



A MESSAGE FROM YOUR PROGRAM COORDINATOR: ERIC MARCUS

Welcome/Welcome back MAIOP'rs! We are halfway through your first, second, third or last semester of the program. I am enjoying getting to know some of our first semester students 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, or give a call (x1242) or email (emarcus@newhaven.edu), 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 another meeting (this one is mandatory) in January 2026 to review the logistics. Stay tuned for further details. In the meantime, you should be revising and uploading your resume into Handshake.

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 (November 14) as well as attending local professional meetings here and in the surrounding area: HRACC, ATDSCC, METRO, ODNKY, and others.

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.

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IMPORTANT DATES:

Fall 2025:

- 10/20-10/21 Fall Break
- 10/28 Spring Class Registration
- 11/26-11/30 Thanksgiving Break
- 12/11-12/17 Exams

Spring 2026:

- 1/21 Term Start
- 3/8-3/15 Spring Break
- 5/7-5/13 Exams
- 5/15 Commencement!

ALUMNI SPOTLIGHT



Kevin Pattain '20

*Learning Partner at
Travelers Insurance*

Connect with Kevin [here](#)



Travelers is a leading property-casualty insurance company with over 170 years of experience.

Built on deep risk expertise and an innovative mindset, they aim to protect what matters most — your home, vehicle, valuables, or business.

With a broad network of agents and a strong commitment to customer service, Travelers brings peace of mind when the unexpected occurs.

About Kevin:

Kevin is a Fall 2020 MAIOP graduate who is currently working as a Learning Partner on the Personal Insurance Learning Effectiveness team at Travelers Insurance. In his role, Kevin supports learning leaders in better understanding the impact of various types of learning, and provide guidance to learning leaders on what projects are coming to manage capacity.

Most Significant Post-Grad Experience:

“About two years ago, during my time in the HR Leadership Development Program, I was working in Enterprise Talent Management and was tasked with connecting with various learning leaders and professionals across the company to understand the evolving landscape of learning & development. During these conversations, I learned so much about the learning ecosystem & learning data at Travelers, as well as different concepts around how learning effectiveness is measured in practice. It was through these discussions that I found a passion in the area of evaluating learning impact.

That project was my the most significant post-graduate experience I had, because in addition to piquing my interest in a space I find fulfilling, I was able to develop meaningful relationships with people who later became strong advocates as I moved into the L&D space.”

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Biggest surprise since finishing the program:

“When I left the program, I had a general understanding that the various areas of Human Resources were interconnected. However, after completing a rotational program and working on high-impact initiatives across multiple HR functions, I’ve been surprised by just how often I draw on the knowledge and relationships I built in previous roles. Many large-scale projects span multiple areas of HR, requiring not just alignment but true collaboration across functions. That exposure has been incredibly valuable and continues to shape how I approach cross-functional work today.”

Advice for current MAIOP students:

“Two key pieces of advice when it comes to networking: First, understand the difference between simply meeting people and building meaningful, lasting connections. True networking isn’t just about collecting contacts — it’s about being genuinely curious, finding common ground, and adding value to the relationship over time. Second, remember that networking is not a one-time event. Building strong professional relationships requires consistent effort and intentionality. Stay in touch, follow up, and look for opportunities to re-connect or support others.”

SEMESTER KICKOFF MIXER



MAIOP students and faculty had an amazing time at the semester kickoff mixer socializing, eating pizza, and dominating at pool at BAR in downtown New Haven!



Join us for the end of the semester mixer in December!

THROWBACK: SIOP CONFERENCE 2025

DENVER, COLORADO



I had an amazing time at the SIOP conference in Denver, CO! I was able to meet and talk to professionals new to or experienced in the industry and ask for advice and hear more specifics about their day to day experiences. I also attended sessions that enabled me to connect my knowledge to specific situations within organizations!

-Gabby Festa '26

I loved the energy of SIOP—all the established career professionals working at huge brands being so ready to chat with students made a huge difference in my experience. The talks held by practitioners were a great way to get a perspective into future careers.

-Ariana Lowe '26



Attending the SIOP Conference provided me with so many learning opportunities. The insights and advice I got from the sessions I attended left me feeling prepared for my summer internship and excited about my career. Can't wait to go again next year!

-Rebecca Copeland '26

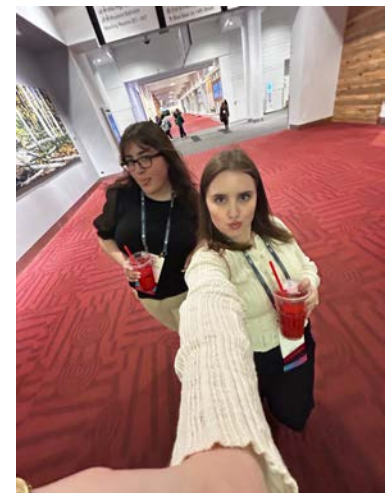


THROWBACK: SIOP CONFERENCE 2025

DENVER, COLORADO



Pictured: Trisha Berk, Dr. Eric Marcus, Rebecca Copeland, Gabby Festa, Ariana Lowe, & Ekta Mulchandani



! The 2026 SIOP Conference will be in New Orleans, LA on April 29th-May 2nd! !

If you're interested in attending, more info will be sent out this spring

UNH SHRM CHAPTER

SOCIETY OF HUMAN RESOURCES MANAGEMENT @UNH

Kudos to the outgoing E-board for a successful year and congrats to the new E-board members!



2024-2025 Executive Board

President: **Ritika Parekh**
Vice President: **Tulsi Patel**
Treasurer: **Savannah Marcello**
Head of Relations: **Mahek Bhagchandani**
Director of Community Engagement: **Ariana Lowe**
Head of Communications: **Ishani Kulkarni**
Director of Admin: **Maya Flash**

2025-2026 Executive Board

President: **Brian Manzer**
Vice President: **Alleigh Michalek**
Treasurer: **Andrew Esposito**
Director of Community Engagement & Head of Relations: **Feria Sewell**
Head of Communications: **Isabella De Stefano**
Director of Admin: **Elijah Detrick**

Upcoming SHRM Events

TUE
11/11

KEVIN PATTAIN
UNH ALUM GUEST SPEAKER

⌵ 5:00pm-6:00pm; Location TBD



TUE
11/18

ELLEN VYCE
UNH ALUM GUEST SPEAKER

⌵ 5:00pm-6:00pm; Location TBD



TUE
12/02

JOHN ZEGAR
GUEST SPEAKER; HEAD OF PEOPLE ANALYTICS

⌵ 5:00pm-6:00pm; Location TBD



PROFESSIONAL ORGANIZATIONS



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

MON
10/20

ATD

UNLOCKING AI FOR TALENT DEVELOPMENT
SUCCESS: A HANDS-ON WORKSHOP

⌵ 12:00pm-2:00pm; Virtual



WED
10/22

HRACC

WEBINAR: LEADING AND WORKING
WITH GEN Z EMPLOYEES

⌵ 12:00pm



WED
11/05

HRACC

LEGAL AND COMPLIANCE UPDATES FOR
HR

⌵ 7:30am; Milford CT



THU
11/20

METRO

SPEAKER EVENT: NAVIGATING ARTIFICIAL
INTELLIGENCE AND TALENT ASSESSMENT

⌵ 6:00-8:00pm; NYU Wasserman
Center



MON
12/8

METRO

SPEAKER EVENT: NAVIGATING
ORGANIZATIONAL CHANGE IN AN
ALWAYS CHANGING WORLD

⌵ 5:00pm; Virtual



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(PSYC 6693)
/Practicum(PSYC 6678) OR
2 Thesis(PSYC 6698 & 6699)

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*

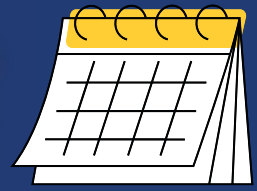
Fall Semester 4

PSYC6635: Tests & Measures in Orgs*

Semester 3 or 4

PSYC6626: Worker-Well Being*
1 Internship(PSYC 6693)
/Practicum(PSYC 6678) OR
2 Thesis(PSYC 6698 & 6699)

SPRING 2025 COURSES



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 @ 2:00-4:45pm

TBD

OR

Tuesdays @ 6:30-9:15pm

TBD

(cannot take third section)

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 @ 6:30-9:15pm

Karachristos

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.

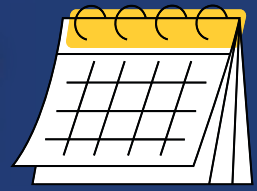
Mini Term 1 Hybrid

(1/21-3/7)

Wednesdays @ 6:30-9:15pm

L'Heureux

SPRING 2025 COURSES



PSYC 6640 - Workplace Motivation and Attitudes

Prerequisite: PSYC 6619. The meaning of work, theories of motivation, values and expectations, performance and reinforcement, job satisfaction and motivation, pay as an incentive, interventions to increase work motivation.

**Mini Term 2
(3/16-5/02)**

**Wednesdays 6:30-9:15pm
*L'Heureux***

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 Hybrid
(1/30, 2/13, 3/6)**

**Fridays 9:30am-3:15pm
*Marcus***

PSYC 6645 Seminar in I/O Psychology

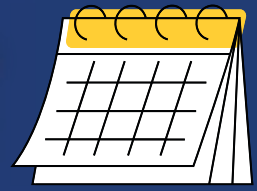
Prerequisites: PSYC 6609 and PSYC 6619. An examination of the professional psychologist at work in organizations. Topics vary and may include leadership, emotional intelligence, leadership coaching, and related areas within the context of organizational effectiveness. Practitioners in different organizational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

**Thursdays @ 6:30-9:15pm
*Bhatt***

OR

**Thursdays @ 6:30-9:15pm
*Mo***

SPRING 2025 COURSES



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

Hybrid
Wednesdays @ 6:30-9:15pm
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
(3/16-5/02)
Tuesdays @6:30-9:15 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.

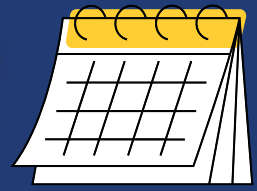
Thursdays @3:30-6:15pm
Cayer

MGMT 6663 Leadership and Team Building

This course examines the impact of theories and research findings relevant to leadership and team building in organizations. The role of the leader and teams in organizations is discussed. The knowledge and skills required for successful leadership and team building are analyzed. An assessment of one's own leadership and team building capabilities is completed

Multiple Sections

SPRING 2025 COURSES



COUN 6617 Career Counseling and Development

An overview of theories, processes, and determinants of occupational choice and career development. The history and current trends of career development theories and vocational counseling are discussed. Consideration is given to both developmental and contextual factors which influence career decisions. Special emphasis is devoted to techniques of appraisal for career counseling, including the use of interviews, tests, and work simulations. In addition to class lectures, students will have the opportunity to take several self-report instruments and work on case-study materials.

Wednesdays @6:30-9:15pm
TBA

BANL 6310 Data Visualization and Communication

Prerequisite: BANL 6100. This course focuses on the art of communicating ideas imbedded in data through visual means to include spatial representations. Students are introduced to industry-standard graphic and data design techniques used to create understandable visualizations in order to communicate effectively with a particular audience. Techniques in organizing and articulating data are developed using real world examples. The course materials, assignments and project will all be prepared using the R programming language.

Multiple Sections

BANL 6625 Data Mining for Business Intelligence

Prerequisite: BANL 6100. This course is designed to provide business students with the skills to conduct data mining and statistical analysis for dealing with common managerial-making tasks, such as prediction, classification, and clustering. Data mining is a rapidly growing field that is concerned with developing techniques to assist analysts to make intelligent use of large data sets. In this course, the emphasis is on understanding the application of a wide range of modern techniques to specific managerial situations, rather than on mastering the mathematical and computational foundations of the techniques. Upon successful completion of the course, students should possess valuable analytical skills that will give them a competitive edge in many industry sectors, in a wide range of managerial and analytical positions.

Multiple Sections

FACULTY INFORMATION



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