

IO INFOLINE

SPRING 2017

WRITTEN & EDITED BY
LAUREN M. RILEY

A MESSAGE FROM YOUR PROGRAM COORDINATOR

DR. ERIC C. MARCUS



Welcome to the Spring semester! We've had several new students begin the program in January. 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, as faculty we 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 any of us for advisement or assistance in discussing your plans. In terms of internships please remember to keep your faculty supervisor and Lauren, the graduate assistant, informed if you have accepted an internship.

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 are planning to attend SIOP in Orlando at the end of 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. There are some monies available through the Bob Dugan Fund targeted specifically to help defray some costs for students who attend SIOP. Please let Lauren know as soon as possible if you plan to attend SIOP this year.

As faculty and students, we are always looking for ways to strengthen our community – Lauren and Brooke are putting together our second Alumni evening slated for Friday, March 31. Last year we invited recent alumni from a cross section of organizations, and job responsibilities to share their early career experiences with current students. An end of school year mixer will also happen in late April or early May. On behalf of all of your MAIOP faculty, we hope to see you at some of these events. In the meantime...Happy Spring almost!

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Fall 2017 Suggested Course Schedule

IMPORTANT DATES

March 12-19

Spring Break

March 27

Fall 2017 Registration

March 31

Alumni Panel Dinner

April 27-29

SIOP Conference

May 4-12

Final Exams

May 13

Commencement



RECENT FACULTY PUBLICATIONS

Dr. Amy Nicole Baker recently published an article in the *Journal of Managerial Psychology*. The article, "Antecedents and consequences of observing workplace sexual behavior", explores the antecedents and consequences of non-harassing sexual behavior in the workplace and the effects it can cause in the organization.

The results of this study suggest sexual behavior in the workplace may have deleterious effects on employees, even if it is not perceived as harassment. The findings also point to levers that managers can pull to affect the degree of non-harassing sexual behavior in the workplace. Managers may have limited control on the gender ratio of their workplace, but they can have an impact on the climate experienced by employees.

Amy Nicole Baker, (2016), "Antecedents and consequences of observing workplace sexual behavior", *Journal of Managerial Psychology*, Vol. 31 Iss 1 pp. 265 – 279

Dr. Eric C. Marcus, (with M. Deutsch, and Y. Liu), recently published an article exploring one's willingness to endorse and act upon values of a cooperative global community as embodied in the UN declaration of human rights and FDR's Four Freedoms. Such values and actions supporting them were found across a variety of demographic and attitudinal factors, including age, political orientation, financial well being and others.

These findings are particularly encouraging given the current state of divisiveness in our country and across different regions of the world: such backing of global and communal values and actions supporting them that cut across political, demographic and social divides provides some optimism for our collective future.

Marcus, E.C., Deutsch, M., and Liu, Y. (2017). A study of willingness to participate in the development of a global human community. *Peace and Conflict: Journal of Peace Psychology*, 23 (1), 89-92

2016 CONSULTING CASE COMPETITION

This past fall, IOPACT Consulting Group spearheaded its first major event since its birth in 2015- a cross-college partnership through an interdisciplinary inaugural case competition. During a two-month process involving info sessions, registrations, team selections and faculty-led prep sessions, 4 mixed teams of graduate students in the I/O Psychology, MBA 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 included dinner and a cash bar. The Case Competition concluded with a keynote speech by Ross Tartell (Former President-Association For Talent Development) and an awards ceremony.

This event was ideated and implemented by various stakeholders (IOPACT with support from various clubs, faculty members and university administration) through shared leadership, and the initiative engaged aspiring consultants and helped develop graduate students' consulting skills. The outcome is to institutionalize the success of this effort and turn it into an annual tradition to create synergy and foster collaboration among graduate students at UNH!



Submitted by Hamsa Suresh





SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

UNH SHRM CHAPTER SPRING 2017 SCHEDULE OF EVENTS

March 8, 2017

8:00-10:00pm

Professional Photo Event

March 29, 2017

5:00-5:45pm

Professional Speaker
Jim DeMaio, President of
Learning Dynamics

April 12, 2017

5:00-5:45pm

Interviewing Skills Workshop

A LOOK AT HR NEWS FROM THE NATIONAL SHRM CHAPTER

2017 Recruiting Trends Point to Technology Driving Change

By: Roy Maurer Published: 2-23-2017

1. Mastery of Data

Organizations are shifting towards a data driven approach to Talent Acquisitions. They will be able to identify and surface ideal talent profiles and automatically seek out both active and passive job seekers who fit the mold.

2. Intelligent Tools

Artificial Intelligence machines will improve the communication means of the recruiting process. Recruiters are horrible at letting candidates know where they are in the recruiting process, AI machines will make it so that feedback is consistently given.

3. The On-Demand Workforce Will Grow

Some researchers estimate that by 2020 as much as 40% of the American workforce will be made up of contingent workers, which includes temporary employees, independent contractors and project-based on-demand workers.

4. 'Skills over Schools'

Recruiters have been shifting the focus to hire driven candidates who have the determination to learn the skills they need for the job and who share the same competencies of the organization rather than academic standing.

5. Recruiting Will Get Hyper-Personal

With the talent market becoming more competitive, companies are switching focus from what employees need to what employees want.

View the article in entirety at www.shrm.org

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ATD Scholarship Recipients

Annmarie Caporale

Courtney Caliguri

Congratulations to Annmarie Caporale and Courtney Caliguri as they were two of six students to receive the ATD John Coné Scholarship!

This program recognizes eligible postsecondary students studying within the talent development field.

“ATD’s mission is to empower professionals to develop talent in the workplace, and that mission extends to higher education students, who are both current and future practitioners,” says Erin Strider, manager of ATD’s Higher Education Community. ATD is proud to award these scholarships to deserving students and provide them with additional tools to further their professional development.



MAIOP STUDENTS KNOW WORK-LIFE BALANCE



End of Semester Mixer



2016 Winter Gala



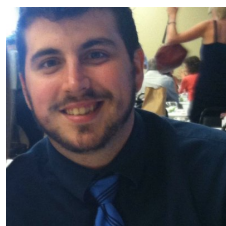
2016 Winter Gala



Consulting Case Competition

A WORD FROM A SOON TO BE GRADUATE

DAVID OHMER



Describe your experience at University of New Haven....

Specifically speaking toward my UNH experience within the I/O Program, it has been one of the greatest experiences. While looking for schools to attend for I/O, I was in search for one that was a combination of not only academics, but more importantly to me, practicum and application.

I knew in undergrad I had plenty of academic learning and experience, and that I would definitely get more when going to grad school. However, what I knew I needed to succeed in the fast paced business world was applicable experience. It is safe to say I have received that and more. I have learned a lot more about effective teamwork through various group projects, strengthening presentation skills to influence business leaders, and even more I/O knowledge to apply to the workplace (not to mention every day life). My experience here has exceeded my expectations.

Briefly describe your internship experience throughout the program?

My internship experience was great. I interned with only one company - TE Connectivity in Philadelphia. That internship started back in May of 2016 where I was in the Master's Internship Program, and my role was in Global Talent Development. I was then asked if I was interested in continuing the internship in a Global HR Business Partner capacity throughout the school year, and work remotely from Connecticut. It has been a great experience both professionally (what I am learning), and personally (working 100% remotely presents a challenge sometimes on a global level). These internships, with several projects that make an everyday impact on the business, have led to my future career plans.

What is your future career plan?

I have accepted a position in the HR Executive Development Program with TE Connectivity, which is slated to start in June. I will have three different roles spanning across two years - a role as a HR Business Partner, a role in Organization Development, and a third role of my choice. I believe this opportunity will help to fast track my career by gaining an array of experience across three different roles.

CONGRATULATIONS TO THE 2017 GRADUATES!

Amanda Becker
Derek Burns
Judah Butler
Brooke Call
Annmarie Caporale
Jung Cheol Cha
Jennifer DeFonzo
Jesse Defrancesco
Danielle Desjardins
Severia Drake
Rachael Dyer

Deshon Floyd
Mari Forsell
Mark Fusco
Alexa Geremia
Mia Guyette
Thalia Hernandez
Heather Howell
Payam Keshtbod
Jennifer Knapp
Stephanie Laquitar

Andrew Leverton
Matthew Maguire
Rosangel Medina
David Ohmer
Carlos Onate Jr.
Jared Pahl
Jay Patel
Derek Rickards
Catherine Rountree
Lauren Sorce

Briana Swanbon
Ariel Tange
Hamsa Tarikere Suresh
Melissa Tempio
Tessa Tippet
Samantha Tom
Kassity Truxell
Kendra Watkins
Kathryn Zambrano

FALL 2017 COURSE SCHEDULE

PSYC 6608 Psychometrics and Statistics

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.

(Section 1) Tuesday 9:25-12:05pm
L'Heureux
(Section 2) Thursday 12:15-2:55pm
L'Heureux
(Section 3) Thursday 6:00-8:40pm
Baker

PSYC 6612 Consultation Seminar

This course is an examination of the consultation process. Includes 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.

Monday 6:00-8:40pm, Wysocki

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.

(Section 1) Monday 6:00-8:40pm, Sidle
(Section 2) Wednesday 9:25-12:05pm,
L'Heureux

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.

Wednesday 12:15-5:15pm, Bhatt
Dates: Aug. 30, Sept. 6, 20, Oct. 4, 11,
18, Nov. 1, Dec. 6

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 wellbeing 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.

MT1*: Hybrid, L'Heureux
Dates: 3 in-person meetings
Saturday, 9/9 9:00-3:00 pm
Saturday, 9/16 9:00-3:00pm
Saturday, 10/7 9:00-3:00pm

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.

Thursday 6:00-8:40pm, Wysocki

FALL 2017 COURSE SCHEDULE

PSYC 6635 Test & Measures

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.

(Section 1) Tuesday 12:15-2:55pm,
Baker
(Section 2) MT2* Saturday
8:30-3:00pm, Cayer

PSYC 6638 Psychology of Communication & Opinion Change

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.

Monday 9:00-4:00pm, Bhatt
Dates: Aug. 28, Sept. 11, 25, Oct. 2, 16, 30

PSYC 6641 Personnel Development & Training

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.

Wednesday 12:15-2:55pm, Wysocki

PSYC 6642 Organizational 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.

Tuesday 6:00-8:40pm, Marcus

PSYC 6644 Performance Appraisal Systems

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.

MT2* Friday 8:30-3:00pm, Cayer

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...

MT1* Friday 9:00-4:00pm, Marcus
Dates: Sept. 1, 8, 15, 29, Oct. 6, 13

*MT1: Mini Term 1: August 29- October 19

*MT2: Mini Term 2: October 21- December 21

FALL 2017 COURSE SCHEDULE

PSYC 6646 Psychology of Negotiation & Mediation

(Continued) 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.

Department of Management Electives

MGMT 6645 Management of Human Resources

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

(Section 1) Monday 6:00-8:40pm,
Giangrande
(Section 2) Tuesday 12:15-2:55pm, Al
Arkoubi

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.

Wednesday 6:00-8:40pm, Albright

MGMT 6664 Organizational Effectiveness

Identification of the criteria necessary for developing and maintaining effective organizations. A study of the concepts that may be utilized in the management of these criteria. Approaches that may be examined and applied to problem situations through cases and role playing.

Monday 6:00-8:40pm, TBD

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.

Online, Al Arkoubi

MAIOP FACULTY OFFICE HOURS

Eric Marcus - [emarcus@newhaven.edu] - HH 310

Tuesday 3:00-5:00pm
Wednesday 2:00-4:00pm
Thursday 1:00-3:00pm

Mo Cayer - [mcayer@newhaven.edu] - HH 231

Wednesday 3:30-5:30pm
[Orange Campus] Friday 12:00-2:30pm
Saturday 7:30-8:30am & 3:00-4:00pm

Amy Nicole Baker - [abaker@newhaven.edu] - HH 212

Wednesday 3:05-5:45pm
Thursday 12:05-2:55pm
Friday 12:05-1:30pm

Len Wysocki - [lwyssocki@newhaven.edu] - HH 231

Monday 4:00-6:00pm
Wednesday 1:00-3:00pm
Thursday 3:15-6:00pm

FALL 2017 SUGGESTED COURSE SCHEDULE

If Fall 2017 is your
1st or 2nd semester...

PSYC 6608
Organizational Behavior

PSYC 6619
Psychometrics and Statistics

If Fall 2017 is your
3rd or 4th semester...

PSYC 6635
Tests & Measures

IF YOU'RE LOOKING FOR AN INTERNSHIP, REMEMBER...

- All of the MAIOP faculty is **here to help** your search!
- Check out their office hours on page 8 to speak with a faculty member or contact them to make an appointment.
- Talk to 2nd year students about their experiences, they have been in your shoes before and have great insight to share.
- Visit the “MAIOP Internship/Practicum Materials” blackboard to browse through open positions and review tips to help nail the interview.
- Make an appointment with the Career Development Center for additional guidance in your search and mock interviews.
- Fill out the internship description form on blackboard once you have accepted a position.
- **Remain calm** throughout the process!



NETWORK NETWORK NETWORK!

Remember to check out the **MAIOP Professional Events Calendar** to learn more about professional events that are happening in the area such as, HRACC, ODNKY, METRO, Young Professionals Network, etc.

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