

UNIVERSITY OF NEW HAVEN

MAIOP INFOLINE: FALL 2023

IN THIS ISSUE:

Message from Eric..	Cover
Alumni Spotlight...	1-2
SHRM Cami.....	3
Professional Org.....	4
Upcoming Events.....	5
SIOF 2023.....	6
Current Internships...	7
Southern SHRM Pics..	8
ATD Fairfield Pics....	9
Course Planning.....	10
Spring '24 Courses...	11-13
Faculty Information...	14



CHARGER DATES:

FALL 2023

- **10/30:** Registration for Spring
- **11/22-11/26:** Thanksgiving Break
- **12/12-12/13:** Reading Days
- **12/20:** End Term

SPRING 2024

- **01/16:** Term Starts
- **2/2:** MAIOP Intern Showcase
- **03/09-03/17:** Spring Break
- **4/30:** Reading Day
- **05/07:** Term Ends
- **05/12:** Commencement



A MESSAGE FROM YOUR PROGRAM COORDINATOR: ERIC MARCUS



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

For those interested in the Internship Program Option, there will be a meeting and showcase on **Feb. 2, 2024** to share best practices in finding and having a meaningful internship experience and to review the logistics. Stay tuned for further details and room location.

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

I look forward to seeing you at different formal and informal events on campus and off, throughout the semester. Stay tuned for our end of semester "mixer" in downtown New Haven planned for **Dec. 1, 2023**.

ALUMNI SPOTLIGHT



Megan Fearon, '21
Organizational Development Partner



Choice Hotels International

(NYSE: CHH) is one of the largest and most successful lodging franchisors in the world. Choice currently franchises more than 7,000 hotels, representing nearly 570,000 rooms, in more than 40 countries and territories. Ranging from limited service to full-service hotels in the upscale, midscale, extended-stay and economy segments, Choice-branded properties provide business and leisure travelers with a range of high-quality, high-value lodging options throughout the United States and internationally.

Megan Fearon is a 2021 MAIOP graduate who is currently working as an Organizational Development Partner with Choice Hotels. Her job responsibilities include handling the annual engagement survey. Currently, Megan will be leading the company's first ever roll out of the engagement survey to their International associates! Another aspect of her role is helping with Talent Review (i.e., succession planning & talent calibration). Throughout her role, she has been certified in a few assessments to debrief the teams on their results and leading team workshops to improve group cohesion.

As a lead for three leadership development programs, Megan is also working on Choice Hotel's overall assessment strategy and how to improve it.

When fulfilling her internship requirements at UNH, she worked at CT Water as an HR Intern from 2020-2022. Her time at CT Water was extended twice where she was able to learn about recruiting, training, learning management systems and open enrollment for benefits. Megan states the following about her experience:

"It was a great experience and I learned a lot of important lessons such as what I really liked doing and what I wasn't crazy about which helped inform my job search. I also learned the importance of work-life balance (the hard way)."

I further asked Megan about her experience when she was in the MAIOP program, ***"The MAIOP program helped me in so many ways! The most obvious way it helped me is it got me into my company. I ended up applying and had a boss who graduated from the program about 10 years before me. She was the best boss I've ever had, and continues to be my mentor."***

Megan further elaborates by stating, ***"the program has also helped me because of the actual content of the classes. I use far more content from classes than I ever thought I would (i.e., pivot tables and reviewing validity & reliability reports)."*** In comparison to her peers at work, Megan feels that she offers a more scientific approach and supplies her tactics by looking up articles & tips from the Professional Organizations such as ATD & SHRM.

"The program helped me because all the group projects, MAIOP events, and networking prepared me to work with all different types of people. I walked away with good friends, a professional network, and a few mentors. I know that if I ever need advice, I can still reach out to my peers and the professors and get some guidance or ideas. If we ever get the green light to redo our Talent Review process, I'll be calling up Mo for advice on how to do that."

ALUMNI SPOTLIGHT



MAIOP CLASS OF 2021



What is your advice for students?

Although it may seem like you won't use some of the content later, still pay attention in your classes because you never know when it'll pop up again in your future career. Take this from someone who never thought they'd be evaluating assessments so I can give recommendations for an entire strategy.

My main advice would be learn to say yes, but then learn to say no. What I mean is when you're in your internship, say yes as often as possible. Become a sponge and learn everything you can. If they ask you to do something that doesn't sound like something you're interested in, still say yes. You might be surprised to learn you like or don't like things differently when it's in action versus when you learn it in the classroom. Also, saying yes builds trust with your boss, provides you with more opportunities to develop and learn, and the internship is the best time to get exposure to as much as you can with the least amount of consequences.

Then, when you're done with your internship, learn to say no sometimes. Don't say it all the time, but as you get more immersed in your future roles, make sure you're not taking on more than you can handle. It's easy to get into a habit of saying "yes," but remember work-life balance. It's more important than you think, especially as you get older and your personal life may get a bit more eventful. Also, you won't get fired for saying "no" or "I can get that to you in 2 weeks" (unless it's your core job, then prioritize that). Your manager is there to help, so if you ever feel like you're struggling with your work load, ask what needs to be the first priority and shift accordingly.

Last piece of advice, go to the mixers and events for the program. The GA works hard to organize everything, and it's a couple hours out of your life where you'll likely get at least one free drink and can develop better relationships with the professors, your cohort, and the other cohorts. The professors are amazing, have a ton of connections, and are superb mentors so get to know them and maybe you'll learn fun things like Dr. Marcus was in a movie.

-Megan Fearon, '21



UNIVERSITY OF NEW HAVEN: SHRM CHAPTER







The Society of HR Management student members of UNH are committed toward the preparation of all our members for careers in HR & I-O Psychology fields through the development of skills and abilities in: mentoring, effective communication, group problem solving, technological problems, and community service.

From fall 2022 - 2023, Cami Dick has been the President of our university's SHRM chapter. Within her role, she has been successful in hosting various events with her executive team including the annual *Building Bridges* Alumni event that features a chance for previous I/O alumni to connect with our current students featuring two key note speakers: Donisha Diagne, the VP of Diversity, Talent and Engagement at Jampf as well as Liz Eames, Chief People Officer at Mascoma Bank who is a UNH MAIOP Alumni (pictured above).

Cami further discusses the benefits of joining the university's SHRM chapter by explaining how there are endless networking opportunities both with professionals and other students within the HR and MBA sectors. ***"SHRM is an unique environment where we get to influence the topic and conversation with highly knowledgeable professionals."***

Cami says, ***"I don't think I've ever been more proud of myself and our team when I was sitting at our alumni event last spring when I realized there was a room full of young professionals and two truly remarkable keynote speakers engaging in dialogue as if they were old friends."***

The SHRM chapter at UNH is a significant impact and influence on our MAIOP program which Cami echoes stating, ***"The MAIOP program is its own little family. Joining SHRM is one of the ways we support, interact, and learn alongside one another. We continuously have alumni attend our meetings as guest speakers and share what they've experienced since graduating."***

-  graduateshrm@newhaven.edu
-  unehavenshrm.weebly.com
-  [/UNewHavenSHRM](https://www.facebook.com/UNewHavenSHRM)
-  [/unehaven_shrm](https://www.instagram.com/unehaven_shrm)



Cami Dick, '24
SHRM President

Our SHRM chapter through 2022-2023 has provided both resources and a lens into confronting students' future as a professional entering the workforce. The positive impact from Cami & her SHRM team will be remembered: ***"it's really a special community between SHRM & MAIOP."***



PROFESSIONAL ORGANIZATIONS



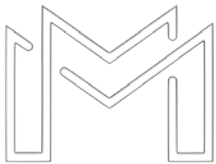
Human Resource Association of Central CT (Local SHRM)

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



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.



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 EVENTS

The Metropolitan NY Association of Applied Psychology

Oct 17 @ 6:00 PM

Automating The Experts: Using Natural Language Processing to Score an Audio-Based Constructed Response Assessment

[REGISTER HERE](#)

Nov 16 @ 6:00 PM

Beyond Four Walls: Unleashing the Power of Choice & Flexibility in Office Design

[REGISTER HERE](#)

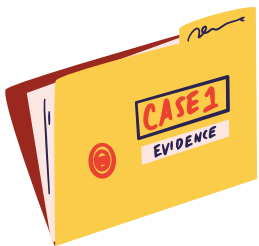


University of New Haven: Case Competition

The University's 7th Annual Cross-Disciplinary Case Competition (CC) is now well underway. It allows graduate students from across the University to work in cross-disciplinary teams to analyze an organization case and make recommendations to a panel of judges on how they've solved the problems and challenges. It is a competition, so it generates a lot of excitement and engagement among the participants.

Nov 3 @ 4:00-8:30 PM

UNH: Orange Campus



Society of Industrial Organizational Psychology

Annual 2024 Conference in Chicago or Virtual
April 17, 2024 - April 20, 2024

[REGISTER HERE](#)

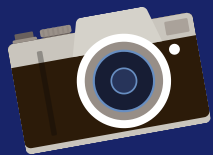


TBD: Oct 30 @ 6:30 PM - 8:00 PM

TBD: Nov 20 @ 6:30 PM - 8:00 PM

TBD: Dec 4 @ 6:30 PM - 8:00 PM

[DETAILS HERE](#)



THROWBACK: SIOP 2023

BOSTON, MA

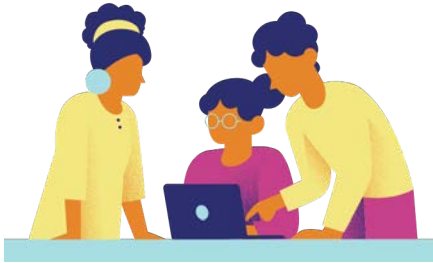


REGISTER FOR SIOP NEXT YEAR!



Click [HERE](#) to read more about the SIOP Conference in 2024 located in Chicago, IL April 17, 2024 - April 20, 2024

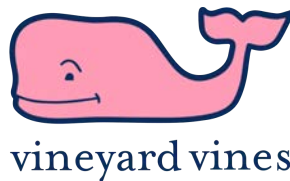
ORGANIZATIONS EMPLOYING MAIOP INTERNS



Check out where our students interned this past summer or are continuing to in the fall!



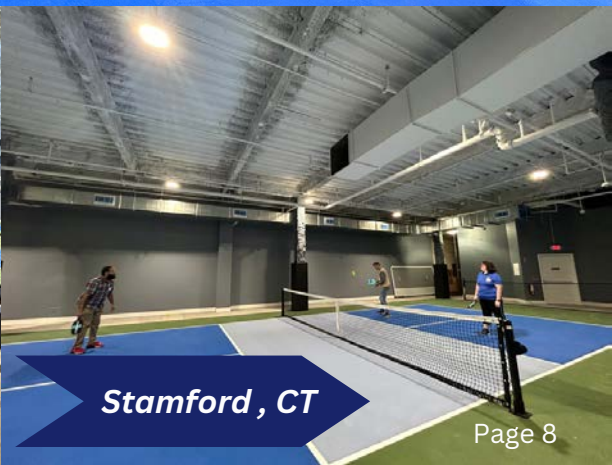
ESPORTS DEVELOPMENT
— AND GROWTH ENTERPRISE —



SOUTHERN CT SHRM EVENT: OPTIMISM IN HR



Julie Delvin from UKG spoke about moving forward with optimism in the HR world. This chat was an engaging conversation around the both need and desire to bring your authentic self to work.



Stamford, CT

ATD: DEMYSTIFYING THE AI BLACK BOX



Page 4

ATD presented how AI is enhancing the Learning & Development field with machine learning to personalized learning pathways and real-time feedback to predictive analytics that optimize training programs. Mo and his colleague Indra presented this topic.



Fairfield, CT

Page 9

COURSE PLANNING



* = course is required



FALL STARTS

FALL SEMESTER 1

PSYC6608: Statistics *

PSYC7719: Organizational Behavior*

2 Electives

SPRING SEMESTER 2

PSYC6609: Research Methods *

PSYC6620: Industrial Psychology *

PSYC 6651: Systems Based Approach to Org. Change **OR** PSYC6660: Contemporary Issues in I/O Psych.

1 Elective

FALL SEMESTER 3

PSYC6635: Tests & Measures In Orgs *

PSYC6626: Worker-Well Being *

- Can take during Spring Semester 4 or ECON 6625: Industrial Relations

1 Elective

1 Internship/Thesis/Practicum

SPRING SEMESTER 4

PSYC6645: Seminar in I/O Psychology*

1 Elective

1 Internship/Thesis/Practicum



SPRING STARTS

SPRING SEMESTER 1

PSYC6620: Industrial Psychology*

3 Electives

FALL SEMESTER 2

PSYC6608: Statistics *

PSYC6619: Organizational Behavior*

PSYC6626: Worker Well-Being

- Can take during Spring Semester 3 or ECON 6625: Industrial Relations

1 Elective

SPRING SEMESTER 3

PSYC6609: Research Methods*

PSYC6645: Seminar in I/O Psychology*

1 Internship/Thesis/Practicum

FALL SEMESTER 4

PSYC6635: Tests & Measures in Orgs*

1 Elective

1 Internship/Thesis/Practicum

SPRING 2024 SCHEDULE



PSYC 6609 Research Methods

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

Tuesdays @ 2:00 PM - 4:40 PM
TBD

or

Tuesdays @ 6:30 PM - 9:10 PM
TBD

PSYC 6620 Industrial Psychology

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

Mondays @ 6:30 PM - 9:10 PM

L'Heureux

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 on 1/16/24 to 3/4/24

Hybrid

Wednesdays @ 6:30 PM - 9:10 PM

L'Heureux

SPRING 2024 SCHEDULE



PSYC 6643 The Psychology of Conflict Resolution

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

Mini-Term 1 on 1/16/24 to 3/4/24

Hybrid

In-Person on 1/26, 2/9, and 3/1

Fridays @ 9:30 AM - 3:15 PM

Marcus

PSYC 6645 Seminar in I/O Psychology

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

Thursdays @ 6:30 PM - 9:10 PM

Bhatt

PSYC 6651 Systems Thinking-Based Approaches to Organizational Change

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

Mini-Term 2 from 3/5/24 to 4/29/24

Wednesdays @ 6:30 PM - 9:10 PM

Bhatt



PSYC 6652 Talent Analytics Applications

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

Mini-Term 2 from 3/5/24 to 4/29/24

Tuesdays @ 6:30 PM - 9:10 PM

Cerasoli

PSYC 6660 Contemporary Issues in I/O

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

Mini-Term 2 from 3/5/24 to 4/29/24

Fridays @ 9:30 AM - 3:15 PM

Cayer

FACULTY INFORMATION



Eric Marcus

EMarcus@newhaven.edu

(203) 932-1242

Harugari Hall 310



Mo Cayer

MCayer@newhaven.edu

(203) 479-4134

Orange Campus Office N145B



Tara L'Heureux

(203) 932-7341

TLheureux@newhaven.edu

Harugari Hall 225



A.M. Bhatt

(203) 895-4779

ABhatt@newhaven.edu