges are in front of you, if you are passionate about something you'll put in the effort to make things work out. Choosing to be a part of the MAIOP here at UNH has been one of the best decisions I have made for my personal self and career and I can't wait to see the opportunities that await me after graduation because of my time spent here.

## **The University of New Haven SHRM Chapter**

The University of New Haven SHRM Chapter is operated by 13 graduate students who intend to work in the HR or IO field, and are committed to furthering their knowledge of the field. This chapter focuses on building knowledge in the field through professional guest speakers, workshops, networking, and creating an open space to discuss career paths, concerns, and questions. This semester, UNH-SHRM will also have a focus on giving back to the community through service projects and hosting Human Resource driven events on and off campus.

### **2018-2019 Officers**

**President: Marlo Keba**

**Vice President of Internal Affairs: Courtney Pintabone**

**Vice President of External Affairs: Sara Calvert**

**Secretary: Soumya Agrawal**

**Treasurer: Rami Khaldi**

**Director of Community Relations: Lauren Jones**

**Director of Student Relations: Patrick McBrearty**

**Director of SHRM Merit Award: Devin Ossi**

**Director of Programming: Jackie Dawood**

**Director of Communications: Kailee Carneau**

**Director of Professional Development: Jasmine Gonzalez**

**Director of Fundraising Development: Joseph Cataldo**



### **Upcoming Speakers:**

Date: March 7

Name: Robert Anderson

Discipline: Training and Consulting

Date: March 28th

Name: Nancy Alexander

Discipline: Deep listener, connector, consultant, coach, facilitator. Lumenance Consulting LLC

Date: April 17

Name: Steve Walker, Ph.D. & Laura Finfer, Ph.D.

Perspectives on internal vs external consulting

## Fall 2018 Course Schedule

### **PSYC 6608 Statistics for Psychological Science**

Comprehensive coverage of basic and intermediate statistical concepts and applications, as well as more advanced univariate and multivariable procedures. Course provides hands-on experience with data preparation and analyses using SPSS and/or Excel computational software, and emphasizes accurate interpretation and communication of quantitative information in psychological research contexts.

### **PSYC 6612 Consultation Seminar**

This course is an examination of the consultation process, including the role of the consultant, the development of consulting skills and political/ethical issues. Different approaches to consultation practice are analyzed, along with their associated interventions.

### **PSYC 6619 Organizational Behavior**

A field of study that investigates the impact that individuals, groups, structure and culture have on individual behavior within organizations. Covers psychological aspects of organizations, including employee attitudes, personality, motivation, work design, incentives, leader behaviors, interpersonal communication, influence, conflict and stress. Review of research findings and skill-building relevant to understanding, prediction and development of human behavior in organizations.

### **PSYC 6623 Psychology of the Small Group**

For those interested in understanding the conceptual foundations for understanding teams and basic processes underlying high performance teams such as group problem solving, interpersonal communication, and influence. Best practices for selecting, developing, rewarding, and managing high performing teams in organizations will be examined.

### **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.

(1) Tuesday 12:15pm – 2:55pm  
L'Heureux

(2) Thursday 9:25am – 12:05pm  
L'Heureux

(3) Monday 6:00pm – 8:40pm  
Baker

Monday 6:00pm - 8:40pm Wysocki

(1) Tuesday 6:00pm - 8:40pm  
Marcus

(2) Tuesday 6:00pm - 8:40pm  
L'Heureux

Mondays 9:00am – 4:00pm, Dates: Sep 10, 24; Oct 8, 22, 29; Nov 26  
Bhatt

MT2, HYBRID: Online & Face to Face: Meetings: Nov 5, 12; Dec 3  
Mondays 9:00am – 3:00pm  
L'Heureux

**MT 1 = Mini Term 1: August 27th to October 17th**  
**MT 2= Mini Term 2: October 19th to December 19th**

**PSYC 6628 The Interview**

The Interview is an examination of current practices in the workplace and clinical interviews utilizing the prevailing research and best practices in selection. Interview process and methods including motivational interviewing are covered along with related skill practice.

**PSYC 6635 Psychological Tests & Measurements in Organizations**

Focus on theories, assumptions, and constraints underlying construction and application of psychological tests and measures in the workplace. Emphasis on selection, validation, and interpretation of appropriate standardized tests and surveys for specific applications in organizations such as employment testing and employee attitude assessment.

**PSYC 6638 The Psychology of Communication & Influence in Organizations**

Characteristics of language and communication bases for both the resistance and the receptivity to change in organizational contexts. Includes an examination of change practitioners' use of language as an intervention in and of itself.

**PSYC 6641 Training & Development in Organizations**

Current training and development techniques are reviewed including the construction of learning objectives, modules of instruction development, and evaluation. In addition, organizational interventions including coaching, project management and the diagnosis of organizational needs are covered. Additional topics may include strategic training, conducting training needs analysis, determining if training is a useful solution, creating a training design document, instructor-led training, e-learning, behavior modeling, on-the-job training, individual development plans, and action learning.

**PSYC 6642 Organization Change & Development**

This course is targeted towards those interested in internal and external consulting, as well as managers and other internal change agents in organizations. Organization change and development fosters the growth of competency in the skills necessary during all phases of the planned change process-from entry to diagnosis, to intervention, through evaluation. Organization change issues are critically examined, and case studies, exercises and assessments are utilized to better understand change from organization, group and individual levels.

Thursday 6:00pm – 8:40pm  
Wysocki

(1)Tuesday 12:15pm – 2:55pm  
Baker

(2)MT2 Saturday 8:30am – 3:00pm  
Cayer

Wednesday 9:00am – 4:00pm 6 sessions  
9/12, 9/26, 10/10, 10/24, 10/31, 11/28  
Bhatt

MT1, HYBRID: Online & Face to Face:  
Meetings: Aug 27, Sep 17, Oct 15  
Mondays 2:00pm – 5:30pm  
Wysocki

Wednesday 6:00pm - 8:40pm  
Wysocki

**MT 1 = Mini Term 1: August 27th to October 17th**  
**MT 2= Mini Term 2: October 19th to December 19th**

**PSYC 6644 Performance Management Processes**

Theory and applications associated with performance appraisal systems in organizations: Identifying, measuring, developing and aligning performance of individuals and teams in organizations. Topics can include the psychology and motivational impact of setting relevant performance goals, gaining commitment, measuring and appraising, conducting performance reviews, difficult conversations and feedback, coaching and counseling, multisource feedback, talent development, and rewards and recognition. Emphasis is on building skills needed for development and implementation of valid and effective performance systems.

**PSYC 6646 Psychology of Negotiation & Mediation**

An experiential course aimed at increasing skills involved in negotiation and mediation for interpersonal conflict in a variety of contexts. Using role-plays, simulations, small and large group work, students will have the opportunity to develop greater self-awareness and basic constructive negotiation and mediation skills. With supervised practice through this course, students will begin to build tools necessary for using mediation skills or negotiations skills in their professional work.

**Management Electives****MGMT 6637 Management Process**

A study of the traditional functions of management: planning, organizing, directing, controlling, and coordinating, along with an analysis of human behavior in organizations and the exploration of new paradigms in business and management systems.

**MGMT 6645 Management of Human Resources**

A survey of the industrial relations and the personnel management systems of an organization. Manpower planning/forecasting, labor markets, selection and placement, training and development, compensation, government/employer and labor/management relations.

MT2 Friday 8:30am – 3:00pm  
Cayer

Fridays 9:00am – 4:00pm  
6 Sessions: 8/31, 9/7, 9/14, 9/28, 10/5, 10/12  
Marcus

(1) Tuesday 6:00pm – 8:40pm  
Nadim

(2) Wednesday 3:05pm – 5:45pm  
Staff

(1) Monday 6:00pm-8:40pm  
Cayer

(2) Tuesday 12:15pm-2:55pm  
Arkoubi

**MT 1 = Mini Term 1: August 27th to October 17th**  
**MT 2= Mini Term 2: October 19th to December 19th**

**MGMT 6663 Leadership and Team Building**

Examination of the impact of theories and research findings relevant to leadership and team building in organizations. The role of the leader and teams in organizations; the knowledge and skills required for successful leadership and team building. Assessment of one's own leadership and team building capabilities.

**MGMT 6667 Multicultural Issues in the Workplace**

Overview of theory and practice of diversity in the workplace; examination of the impact of changing workforce demographics on current and future productivity and competitiveness of organizations. Various forms of bias; methods for overcoming negative impact. Implementation of diversity programs; self-awareness of attitudes and behavior toward diverse groups. Issues addressed include gender, race, age, religion, sexual orientation, physical ability, veteran status.

**MGMT 6671 Employment Law**

A study of selected issues of particular interest to the students and the instructor.

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*A special topics course can be substituted for one of the restricted electives in any of the concentrations.*

**Required Courses Offered in Fall Only:**

PSYC 6608 Statistics for Psychological Science

PSYC 6619 Organizational Behavior

PSYC 6635 Psychological Tests & Measurements in Organizations

NAME	OFFICE AND PHONE	OFFICE HOURS
DR. AMY NICOLE BAKER	Harugari Hall, Rm. 212, (203) 932-7381	Tues 3:05 – 5:15pm, Thurs 3:05 – 6:05pm Fri 12:15 – 1:15pm or by appointment
AI BHATT	N/A	Please use this site to schedule time to meet with Instr. Bhatt <a href="https://calendly.com/albhatt">https://calendly.com/albhatt</a>
DR. TARA L'HEUREUX	Harugari Hall, Rm. 225 (203) 932-7341	Mon 2:15 – 3:15pm Main Campus, Mon 5 – 6pm Orange, Wed 2:15 – 3:15pm Main Campus & by appt
DR. ERIC MARCUS	Harugari Hall, Rm 310 (203) 932-1242	Tues 3 – 5pm, Wed 2 – 4pm, Thurs 1 – 3pm or by appt.
DR. MAURICE CAYER	Orange Campus, Rm N137, or Main Campus (Maxcy 116A) with prior arrangements 203-479-4134	Tues 1 – 3pm in Orange N137; Maxcy room 116A Tues, Wed & Thurs 3:30 – 5:30pm Sat, 7:30 – 8:30am (before class) & 3:00 – 4:00pm (after class), or by appt.
DR. LEONARD WYSOCKI	Orange Campus, Rm. N127 479-4825	Mon 1 – 3pm, Wed 1 – 3pm, Thurs 3:15 – 6pm & by appt.

Wednesday 6:00pm – 8:40pm  
Albright

Online  
Arkoubi

Thursday 6:00pm – 8:40pm  
Heyel

**MT 1 = Mini Term 1: August 27th  
to October 17th**  
**MT 2= Mini Term 2: October  
19th to December 19th**