



## A MESSAGE FROM YOUR PROGRAM COORDINATOR: ERIC MARCUS

Welcome back, hoping you had a pleasant time away from classes over spring break. I wanted to take this opportunity to welcome the newest members of the MAIOP community (Miley, Sebastian, Carl, & Khushi). Please continue to make them feel welcome!

This year's McGough Award for Outstanding Graduate Student in I/O Psychology is going to Sakshi Goenka. Most, if not all of you know Sakshi. If you don't, she is someone to get to know! Please congratulate her if you see her. There will be a ceremony for the Psychology Department's awardee's on May 5 at 4pm.

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, and are also posted on our program page in Canvas. 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 Denver.

Finally, course schedules for Fall 2025 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 2025:

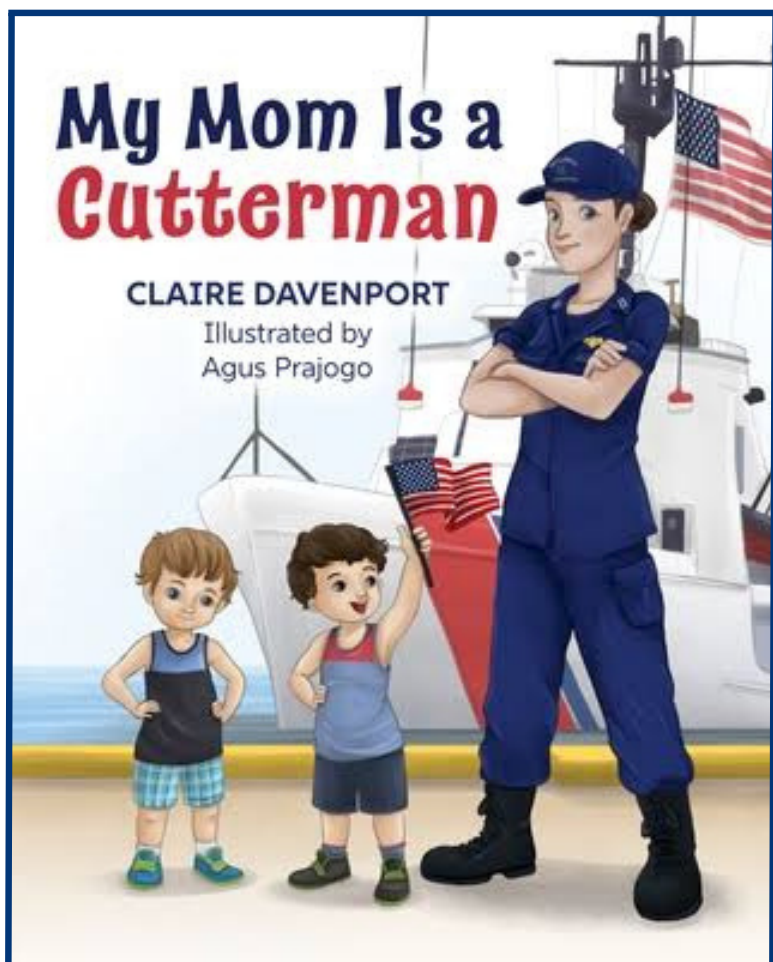
- 03/09-03/16 Spring Break
- 03/31 Fall Class Registration
- 5/02 Spring Mixer
- 05/07-05/13 Exams
- 05/16 Commencement!

### Fall 2025:

- 08/25 Term Start
- 10/20-10/21 Fall Break
- 11/26-11/30 Thanksgiving Break
- 12/11-12/17 Exams

# ALUM CORNER

A revered alumnus is now an award-winning author! Claire Davenport's *My Mom is a Cutterman* was selected for a Moms Choice Award, a globally recognized program for establishing the benchmark of excellence in family-friendly media. What an honor!! Claire Davenport received a MAIOP degree in 2013 while serving as an officer in the U.S. Coast Guard Academy. Her practicum project focused on enhancing the Coast Guard Academy's leadership development assessments with Emotional Intelligence components. She developed a training module within the leadership development program to facilitate discussion on the importance of these "soft skills" in leadership, and in their personal and professional lives. Congratulations Lieutenant Commander Davenport!



## About the author

Claire Davenport is a native of Monterey, MA. She graduated from the United States Coast Guard Academy in 2007 and served in the Coast Guard for twelve years before transitioning into the Coast Guard Reserve. She was at sea for six years aboard three ships and loves the ocean, especially dolphins, octopuses, and horseshoe crabs. Claire currently lives in Chesapeake, VA, with her family.



# ***2025 INTERNSHIP SUMMIT***

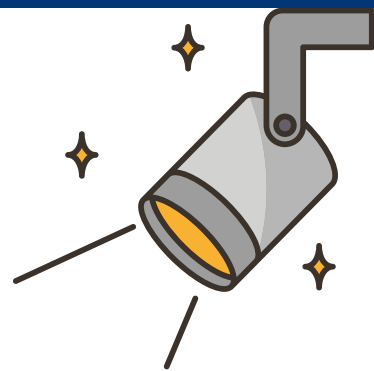
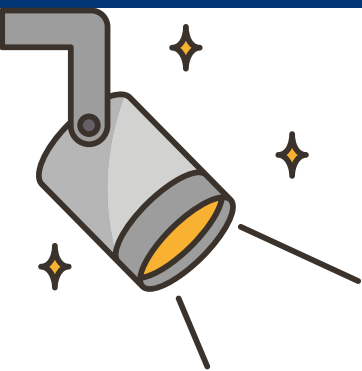
**Every spring, the MAIOP program in association with UNH's chapter of SHRM holds an internship summit to help first year students prepare for their internships in the HR and IO Psychology fields.**



**This year, attendees heard from second year students Erin Burroughs, Sakshi Goenka, Ekta Mulchandani, Matt Williams, and Daniel Zalewa on their internship experiences. They shared their experiences, challenges, and key takeaways, offering practical advice on how to maximize learning, build professional connections, and apply classroom knowledge in real-world settings.**



# ***CLASS OF 2025: FAVORITE PROJECT HIGHLIGHTS***

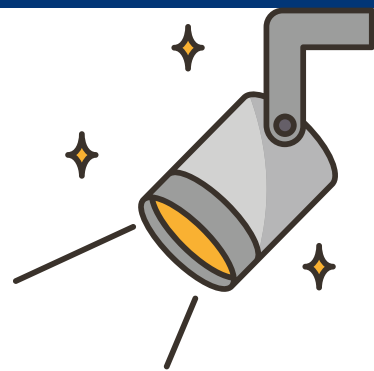
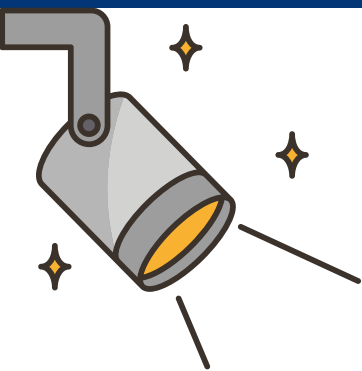


**Sakshi Goenka**

**DEI & Multicultural Business  
Strategy Intern @ TruStage**

**My favorite classroom project was in the Organizational Development & Consulting class with Dr. Marcus. Working in a team of five, we had the opportunity to act as consultants for the Office of Graduate and International Student Life (OGISL) on campus. Over the semester, we conducted a needs assessment, drafted a consulting contract, interviewed employees, and facilitated a discussion based on our findings. The experience was incredibly hands-on, giving us real-world exposure to the consulting process - from diagnosing organizational challenges to engaging stakeholders in meaningful conversations. Highly recommend this class!**

# ***CLASS OF 2025: FAVORITE PROJECT HIGHLIGHTS***



**Daniel Zalewa**

**HR Talent Management Intern  
@ Barnes Aerospace**

During my internship I worked on a project that involved expanding our apprenticeship program out from a single location to other sites across the U.S. Our goal was to increase the number of active apprentices across Barnes Aerospace as a way of addressing the growing skills gap in manufacturing, as this program involved training workers with the exact expertise needed to be successful in their roles. We also hoped a U.S.-wide adoption of apprenticeship programs would create a consistent pipeline of qualified employees for Barnes that may be difficult to find otherwise. While still a work in progress, this project started by exploring the one site's existing apprenticeship program to understand factors that has made it run successfully for so long. We are using this information, along with knowledge gained from the MAIOP program, to develop a more standardized program with the intention that it could be implemented and maintained at any site across the U.S. Our goal is to begin a pilot test of our designed program at a select site in Q2 of 2025, and hopefully continue expanding the number of active apprentices at Barnes.

# 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 UNH SHRM EVENTS***

**WED  
3/26**

**HRACC GUEST SPEAKER**  
RESUME & INTERVIEW SKILLS  
SHRM CERTIFICATION GUIDANCE  
↘ KAPL 107, 6:00-7:00pm

**WED  
4/02**

**GUEST SPEAKER:  
VIANA VAN**  
REIMAGINING DEI AND ELEVATING  
YOUR BRAND AT WORK  
↘ 6:00-7:00pm

**WED  
4/09**

**GUEST SPEAKER:  
JENNIFER CINQUE**  
↘ 5:00pm

# ***SHRM COMMUNITY EVENT***

**On Wednesday March 5th, members of SHRM, the MAIOP program, and the HR master's program hosted a group of students from the Metropolitan Business Academy to give them a day of real-world interviewing experience. This was a valuable opportunity to help students build confidence, gain practical skills, and receive meaningful feedback as they prepare for their future careers!**





# UPCOMING PROFESSIONAL EVENTS

**THU  
3/27**

## **METRO**

LEADING FOR WELLNESS: HOW TO  
CREATE A TEAM CULTURE WHERE  
EVERYONE THRIVES

⌵ 6:00-7:00pm; virtual



**WED  
4/02**

## **HRACC**

UNLOCKING THE VALUE OF  
NEURODIVERGENCE IN THE WORKPLACE

⌵ 5:00pm; Cromwell, CT



**WED  
4/02**

## **UNH GRADUATE STUDENT SHOWCASE**

⌵ 3:30-6:00pm

**4/28-  
4/30**

## **TRI-STATE SHRM CONFERENCE**

HR RODEO

⌵ Mohegan Sun



# ***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\*

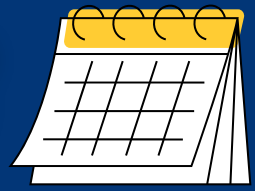
### **Fall Semester 4**

**PSYC6635:** Tests & Measures in Orgs\*

### **Semester 3 or 4**

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

# ***SPRING 2025 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**  
*L'Heureux*

**OR**

**Mondays @ 6:30-9:15pm**  
*L'Heureux*

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## **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**  
*Bhatt*

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## **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**  
*Bhatt*

**\*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.**



# ***SPRING 2025 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**

***L'Heureux***

**OR**

**Tuesdays @ 6:30-9:15pm**

***Marcus***

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## **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.

**Mini Term 2 Hybrid**

**10/22/24-12/13/24**

**Wednesdays @ 6:30-9:15pm**

***L'Heureux***

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## **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.

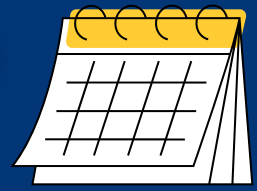
**Mini Term 1 Hybrid**

**8/25/25-10/13/25**

**Wednesdays @ 6:30-9:15pm**

***L'Heureux***

# ***SPRING 2025 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**

***Cayer***

**OR**

**Tuesdays @ 6:30-9:15pm**

***TBD***

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## **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**

***Monique St. Paul***

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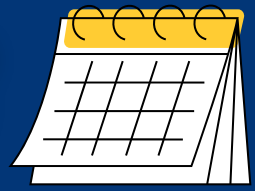
## **PSYC 6642 Organizational Change and Development**

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 @ 6:30-9:15pm**

***Marcus***

# ***SPRING 2025 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**  
***Cayer***

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## **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**  
**8/25/25-10/13/25**

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



# ***FACULTY INFORMATION***



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