

MAIOP INFOLINE SPRING 2019

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

As we are about to start spring break, I wanted to take this opportunity to welcome the newest members of the MAIOP community (see names on page 6). Please make them feel welcome!

I know that many of you are looking for professional positions either as graduates or for internships. I, and all of your MAIOP faculty want to encourage you to seek out and develop opportunities to build your professional network. Though I'm certain you've heard this before, it bears repeating and is critically important. Most career opportunities come about through networking rather than through answering job ads. This applies to internships as well. And for those first year students thinking about or interviewing for internships, your fellow second year students can be a useful start. In addition, we as faculty are here to support you, understand your goals, and point you in the right direction to meet them, as well as to share internship, job and other professional opportunities that come to us from outside. Please do not hesitate to reach out to us for advisement or assistance in discussing your plans. In terms of internships please remember to keep your faculty supervisor and Patrick, our graduate assistant, informed if you have accepted an internship.

As you contemplate required courses for Fall 2019, 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.

I will continue to encourage you to attend the many professional meetings that happen monthly or more frequently during the school year in this area and beyond; these include: our campus chapter of SHRM, our newly revived branch of the local SHRM chapter (HRACC), and with satellite programs in the New Haven area, ATD of Southern Connecticut, in Norwalk; ODN of NY and Metro NY Association for Applied Psychology both in NYC.



Several students, along with Mo Cayer and/or myself have been trekking into New York city to attend the monthly METRO meetings. METRO has had a stellar lineup of I/O Psychologists this year speaking about all things from selection challenges at the UN, to leadership development, to meeting management and team effectiveness. This week several went to hear Seymour Adler speak about leadership assessment. Several of us (students and faculty) are planning to attend SIOP in Washington, D.C. in early April. Each year students who have attended have found it to be a great experience in gaining greater breadth of our field and connecting with MAIOP alumni and with students from other programs.

We have just had our 3rd case competition with cross-disciplinary teams comprised of graduates students from graduate programs across the university. Under the leadership of Mo Cayer, and with our own Shaili Patel as Master of Ceremonies, the event again proved to be a meaningful and unique experience for those participating. Next month, the Tri-State SHRM chapter is sponsoring an HR oriented case competition hosted at Quinnipiac. We had a team last year. If you are interested in forming a team with some of your colleagues, speak with Joe Cataldo who is serving on their planning committee. As you can see there are many opportunities to enhance your knowledge and skill base through participating in these events.

As faculty and students, we are always looking for ways to strengthen our community – Patrick and the University's SHRM chapter are working towards our 4th Alumni evening slated for mid April. Last year we invited recent alumni from a cross section of organizations, and job responsibilities to share their early career experiences with current students. See page 6 for more details. An end of school year mixer will also happen on May 3rd. On behalf of all of your MAIOP faculty, we hope to see you at some of these events. In the meantime...Have a great break!



RESEARCH CORNER

Dr. Tara L'Heureux and Joseph Cataldo will present two papers at the Association for Psychological Science convention on May 23-26, 2019 in Washington, D.C. Both papers are relevant to MAIOP education and development.

Conflict Management Mediates the Relationship between Team conflict and Team Outcomes

We explored the mediating role of conflict management in the relationships between team conflict, team member satisfaction, and effectiveness outcomes. Conflict management strategies mediated the negative effects of relationship and task conflict on team outcome variables. We provide recommendations for developing conflict management skills for team-based work effectiveness.



A Competency-Based Approach to Educating Master's in Industrial and Organizational Psychology Graduates

We describe a competency-based approach to designing and assessing terminal master's level programs and curriculum in industrial and organizational (I/O) psychology. Drawing from 21st-Century skills frameworks, future workplace needs and career-specific competencies, we developed an initial framework for program assessment and provide recommendations for curricular and co-curricular design.

Dr. Baker in the Harvard Business Review discussing office romance!

Research shows that we also tend to fall for people who are similar to ourselves, says Amy Nicole Baker, an associate professor of psychology at University of New Haven and author of several papers on workplace romance. And the more familiar you are with the person, the more likely it is that you'll become attracted to one another, she says. If you've become romantically interested in a colleague, proceed carefully.

Follow the link to find out what you need to think about!

<https://hbr.org/2019/02/how-to-approach-an-office-romance-and-how-not-to>



Should you date your coworker? Should workplace couples keep their relationships secret? And why are coworkers so often attracted to each other? Dr. Baker shares the answers to these commonly asked questions!

https://www.ted.com/talks/amy_nicole_baker_7_common_questions_about_workplace_romance



3rd Annual Cross-Disciplinary Case Competition, held on March 8th, 2019, was sponsored by College of Arts and Science, College of Business, Tagliatela College of Engineering, Career Development Center, Collins Aerospace, and Graduate Student Services. The final day was a product of a 4-month process involving planning, information sessions, recruiting, team formation and reformation, and workshops. Workshops were conducted to help participants break out of the traditional silos of working with like-minded colleagues. The presenting teams comprised of students from I/O Psychology, Cybersecurity, Civil Engineering, Finance, Mechanical Engineering, Computer Science, Business Administration, Sports Management and Engineering Management. The participants were asked to present a solution to a real-life business case. This year's case focused on the revelation of Cambridge Analytica and exposing a breach of trust and privacy among Facebook users. The event was held at Orange Campus with a networking reception, followed by an opening speech, presentations, dinner, award ceremony, a keynote speech, and concluded with an appreciation to the planning committee, with Shaili Patel as Master of Ceremonies.



Becca Krowitz presents with her team Four Shaky Wheels



Shaili Patel emceed this year's festivities



Congratulations to Crystal Nye and the rest of The Case Busters for coming in first place!



Alexis Ward and Stacey Laureanos present their recommendations to the judges



End of Fall Semester Mixer at BAR!

Annual Winter Gala at Anthony's Ocean View!



ALUMNI SPOTLIGHT

Mollie Geiger

Current Employment: I work for OperationsInc, a Human Resources outsourcing and consulting firm in Norwalk, CT. OperationsInc offers services in the areas of Human Resources, Talent Acquisition, Payroll, and Training & Development tailored to fit our clients' needs. My title is Talent Acquisition Coordinator, and my main duties include supporting our Talent Acquisition Consultants throughout the recruiting process, sourcing and phone screening candidates, and working with hiring managers. I also handle all job postings, background checks, database and job board administration, and create various reports for the department. As a "people person", I have always been drawn to Talent Acquisition and am very happy in my current role. I am excited to learn more about Talent Acquisition from a consulting perspective and I have a great team to help me do so!

Previous Internships: I held two internships while in the MAIOP program. My first internship was with Aquinas Consulting, a recruiting firm in Milford, CT that specializes in the engineering, IT, and aerospace industries. I was responsible for supporting recruiters with candidate sourcing, conducting phone screens, coordinating interviews, and performing client and industry research. I was also exposed to the strategy and account management side of recruiting, which has helped me a lot in my current role. My second internship was with Stanley Black & Decker at their Access Technologies branch in Farmington, CT. In this role, I supported the Human Resources team and worked on special projects. Notably, I was tasked with creating a Human Resources dashboard for the department; this was a great way to



sharpen my Excel skills and experiment with data visualization for HR metrics. Working for both a Fortune 500 company and a small, niche recruiting firm was a valuable experience, and I really enjoyed my time at both companies.

MAIOP Involvement: I served as Treasurer for University of New Haven SHRM. I was responsible for leveraging the club's budget to put on events throughout the semester, distributing and monitoring funds, and creating and presenting the budget proposal for the following year to the Graduate Student Council. Take advantage of any opportunity to get involved (the University's SHRM chapter is a great start!) – not only as a resume booster, but as a way to challenge yourself and gain new skills, improve your professional etiquette, and network with your peers and guest speakers.

Advice for Students: My biggest piece of advice would be to avoid comparing yourself to others as you go through the program. It can be difficult to see your classmates get internships and other professional opportunities before you, and it's easy to feel like you are falling behind. Remember that everyone is on a different path, has different goals, and everything will work out in the end! If you really feel that you are struggling in the internship search, your professors are a great resource. I would also encourage students to have more than one internship if possible. I love Talent Acquisition and was thrilled to land an internship in the field after my first year in the MAIOP program, but I am glad to have had the opportunity to branch out and work in a broader Human Resources role at Stanley Black & Decker. Having multiple internships will allow you to "test drive" different functions of HR before you begin your professional career. Finally, be sure leave your internships on good terms and keep in touch with your supervisors – who knows what the future holds.

Important Dates

- March 17th - March 24th: Spring Break
- March 25th: Fall 2019 Course Registration
- April 13th: Graduation Application
Deadline: August Graduates
- May 9th - May 15th: Final Exams
- May 22nd: Graduation

Save the Date

- April 4 - 6th: SIOP Conference
- April 26th: Alumni Panel Dinner, App's
Ristorante
- April 13th: Tri-State SHRM Student Case
Competition, Quinnipiac University:
7:30AM-4:30PM Register by April 5th
- May 3rd: End of Semester Mixer, 6-9pm
at BAR

**Congratulations to all the winter
and upcoming spring graduates!**



Congratulations to Erin Cooney (not pictured),
Jasmine Gonzalez, Giuliano Dominijanni,
Samantha Calcagni, & Kimberly Martell

Organizations Employing MAIOP



**A special welcome to the students
who joined us this spring!**

Kayla Linn
Emmanuella Onyekwere-Eke
Kevin Pattain
Grace Reilly
Alyssa Robinson
Austin Rosen
Lillian Santini



STUDENT PERSPECTIVES

Courtney Pintabone

As I am finishing up my final semester in the MAIOP program, I reflect back on my time here. Since the beginning, just as I was starting to apply to different programs, the University of New Haven was at the top of my list. Not only was it located next to a city, but I knew that this program was one that successfully prepared a



young professional for the workplace. This program has exceeded my expectations. Not only are there plenty of activities to get involved in at the University such as the Society of Human Resources and IO Pact, there is plenty of opportunities in this area to help grow your professional

and personal network. Since coming to Connecticut, I have been involved with HRACC and ATD, and attended various speaker events at District in New Haven.

The professors do not only encourage you to get involved to learn more about the field, but they even go the extra mile to have classes attend these events to gain more knowledge of the field. This brings me to my next point, the professors are some of the most intelligent and caring educators that I have had throughout my long career as a student. They focus on educating you on how to be successful in this field through your personal idea of what success looks like. This program challenges you to think outside the box in all topics around Industrial Organizational Psychology. It offers a wide variety of classes in Human Resource Management, Organization Development, and Conflict Management that help make you a well versed individual in all areas of the field.

Another note is the professors in the department have a wide range of very unique experiences and expertise. They are always willing to give real world advice and examples to help expand your knowledge of the field, even if it means sitting in their office just to chat. The professors and the network that they have introduced me to has made me confident going into the field and equipped me with the knowledge that I need to succeed. This program has helped me understand this field in ways that I have never could have imagined. I could not dream of a better experience these last two years and I look forward to graduation in May.

Dakota Desantis

As I come to the conclusion of my first year in the I/O Psychology program at the University of New Haven, I can honestly say I would not have traded this experience for anything. From professors that challenge your traditional ways of thinking, to classes that purposefully push you out of your comfort zone, my experiences thus far have strengthened my personal and professional development. The core classes that we are required to take, such as Organizational Behavior and Industrial Psychology, drive a deep theoretical and practical understanding of concepts and models that serve as the backbone of our industry. In addition, electives such as Training and Development, The Interview, and The Psychology of Conflict Resolution peaked my interest while simultaneously giving me a diverse skillset to carry with me into my professional career.

Above all, the professors in this program are what make it truly worth it. With almost unimaginable amounts of experience in various industries, professors utilize their



acquired knowledge to bolster the skills imparted on their students. Each professor genuinely cares about the wellbeing and opportunities for growth in every student and will go above and beyond to deliver an experience that cannot be rivaled. This determination and kindness can be matched only by my peers who have a similar thirst for

knowledge, and a desire to achieve growth with a collaborative mindset. My peers have not only become a reliable and impactful source of critical thinking, but also some of the best friends one could ask for. This program has afforded me the resources and tools necessary to mold the future of I/O Psychology, all while keeping me intellectually stimulated and happy along the way.

It is often said the graduate school can be some of the most rigorous and challenging times of a person's academic career. While this may be true, the social and learning environment that this program offers goes a long way in making this process enjoyable and one to look forward to completing. I am excited to see what further strides I will make to grow as a professional, academic, and an individual during the remainder of my time in this program.



PROFESSIONAL ORGANIZATIONS



SHRM - The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 300,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. <https://www.shrm.org>

University of New Haven SHRM - The Society for Human Resource Management student members of the University of New Haven are committed toward the preparation of all of our members for careers in the Human Resources and Industrial/Organizational Psychology fields through the development of skills and abilities in the following areas: Networking, Mentoring, Effective Communication, Group Problem Solving, Technological Problems, and Community Service. **Facebook:** <https://www.facebook.com/UNHSHRM/> **Email:** graduateshrm@newhaven.edu



HRACC – Human Resource Association of Central Connecticut is committed to serving the HR community by providing superior professional development, networking opportunities, and educational resources to enhance the value of the profession. HRACC strives to continually be recognized as the premier Human Resources association in the region, promoting excellence in HR practice, and positioning HR professionals to effectively serve as fully integrated business partners. <https://www.hracc.org>



SIOP - Society for Industrial Organizational Psychology is the premier membership organization for those practicing and teaching I-O psychology. While an independent organization with its own governance, SIOP also represents Division 14 of the American Psychological Association and is an organizational affiliate of the Association for Psychological Science. <http://www.siop.org>



ATDSCC – Association for Talent Development, Southern Connecticut Chapter. They are the local chapter of the Association for Talent Development which is a national organization and the world's premier professional association for talent development. ATD is a leading resource for workplace learning and performance issues. Its membership includes more than 70,000 people in the field of workplace performance in 100 countries worldwide. <https://astdscc.org>



METRO - The Metropolitan New York Association for Applied Psychology was founded in 1939 as a not-for-profit professional association. They are the oldest and largest local professional association of applied psychologists in the U.S. <http://www.metroapppsych.com>

Please keep the following link so you may access the calendar at all times:

https://calendar.google.com/calendar/embed?src=gradiopsych%40gmail.com&ctz=America/New_York



Notes from Joe Cataldo on attending DataX

The event covered 5 key areas; Chief Data Officer Summit, Machine Learning Innovation, AI & Big Data for Marketing, AI & Big Data for Pharma, and AI & Big Data for Banking. Every 30 minutes was a company talking about what they are working on. Companies like; Google, Microsoft, WeWork, Airbnb, UBS, Visa, SAP, and more.

The biggest takeaways from this conference was the importance of data analytics. It is a highly desirable

area and there is an emphasis on the importance of understanding and interpreting data. Complex algorithms and AI technology already effect much of our lives, and companies are planning to expand their usage. Also, from conversations with Executives, VPs, etc. of areas like data, innovation, and more centered around one thing; the need for sense making/sense giving. They don't understand those interpreting the data and they need people who can speak that language and translate. My advice, make it a priority to understand statistics and data. Learn how to translate what you see to non-stats speaking people and you'll become more valuable than you realize.

HRACC & Tri-State SHRM Meeting!



MAIOP at METRO Event with Scott Tannebaum!



Fall 2019 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) Monday 6:00pm – 8:40pm
Craig
(2) Tuesday 12:45pm – 3:25pm
L'Hereux
(3) Thursday 12:45pm- 3:25
Staff

Monday 6:25pm - 9:10pm
Bhatt

(1) Tuesday 6:25pm - 9:10pm
L'Heureux
(2) Tuesday 6:25 - 9:10pm
Marcus

MT2, HYBRID
Online & Face to Face
Thursdays 9:55am – 3:25pm
Dates: 10/31, 11/07, 12/05
L'Heureux

MT1, HYBRID
Online & Face to Face
Thursdays 9:55am – 3:25pm
Dates: 9/05, 9/12, 10/02
L'Heureux

MT 1 = Mini Term 1: 8/26 - 10/16
MT 2= Mini Term 2: 10/18 - 12/18

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.

Thursdays 6:00pm - 8:40pm
Wysocki

(1) MT2, Saturday 8:30am – 3:25pm
Cayer
(2) Monday 6:25pm - 9:10pm
Baker

Wednesday 9:55am – 4:50pm
Dates: 9/4, 9/18, 10/2, 10/16, 10/30, 11/6
6 sessions
Bhatt

MT1, HYBRID, Online & Face to Face
Dates: 8/26, 9/23, 10/7
Mondays 12:45pm –4:50pm
Wysocki

Wednesdays 6:00pm - 8:40pm
Sidle

MT 1 = Mini Term 1: 8/26 - 10/16
MT 2= Mini Term 2: 10/18 - 12/18

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 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.

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.

MT2

Fridays 8:30am - 3:25pm

Cayer

MT1

Fridays 9:55am – 4:50pm

Dates: 8/30, 9/06, 9/13, 9/27, 10/04, 10/11 6

Sessions

Marcus

(1) Monday 6:25pm - 9:10pm

Cayer

(2) Tuesday 12:45pm-2:55pm

Arkoubi

(1) Wednesday 3:35pm – 6:15pm

Staff TBD

(2) Thursday 6:25pm - 9:10pm

Staff TBD

(3) Wednesday 6:25pm - 9:10pm

Albright

Online

Arkoubi

Tuesday/Thursday 3:35pm - 4:50pm

Heyel

MT 1 = Mini Term 1: 8/26 - 10/16**MT 2= Mini Term 2: 10/18 - 12/18**