



A MESSAGE FROM YOUR PROGRAM COORDINATOR: ERIC MARCUS

Welcome back, hoping you had a nice week away from classes over spring break. I wanted to take this opportunity to welcome the newest members of the MAIOP community Yokasta Chacon, Tanushreeba Jadeja, and Aryaka Parikh. Please continue to make them feel welcome!

We know that many of you are looking for professional positions either as graduates or for internships. I, and all your MAIOP faculty want to encourage you to seek out and develop opportunities to build relationships among each other, with us, with others in our field. As faculty, we are here to support you, understand your goals, and point you in the right direction to meet them. Internship opportunities and position announcements are sent out as they come in from both our own program and also from Handshake through the CDC. Ours are also posted on our program page in Canvas.

Our campus is hosting an in person and virtual ATD program on March 30 6:30-8pm : Transforming Talent at Scale: Lessons from IBM's AI-Enabled HR Journey with Jim Boddy. Our campus chapter of SHRM has programs scheduled for the remainder of the semester (see schedule inside). SIOP is coming up next month and is a great opportunity to experience the breadth of our field and the different areas of practice. They do have a virtual option for those not wishing to travel to New Orleans. I will be attending and co-chairing a panel discussion this year.

Finally, course schedules for Fall 2026 are available on Banner. If you'd like advisement or to discuss your schedule for next semester, please reach out. Registration starts March 31.

In the meantime, have a productive rest of the semester!

See you at the next mixer if not beforehand.

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IMPORTANT DATES:

Spring 2026:

- 03/31 Fall Class Registration
- 05/07-05/13 Exams
- 05/15 Commencement!

Fall 2026:

- 08/24 Term Start
- 10/19-10/20 Fall Break
- 11/25-11/29 Thanksgiving Break
- 12/10-12/16 Exams

ALUMNI MENTORSHIP PROGRAM

The MAIOP program is excited to launch a new Alumni Mentorship Program designed to strengthen connections between current students and our alumni community. This initiative pairs students with alumni mentors who can share insights on internships, career paths, and navigating the transition from graduate school into the workforce. While the program is still in its early stages, we are proud to begin building a network that supports professional development and meaningful connections within the MAIOP community!

Get to know our current alumni mentors!

As part of the launch of the new MAIOP Alumni Mentorship Program, several alumni have volunteered to serve as mentors for current students. These mentors bring experience from a variety of industries and roles and are excited to support students as they explore career paths and prepare for the transition into the workforce.

**see more on
the next page!**



ALUMNI MENTORSHIP PROGRAM

Get to know our current alumni mentors!

Brittany Cushman '15

Instructional Designer in People Analytics at Hartford HealthCare with experience in HR operations, people analytics, and leadership training.

Esther Oladiran '23

HR professional at Yale University specializing in employee relations, organizational development, and people-centered leadership.

Sakshi Goenka '25

Workforce Development Manager at dae with experience in people analytics, talent development, and workforce strategy across multiple sectors.

Rachel Horvath '24

Analysis and Project Specialist focused on employee experience and job design in aerospace manufacturing.

You can view the full mentor bios [here](#)

CLASS OF 2026: FAVORITE PROJECT HIGHLIGHTS



Ariana Lowe

Instructional Design Intern
@ ACLU

I liked the research method's survey project as every group was able to flex their skills and show off hand-collected data with actionable insights. It gave us all a chance to put skills into practice in a self guided manner, and then show our classmates!



Paul Puddington

Organizational Behavior Workshop! We did a presentation on the Dual Concerns Model of conflict, complete with a few rounds of Family Feud.



Rebecca Copeland

Talent & Leadership
Development Intern
@ Tractor Supply Co

During my internship I had the opportunity to develop a training/development library from the ground up to be used across the organization! It gave me great practice in dealing with ambiguity as the project evolved throughout my internship.

CLASS OF 2026: FAVORITE PROJECT HIGHLIGHTS



**Snehalatha Reddy
Akepati**

**Intern @ Women Family Health
and Wellness**

One of my favorite projects during my time in the MAIOP program was the research project I worked on with Professor Mo. We collaborated on developing a research study, preparing the draft, and submitting it to the Eastern Academy of Management. Through this experience, I learned a lot about academic research, organizing ideas, and presenting findings in a professional format. It was especially rewarding to see our work shortlisted for a poster presentation, which made the experience even more meaningful and motivating for me as a student.



Savannah Marcello

**Org Effectiveness Intern
@ District Arts and Education**

One project that was exciting for me was the team on team consulting project for org dev and change. We had the opportunity to engage in the discovery and feedback phases of the consultation process. In this experience I was able to see how the team developed over the phases and got insight on how to strengthen these practices in the future.

MAIOP 50TH ANNIVERSARY!



Celebrating 50 years of the MAIOP program! 🎉
Last November alumni, students, and faculty came together to reconnect, share stories, and reflect on how the program has shaped their lives and careers.





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.

UPCOMING PROFESSIONAL EVENTS

WED
3/25

HRACC

WORKPLACE WELLBEING SUMMIT
▷ 9:00am; Glastonbury, CT



THUR
3/26

HRACC

HR'S ROLE IN MEANINGFUL DEVELOPMENT
PLANNING
▷ 5:00pm; Cromwell, CT



MON
3/30

ATD

TRANSFORMING TALENT AT SCALE: LESSONS
FROM IBM'S AI-ENABLED HR JOURNEY
▷ 6:30pm; in person at UNH or virtual



TUE
4/14

**GRADUATE STUDENT
SHOWCASE**

▷ University of New Haven

**4/20 -
4/22**

TRI-STATE SHRM CONFERENCE

▷ Mohegan Sun



**4/29 -
5/2**

SIOP ANNUAL CONFERENCE

▷ New Orleans, LA



UPCOMING PROFESSIONAL EVENTS

THUR
3/26

METRO

SPEAKER EVENT: NAWAL ES-SABAHI, HUMAN RESOURCES/ PEOPLE DIRECTOR AT MONDELEZ INTERNATIONAL

↳ 6:00pm; NYU Wasserman Center



WED
4/1

METRO

SPRING SOCIAL EVENT

↳ 6:00pm; Phebe's 361 Bowery



THUR
4/23

METRO

TALENTELLIGENT EDUCATIONAL EVENT

↳ 6:00pm; Virtual



THUR
5/14

METRO

SPEAKER EVENT: JUSTIN O'NEAL, LEAD PEOPLE FOCUSED RESEARCH SCIENCE FOR AWS TALENT & DEVELOPMENT AT AMAZON

↳ 6:00pm; NYU Wasserman Center



ANNOUNCEMENT: IPAC

Dr. Steve Rumery, long time friend of MAIOP program, occasional adjunct and periodic internship employer, has recently joined the University of Connecticut (UConn) as the Director of the **Industrial Psychology Applications Center (IPAC)**, a nonprofit applied research center housed within the Department of Psychological Sciences. **IPAC helps leaders and organizations move forward through disruption and change, generating action from insight by combining the rigor of peer-reviewed science with decades of applied consulting experience.**

IPAC has particular expertise in organizational readiness assessment, Board effectiveness, executive coaching, and helping organizations navigate high growth challenges. Dr. Rumery was formerly the Director of Research at Leadership Research Institute (LRI) and often recruited University of New Haven I/O graduate students to engage in client projects. Dr. Rumery hopes to continue this collaboration on both research and client-related projects. More information about IPAC can be found at industrialapplications@psychology.uconn.edu. MAIOP faculty will be meeting with “Rum” shortly to discuss opportunities for collaboration and potential projects between IPAC and MAIOP students and faculty....stay tuned!

UPCOMING UNH SHRM EVENTS

**MON
4/6**

MOCK INTERVIEW EVENT
(PREVIOUSLY RESCHEDULED DUE TO WEATHER)

**TUE
4/7**

**GUEST SPEAKER: STEVE
WALKER**

**TUE
5/5**

**GUEST SPEAKER: MATT
KERZNER**

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*

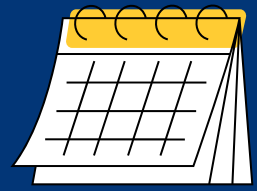
Fall Semester 4

PSYC6635: Tests & Measures in Orgs*

Semester 3 or 4

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

FALL 2026 COURSES



PSYC 6608 Stats for Psychological Science

Comprehensive coverage of basic and intermediate statistical concepts and applications, as well as more advanced univariate and multi-variable 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.

Mondays @ 12:30-3:15pm

OR

Mondays @ 6:30-9:15pm

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.

Thursdays @ 6:30-9:15pm

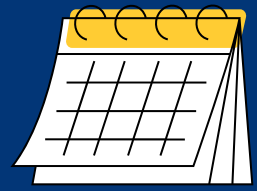
PSYC 6638* Psychology of Communications & Influence in Organizations

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.

Thursdays @6:30-9:15pm

***PSYC 6612 and PSYC 6638 will be meeting on the same evening, but during alternate weeks throughout the semester. If you'd like to register for both classes, you can register for either one and send note to Marcus so he can put in an time conflict override for the other.**

FALL 2026 COURSES



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.

Tuesdays @ 2:00-4:45pm

OR

Tuesdays @ 6:30-9:15pm

PSYC 6626 Worker Well Being

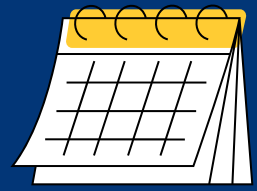
This course provides an overview of the frameworks, theories, critical issues, practices, and policies associated with worker well-being. The study of worker well-being concerns the application of psychology to improving the quality of work-life by promoting the physical and psychological health of workers. 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

8/24-10/12

Wednesdays @ 6:30-9:15pm

FALL 2026 COURSES



PSYC 6635 Psychological Tests and Measures 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.

Tuesdays @ 6:30-9:15pm

PSYC 6641 Training and 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.

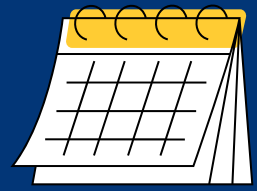
Mondays @6:30-9:15pm

PSYC 6642 Organizational Change and 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.

Mondays @3:30-6:15pm

FALL 2026 COURSES



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.

Thursdays @ 2:00-4:45pm

PSYC 6646 The Psychology of Negotiation and 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.

**Mini Term 1 Hybrid
8/24-10/12
Fridays @ 9:30am-3:15pm**

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