



# MAIOP INFOLINE



## A Message from your Program Coordinator: Eric Marcus, Ph.D.

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 many of you through classes and our welcome back party, 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 make an appointment. Over the summer, Dakota Desantis has worked on matching returning students with new students and we hope this informal mentorship program is providing a useful source of connection and support for all who are participating. If you have questions about this, please contact Dakota or Megan.

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 mandatory meeting on **Thursday January 30, 2020 4:30-5:30 in Orange Campus M146** to review the logistics and share best practices in finding and having a meaningful internship experience. Stay tuned for further details. In the meantime, Al Bhatt has been running a series of useful workshops centered around helping students think through their interests, goals and passions and identifying approaches to fulfilling those. The next workshop will be held on **October 24th from 4-5:30pm in Orange**.

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, 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 more details about our end of semester "mixer" in downtown New Haven in December!

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### SAVE THE DATE

- .....
- OCTOBER 20-22  
FALL BREAK (NO CLASSES)
- OCTOBER 24TH  
FOCUSING IN ON INTERNSHIP TARGETS WORKSHOP
- OCTOBER 28TH  
REGISTRATION FOR SPRING
- NOVEMBER 16TH  
GRADUATION APPLICATION DEADLINE-MAY GRADUATES
- NOVEMBER 27TH-DECEMBER 1ST  
THANKSGIVING BREAK
- DECEMBER 10-11  
READING DAYS

# Alumni Spotlight

## Deshon Floyd

### Current Employment

I work for Pilgrim's, currently one of the largest chicken producers in the United States and Puerto Rico, at the headquarters in Greeley, Colorado. My title is HR Analytics Manager and I have a multitude of job responsibilities. I work on turnover boards, retention numbers, survey creating and analysis, and I also do many ad hoc requests to help the team in whatever they need.

When I started the MAIOP program at UNH, I never expected to get a job where my primary responsibility was analysis. I originally hated statistics because I did not have a great background in it from my small undergrad university. However, with a lot of support, all of the time I took to grow in statistics, and millions of hours in Tara's and Baker's offices, I began to improve and now have a job in it.

I got my job when a recruiter found my resume two months after I graduated from the University of New Haven while I was living in California. I have been working at Pilgrim's ever since.



### Previous Internships

While at the University of New Haven, I had three internships. I worked at Pacific Northwest National Laboratory (PNNL) in Washington over the summer, Leadership Research Institute (LRI) in Middletown during the fall of my second year, and Dale Carnegie Training during the spring of my last semester.

My internships were great experiences and I use a lot of what I learned during the internships at my job today. My internships were great resume builders and they strengthened my analysis skills, especially my Excel skills. They also helped improve my public speaking skills, taught me how to build training programs, and helped teach me how to be a professional. I learned how to speak, dress, and follow the proper etiquette needed to be a professional in the workplace.



"Everyone has their own timeline, so just focus on your own. Your internship and job will come when it is right for you."



*continued on page 3...*

# Alumni Spotlight

continued



## ADVICE FOR STUDENTS

My advice while you are still at the University is to support your classmates because you are a family. For those people looking for a job or internship, it is important to remember that it's a marathon not a sprint. There will always be some people that are getting an internship or job first and before everyone else.

It is important to remember that everyone is different and on their own path. It sucks to beat yourself up mentally because others seem ahead of you. Everyone has their own timeline, so just focus on your own. Your internship and job will come when it is right for you.

## FINAL THOUGHTS

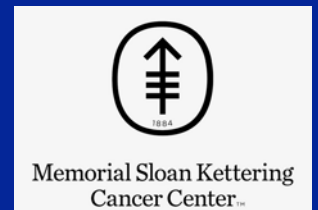
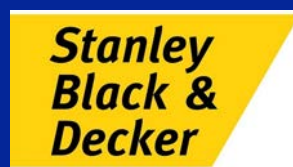
I'd like to thank some people:

- Thank you to Al Bhatt who officiated my wedding.
- Thank you to Amy Nicole Baker who I probably called every day when I first started my job.
- Thank you to Tara for pushing me to get better at Statistics because now I use it everyday in my job.
- Thank you to Eric Marcus for always putting up with my BS and for recommending me for the Alumni Spotlight.

Finally I am really appreciative to have been apart of the MAIOP program because it set me up so well for my current career.



## ORGANIZATIONS EMPLOYING MAIOP INTERNS/ALUMNI



# Research Corner



**Dr. Tara L'Heureux**

A large majority of students enter master's level I-O psychology programs to gain the credentials needed for professional employment. We know that the number of master's level I-O programs has increased dramatically, and we are excited about the sustained growth in employment opportunities in our field. Although many academic programs collect information on their graduates, aside from local data from programs offering the degree, there isn't much known about career outcomes of I-O master's graduates on the national/international level. Where do those with master's in industrial and organizational psychology work after receiving their degrees? What do they do in the positions they acquire? How satisfied are they with their careers? As part of a chapter in a text on career issues for I-O graduates (edited by Dr. Elizabeth Shoenfelt, Western Kentucky University), Dr. Judith Van Hein (Middle Tennessee State University) and I will answer these and other questions related to the careers of our graduates. We authored a survey that was distributed to I-O graduates nationally and internationally, finished analyses pertinent to our career focus (shout out to Dr. Baker!), and are currently summarizing the results. Spoiler alert – career options for I-O master's graduates are numerous and varied, earnings are good, and graduates appear to be very satisfied with their careers. Knowing about career options and pathways of I-O graduates has the potential to benefit numerous stakeholders including current students in the MAIOP program at UNH. Stay tuned – more to come!

**Dr. Amy Nicole Baker**

I have been working on a CEO stock price project in which my co-authors and I explored the relationship between corporate stock price and reports of CEO sexual misconduct. We found that when news of CEO misconduct became public, company stock prices dropped significantly after the disclosure (This paper is currently under review).

Additionally, [Melissa Tempio](#), a MAIOP graduate and author, was my RA. We contributed data analysis and presentation/visualization for the project: Criminal Victimization Experienced While Studying Abroad: An Examination of Rates and Other Relevant Factors. I also helped on survey construction and design. While not I/O, it was an example of how our strong quant and measurement training can be very useful in answering all kinds of questions! I/O's make great collaborators. Here is a link about the study from Inside Higher Ed: <https://www.insidehighered.com/quicktakes/2019/07/16/survey-looks-study-abroad-crime-rates>



# Case Competition Returns: Are you ALL In?

What is the Annual UNH Cross-disciplinary Case Competition?

It's many things, but boring isn't one of them! It's a chance to grow and stretch, apply what you're learning and feel challenged....and raise your career prospects.

The core purpose of the University of New Haven's Cross-disciplinary Case Competition (CC) is to provide graduate students, like MAIOP students, with an extracurricular learning and development experience that:

- 1) is truly cross-disciplinary and integrative, as you'll find in today's workplace
- 2) requires diagnosing a real-organization case from multiple-perspectives and recommending solutions
- 3) is within a judged, competitive program
- 4) and boosts participants' career networks and resume distinctiveness.

This year's 4th Annual Cross-disciplinary CC, is being organized by a Faculty & Grad Student Planning team from I/O Psych, Business and Engineering. Through Information sessions, marketing and other outreach, graduate student CC participants ("contestants") will be recruited in October/November 2019.

Last year's selected case study was a Harvard Business School case, Facebook—Can Ethics Scale in the Digital Age?

This coming year's 4th Annual Cross-disciplinary Case Competition is now being planned by a cross college team of faculty, administrators, and students. **Join the planning committee TODAY by contacting Dr. Mo Cayer.**

*Preliminary dates for the 4th Annual CC activities include the following:*

- **Month of November:** Information sessions will be held along with various on-line marketing to recruit grad student participants ("contestants") from across the University. On-line registration will be announced.
- **By December 6th:** Planning team faculty will form cross-disciplinary CC teams, each with 4-6 members and send out notifications.
- **December 13th:** A "meet and greet" reception with refreshments and a light "get to-know-each-other" activity Friday afternoons/evenings:
- **January 31st:** 2.5 hour Workshop #1, CC Kick-off & Team-building
- **February 7th:** Workshop #2, How to Analyze & Diagnose a Case,
- **February 14th:** Workshop #3, How to create a winning CC Presentation.
- **February 21st:** Selected case study will be released to CC Teams to begin their work.
- **Friday, February 28th :** **4th Annual Case Competition Event**, 4:00-8:30 PM, at the UNH College of Business Orange Campus. We produced a 5-minute video last year to help explain the process and benefits of the Case Competition. <https://www.facebook.com/UNHGRADS/videos/653468785049192/> Expect to hear and see more in the coming weeks about how to sign-up.

***Make sure that you're in the room where it happens.***



Want to be involved in the CC Planning Team and enhance your resume?  
Contact Mo Cayer ASAP: [mcayer@newhaven.edu](mailto:mcayer@newhaven.edu).

# Student Perspectives



**Matt Petrizzi**

"Students,

These two years have and will continue to be an incredible learning experience. That is something that has been made very clear to me as I approach my final semester. Whether your new degree inspires you to continue your education further or leads to an opportunity through UNH's incredible network, you will be able to reflect back on the courses and connections that you have made and know that it has been a worthwhile investment in yourself.

This faculty is amazing. I urge you to be open, honest, and to take the time get to know them. Whether you have your learning journey predetermined or are exploring your options, they will help you to achieve your goals. Make the most of this short time! Network, ask, discuss, reflect, and research. Your connections from this program could last a lifetime. Good luck!"



**Becca Krowitz**

"Hi everyone,

My name is Becca Krowitz and I'm a second year student in the MAIOP program. I also work on campus as the Graduate Assistant for Student Events in the Center for Student Engagement, Leadership, and Orientation. My first piece of advice would be to tell you to enjoy your time here. It will fly by and be over before you know it! Along with that, take advantage of all the wonderful resources our program and the school offers. The Career Development Center has wonderful services that will help you score a killer internship. There are tons of opportunities that our program offers as well such as our SHRM club, professional development opportunities, and the wisdom of our wonderful faculty.

I'm sure by now I don't need to tell you about how many group projects there are. What I will tell you is that what you're learning now will really help you in your internships and future careers! It was all start to come together when you start applying what you know. I look forward to meeting and getting to know you all more throughout this coming year. Please don't hesitate to reach out if you have any questions or just want to chat more!"



**Curtis Hicks Jr.**

"Hey everyone!

I hope the first half of your first semester here at Grad school has been going well! If you're struggling a little bit, don't get down on yourself. You're here for a reason, the professors believe in you, you're more than capable, and you bring something unique to the table.

Some advice I can give as a second year, that I am sure you have heard before, is that having good Time Management skills is one of the most important abilities you can have. There is a lot of work assigned and that doesn't change as you get further along. Being able to decide when you're going to get stuff done and working out time commitments goes a long way in organizing your priorities and keeping you from getting overwhelmed. Once you get that down it's all about just completing the work as it gets assigned.

This program is a great, it offers lots of cool opportunities, the faculty is super supportive, and honestly it is a lot of fun once you get your feet under you. For those who know me and for those who don't, if you're struggling with school or balancing and need someone to talk things out with, feel free to contact me at any time. I hope this first semester treated you all well, you all got this!"

# Alumni Dinner

On Friday April 26, 2019 the MAIOP Program hosted the 4th Annual Alumni Panel Dinner at App's Ristorante in West Haven.

The evening included networking, dinner, and a round-table discussion with alumni.



## Meet the Alumni

Graduated 2016

Organization: Collins Aerospace  
Role: Employee & Labor Relations Specialist



Cassandra Nielsen



Graduated 2011

Organization: Alexion Pharmaceuticals  
Role: Senior HR Specialist

Amy Basista Larocque

Graduated 2015

Organization: Indeed.com  
Role: Senior Team Lead, TA Operations



Ashley Lutz



Graduated 2009

Organization: Morgan Stanley  
Role: Director of Compensation & Analytics

James Anthony

# Professional Organizations



**HRACC (local SHRM chapter)**– Human Resource Association of Central Connecticut is committed to serving the HR community by providing superior professional development, networking opportunities, and educational resources to enhance the value of the profession. HRACC strives to continually be recognized as the premier Human Resources association in the region, promoting excellence in HR practice, and positioning HR professionals to effectively serve as fully integrated business partners. <https://www.hracc.org/>

**UNH SHRM** - The Society for Human Resource Management student members of the University of New Haven are committed toward the preparation of all of our members for careers in the Human Resources and Industrial/Organizational Psychology fields through the development of skills and abilities in the following areas: Networking, Mentoring, Effective Communication, Group Problem Solving, Technological Problems, and Community Service. In 2019, Graduate Student Council awarded the UNH Chapter of SHRM Club of the Year. Email: [graduateshrm@newhaven.edu](mailto:graduateshrm@newhaven.edu) Facebook: <https://www.facebook.com/UNHSHRM/>



**SHRM** - The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 300,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. <https://www.shrm.org> Southern Connecticut Chapter: [www.soctshrm.org/](http://www.soctshrm.org/)

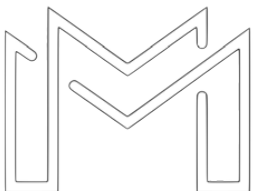


**ATDSCC** – Association for Talent Development, Southern Connecticut Chapter. They are the local chapter of the Association for Talent Development which is a national organization and the world's premier professional

association for talent development. ATD is a leading resource for workplace learning and performance issues. Its membership includes more than 70,000 people in the field of workplace performance in 100 countries worldwide. <https://astdsc.org/rg/>



**SIOP** - Society for Industrial Organizational Psychology is the premier membership organization for those practicing and teaching I-O psychology. While an independent organization with its own governance, SIOP also represents Division 14 of the American Psychological Association and is an organizational affiliate of the Association for Psychological Science. <https://www.siop.org/>



**METRO** - The Metropolitan New York Association for Applied Psychology was founded in 1939 as a not-for-profit professional association. They are the oldest and largest local professional association of applied psychologists in the U.S. <http://www.metroappspsych.com/>



**ODNNY** – Organizational Development Network, New York is the premier professional network, which practitioners, students and leaders turn to in order to connect, grow, and contribute to the multi-disciplinary field of organization development in New York City. <https://odnny.org/>



# Useful Information for the MAJOP Program

Name	Office and Email	Office Hours
Eric Marcus, Ph.D.	Harugari Hall, Room 310 (203) 932-1242 emarcus@newhaven.edu	<b>Tues</b> 3-4:30pm Harugari Hall (HH) 5-6pm Orange (OG) <b>Wed</b> 2-4pm HH <b>Thurs</b> 1-3pm & by appt HH
Amy Nicole Baker, Ph.D.	Harugari Hall, Room 212 (203) 932-7381 abaker@newhaven.edu	<b>Mon</b> 4:20-5:20pm HH <b>Tues/Thurs</b> 3:05-5:20pm HH
Al Bhatt, M.A.	abhatt@newhaven.edu	Use site to schedule time to meet: <a href="https://calendly.com/albhatt">https://calendly.com/albhatt</a>
Maurice "Mo" Cayer, Ph.D.	Orange Campus, Room N145 (203) 479-4134 mcayer@newhaven.edu	<b>Mon</b> 3:25-6:25pm OG <b>Tues/Thurs</b> 8:45-9:45am & 11:15am-12:15pm OG
Tara L'Heureux, Ph.D.	Harugari Hall, Room 225 (203) 932-7341 tlheureux@newhaven.edu	<b>Mon/Thurs</b> 1-3pm HH <b>Tues</b> 5:45-6:30pm OG & by appt
Leonard Wysocki, Ph.D.	Orange Campus, Room N127 (203) 932-7000 lwyssocki@newhaven.edu	<b>Mon/Wed/Thurs</b> 1-3pm OG And by appt.

## University of New Haven SHRM Chapter

Mission - The Society for Human Resource Management student members of the University of New Haven are committed toward the preparation of all of our members for careers in the Human Resources and Industrial/ Organizational Psychology fields through the development of skills and abilities in the areas of networking, mentoring, effective communication, group problem solving, technological application and community service.

### Upcoming Events:

**October 31st at 3:30pm**- Photography Club/LinkedIn event: Headshots and LinkedIn advice

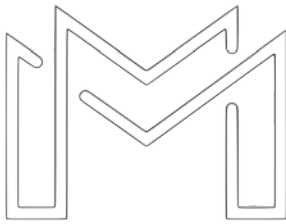
**Early November**- Elections for new E-board

**November (specific date TBD)**- Speaker: Dionte Johnson (Director of Talent and Acquisition): Diversity and Inclusion

**November (specific date TBD)**- Speaker: Melanie Gonzalez (Quality Assurance at New Reach)

**November/December**- Fundraising with Garden Catering

# Upcoming Professional Events



## Upcoming Professional Events:

- METRO:** October 17th (Inclusion Audits: Calls to Action for Women High-Potentials)
- ATD SCC:** October 21st (NuVance's Leadership Development Program)
- ODNNY:** October 22nd (Fireside Chat: HR Analytics)
- SOCT SHRM:** October 22nd (Best Practices for Inclusive Leadership)
- SIOP:** October 23rd SIOP Conversation Series
- HRACC:** October 28th (Fall Membership Mixer - FREE Event!) & November 5th (Diversifying Your Workforce Makes \$ense)

## •University of New Haven: Doing Good While Doing Business

**Tuesday, October 29:** 4 - 6 p.m. Orange Campus

**MODERATED BY: Al Bhatt:** Practitioner in Residence, University of New Haven, Founder, U of Next, DISTRICT Innovation & Venture Center

**IN CONVERSATION WITH: Larry Bingaman '92** EMBA President and CEO, Regional Water Authority CEO, Connecticut Chapter of Conscious Capitalism

**Jeff Hittner:** Co-Founder, Project X: The Purpose Company  
**Lawrence Ford:** Founder and CEO, Conscious Capital Wealth Management

**Karen Perez '18** M.A. Associate, Empowered Hospitality, **M.A. in Industrial and Organizational Psychology, University of New Haven**

- SOCT SHRM:** November 7th (New Membership Mixer)
- HRACC:** November 20th (Second Chance Hiring and the Role HR Professionals Play)
- METRO:** November 20th (Michael Bazigos, Ph.D.)
- SIOP Conference 2020:** April 23-25 in Austin, TX
- Link to professional events calendar:** [https://calendar.google.com/calendar/embed?src=gradiopsych%40gmail.com&ctz=America/New\\_York](https://calendar.google.com/calendar/embed?src=gradiopsych%40gmail.com&ctz=America/New_York)

# Student Involvement

## SIOP Conference 2019



The 2019 SIOP Conference was held April 4-6, 2019 at the National Harbor in Maryland. "SIOP was an amazing learning and networking experience. I attended several informative and thought-provoking workshops, seminars, and presentations. This was my first exposure to an event of this size and it was really beneficial to converse with people from so many different backgrounds and areas within the field (which I didn't know existed until attending SIOP). Additionally, I participated in a mentor-mentee program, which pairs first-time attendees with "veterans" of the conference, serving both as an initial networking opportunity and allowing me to inquire about her experience in I/O and ask any questions I had. She also gave me some helpful advice as an early-career professional. I am so glad I was able to go my first semester, and I'm sure I will be returning next year!"

-Kevin Pattain

## Metro Meetings 2019



"Being a member of Metro and attending the monthly meetings has enhanced my graduate school experience immensely! The topics presented are interesting and incredibly relevant. It's also a great opportunity to be in close proximity and network with successful professionals in our field. I have met students from other MAIOP programs and have benefited from hearing their experiences and journeys. I have connected with professionals that have challenged and changed the course of my career trajectory. Lastly, attending the meetings in NYC with your peers and professors is a fun way to get to know your colleagues better and experience NYC. I would definitely recommend students get involved with Metro (or any professional organization) to gain valuable connections and to see how what we learn in the classroom is applied to the real world."

-Crystal Nye

Look out for...



# *Work-Life Balance in Action*

MAIOP students are busy with classes, homework, graduate assistantships, jobs, and internships, but we know how important work-life balance is. Here are some pictures to prove it!

## **End of the Year Mixer at BAR Spring 2019**



## **Welcome/Welcome Back Party at The State House 2019**



# Spring 2020 Class Schedule

## Recommended Spring Schedule for First Year Students

1. PSYC 6609: Research Methods\*
2. PSYC 6620: Industrial Psychology\*
3. PSYC 6640: Motivation & Attitudes in Orgs\* (must take now or last spring semester)
4. Elective

\*Required Courses offered in Spring only

Course times subject to change based on campus location

## Requirements for Spring 2019 Starters (3rd semester students) \*Required Courses offered in Spring Only

1. PSYC 6609: Research Methods\*
2. PSYC 6640: Motivation & Attitudes in Orgs\*
3. PSYC 6645: Seminar in I/O Psychology\*

## Requirement for Last Semester Students

1. PSYC 6645: Seminar in I/O Psychology\*

\*Required Course

MT1 = Mini Term 1: January 22 to March 14 MT2 = Mini Term 2: March 23 to May 13

### PSYC 6609 Research Methods

Prerequisite: PSYC 6608 (Stat)

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.

Tuesday 1:40pm - 4:15pm TBD

Wednesday 6:00pm - 8:40pm TBD

The online section of PSYC 6609 is **not** open to MAIOP students as the requirements are different. You will **not** be able to enroll in that section.

### PSYC 6612 Consultation Seminar

An examination of the consultation process. Includes the role of the consultant, stages of consultation, the development of consulting skills, and political/ethical issues. Different approaches to consultation practice are analyzed, along with their associated interventions.

Monday 6:00pm - 8:40pm Whitson

### PSYC 6620 Industrial Psychology

Prerequisite: PSYC 6608 (Stat)

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 will be 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.

Monday 6:25pm - 9:10pm L'Heureux

Wednesday 9:55am - 12:35pm 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 provide 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.

**MT 1, HYBRID: Online & Face to Face**

**Friday, Face to Face Dates: 2/7, 2/14, 2/28, 3/6**

**10:00am-2:00pm**

**L'Heureux**



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## **PSYC 6640 Workplace Motivation and Attitudes in Orgs**

Prerequisite: PSYC 6619 (OB)


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.

**Tuesday 6:25pm - 9:10pm**

**Lozanov-Miccio**

**Thursday 12:45pm - 3:25pm**

**Wysocki**



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## **PSYC 6641 Training & Development in Orgs**

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 & action learning.

**MT 1, HYBRID: Online & Face to Face**

**Wednesday, Face to Face Dates: 1/22, 2/19, 3/11**

**12:45pm-6:15pm**

**Wysocki**



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## **PSYC 6642 Organization Change & Development**

Prerequisite: PSYC 6619 (OB)

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 6:00pm - 8:40pm**

**Marcus**



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## **PSYC 6643 Psychology of Conflict Resolution**

This course will focus on the constructive management of conflict at the individual, 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, identity, and culture in the constructive resolution of conflict will also be addressed. Students will learn how to understand and more constructively manage their own interpersonal conflicts as well as conflicts occurring at the group, intergroup, and organizational levels.

**MT 1, HYBRID: Online & Face to Face**  
**Friday, Face to Face Dates: 1/31, 2/13, 3/6**  
**9:00am-3:00pm** **Marcus**



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## **PSYC 6645 Seminar in I/O Psychology**

Prerequisites: PSYC 6609 (Research Method) and PSYC 6619 (OB)

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.

**Thursday 6:25pm - 9:10pm** **Cayer**

**Monday**

**6 sessions:**

**2/3, 2/17, 3/2, 3/16, 4/13, 4/27**

**9:55am - 4:40pm**

**Bhatt**



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## **PSYC 6660 Contemporary Issues in I/O Psychology**

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.

**MT 2, Face to Face**

**Friday 8:30am - 1:30pm**

**Cayer**



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## **PSYC 6670 Special Topics: Organization Development in High-Uncertainty Systems**

The various specializations within I/O Psych, and in the broader Management Sciences, that have been codified over the past century are highly effective at generating predictability and reliability relative to predefined organizational outcomes. While these disciplines will continue to be highly relevant, the emergence of unfettered access to and hyper-interconnection between people, ideas, markets and technology are creating marketplace and organizational environments with unprecedented levels of volatility. These new environments require a new set of disciplines, ones that have as a starting premise not the elimination of uncertainty in order to support predictable, reliable results, but rather the active generation of and engagement with uncertainty and unpredictability as a necessary condition for innovation. This course will focus on examining the practice of Organization Development.

**6 sessions**

**1/27, 2/10, 2/24, 3/23, 4/6, 4/20**

**Monday 9:55am - 4:40pm**

**Bhatt**

# Management Electives

**MGMT 6645 Management of Human Resources**  
Prerequisite: MGMT 6663 or PSYC 6619 or PADM 6601.  
A study of organizational practices in the management of human resources. Manpower planning, recruitment, selection, training, compensation, and contemporary problems of the field.

Monday 12:45 - 3:25pm

Arkoubi

**MGMT 6663 Leadership & Team Building:**  
Prerequisites: MGMT 6637 or PSYC 6619 or PADM 6625.

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 3:35 - 6:15pm

Philip

Wednesday 6:25 - 9:10pm

Albright

**MGMT 6668 Leading Organizational Strategy and Change:**

Prerequisite: MGMT 6663.

A macro-level course that examines the intersection between business strategy, organizational leadership, and organizational change. Drawing from the disciplines of strategy, human resources management, organizational development, and leadership, this upper-level course engages students in the observation and analysis of the corporate executives' perspective. Topics may include formulating and communicating organizational intent, performance management and organizational outcomes, human resources performance management and its links to organizational outcomes, organizational dynamics, organizational culture, organizational structure, and crisis management.

Wednesday 3:35 - 6:15pm

Albright

# Sociology Elective

**SOCI 6602 - Social Stratification in Community Organizations:**

This course examines the pervasive effects of social stratification as they are enacted in public organizations such as schools, community centers, and human service agencies. Students will explore how their race, ethnicity, social class, gender, and sexual orientation, for example, impact the people with whom they work. The course will also investigate the theoretical underpinnings of systematic social dominance, and how students might counter this dominance in their workplaces and outside them. Students will also examine the symbiotic relationship between inequality within public organizations and the communities that surround them.

Wednesday 6:00 - 8:40pm

McGrady