



**XAVIER**  
UNIVERSITY

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Industrial-Organizational Psychology Program  
School of Psychology

## **2018 Communication on Engagement**

### **Statement from CEO-Equivalent (Dean, College of Professional Sciences)**

Xavier University is very pleased to be part of the UN Global Compact. As the Dean of the College of Professional Sciences I am ultimately responsible for the efforts of our School of Psychology. As such, I continue to support the Xavier University industrial-organizational psychology program's participation in the UN Global Compact, as well as their on-going and continued commitment to the initiative and its principles.

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### **About Us**

*Xavier University* is a Jesuit Catholic university rooted in the liberal arts tradition. Our mission is to educate each student intellectually, morally, and spiritually. We create learning opportunities through rigorous academic and professional programs integrated with co-curricular engagement. In an inclusive environment of open and free inquiry, we prepare students for a world that is increasingly diverse, complex and interdependent. Driven by our commitment to educating the whole person, promoting the common good, and serving others, the Xavier community challenges and supports all our members as we cultivate lives of reflection, compassion and informed action.

*The College of Professional Sciences* prepares undergraduate and graduate students in the Catholic Jesuit tradition for careers and professions of service by: challenging students to strive for academic excellence and life-long learning; providing applied experiences grounded in theoretical foundations; promoting collaboration and community partnerships; valuing research, scholarship, and innovation; and integrating ethical behavior and a respect for individual differences and diversity.

In keeping with the Jesuit, Catholic, liberal arts tradition, the *School of Psychology* educates students in the science of behavior and mental processes with sensitivity toward the diversity of all people so students may use psychological knowledge and insight to address human concerns. Within this context, *the industrial-organizational (I-O) psychology Master's program* strives to educate compassionate and engaged scientist-practitioners who understand that the core goal of I-O psychology – improving work – applies to all people. Since the founding of the program in 1962, the I-O program has often sought out opportunities for pro bono projects with regional non-profits, consistent with the College and University emphasis on service to the underserved. The program is one of a small number of Master's-level programs in I-O psychology to require an empirical thesis, an applied internship, and an oral comprehensive examination as part of its curriculum. As such, training for I-O graduate students strongly reflects the scientist-practitioner model.

### ***2016-2018 Activities Aligning with the Global Compact 10 Principles***

#### **Service Work**

Dr. Morrie Mullins recently completed a two-year elected term as a member of the executive board for the Global Organisation for Humanitarian Work Psychology (<http://gohwp.org>). GOHWP seeks to provide support and networking opportunities for individuals who are providing I-O psychology-related services to humanitarian aid organizations and other NGOs, as well as those who want to help businesses adopt a more humanitarian/pro-social focus. When Dr. Mullins's term on the GOHWP board ended, two Xavier University I-O alumni were elected. One of those alumni worked with Dr. Mullins for a year prior to graduating from Xavier, helping GOHWP update and expand its social media presence. During his time with GOHWP, Dr. Mullins was instrumental in helping to develop a guide to the creation of local chapters of the organization (<http://gohwp.org/gohwp-local-chapter-guide/>).

The I-O program's commitment to the Global Compact has been publicized in communications with alumni and shared with the larger university community. Dr. Morrie Mullins' involvement with GOHWP, and the program's commitment to the Global Compact, was highlighted in a recent article on the university website (<https://www.xavier.edu/now/2018/10/morrie-profile>).

Students in the I-O program have undertaken a number of pro bono projects with schools and other organizations in the local area. These projects have included:

Working with a local high school to design a training around using data to make changes to curricula, lesson plans, and other facets of the educational experience. More specifically, they will train teachers how to use data from the state-driven end-of-course exams (ECAs) to highlight bright spots and deficiencies in their teaching material.

Working with the Archdiocese of Cincinnati and another local high school to create a training program to help teachers, faculty, and staff learn about the Hispanic student experience in the Price Hill community as well as best practices for interacting with these

students in a school setting. The teachers will also receive training on how to be culturally responsive with their curriculum to make it more inclusive for Hispanic students.

For the Epilepsy Foundation of Greater Cincinnati and Columbus, building a social media training program for its staff members, focusing specifically on social media usage for nonprofit organizations. This training program was intended to support the foundation's goals of having greater outreach to the communities it served and utilize this tool as a way to spread awareness. To complete this project, our team partnered with foundation representatives to build a customized training program based on the foundation's needs. This ultimately included a needs analysis, a complete training program (including power point slides, video references, and activities), and materials to evaluate the program's success.

## **Publications and Scholarship**

*The following listing includes publications, including non-refereed publications, that help raise awareness of issues related to the Global Compact. Unpublished Master's theses are included if their content is consistent with one or more of the SDGs.*

Nagy, M. S. (2018). Beyond diversity: Civility in the workplace. In A. Koenig (Ed.), *National Diversity Equity Workshops in Chemical Sciences (2011-2017)*. Chapter 7, pp. 159-168. Washington, DC. ACS Books.

McWha-Hermann, I., & Mullins, M. (2018, April). Spotlight on humanitarian work psychology: Project FAIR: Fairness in Aid Remuneration. *The Industrial-Organizational Psychologist*, 55(4).

<http://my.siop.org/tip/jan18/editor/ArtMID/13745/ArticleID/331/Spotlight-on-Humanitarian-Work-Psychology-Project-FAIR-Fairness-in-Aid-Remuneration>

Mullins, M., & Ahmed, S. (2017, October). Spotlight on humanitarian work psychology: Introducing I-O to non-profits. *The Industrial-Organizational Psychologist*, 55(2).

<http://my.siop.org/tip/oct17/editor/ArtMID/13745/ArticleID/119/Spotlight-on-Humanitarian-Work-Psychology-Introducing-I-O-to-Nonprofits>

Ahmed, S., & Mullins, M. (2017, April). Spotlight on humanitarian work psychology: From corporations to causes: The demand for HWP. *The Industrial-Organizational Psychologist*, 54(4). <http://www.siop.org/tip/april17/hwp.aspx>

Ahmed, S., Hoffman, A., Mullins, M., & Sywulak, L. (2017). Partnering against poverty: Fighting POSH bias through increased interdisciplinary research and practice. *Industrial and Organizational Psychology*, 10(3), 379-384. DOI: <https://doi.org/10.1017/iop.2017.30>

Mullins, M. (2018, March). *HWP in graduate research methods*. <http://gohwp.org/hwp-in-graduate-research-methods/> (blog post)

Mullins, M. (2017, July). *HWP, I-O, and religious organizations*. <http://gohwp.org/hwp-i-o-and-religious-organizations/> (blog post)

Mullins, M. (2017, May). *The importance of punctuation and HWP*. <http://gohwp.org/the-importance-of-punctuation-and-hwp/> (blog post)

Grabowski, M. T. (2018). *The relationship between organizational democracy and job satisfaction*. Unpublished Master's thesis. Xavier University: Cincinnati, OH.

McKord, K. (2018). *Factors influencing career advancement potential for mothers in the workplace*. Unpublished Master's thesis. Xavier University: Cincinnati, OH.

### **Course Content Taught**

Psychological Science Perspectives: Brief overview of humanitarian topics in applied psychology

Proseminar in Applied Psychology: Readings on humanitarian work psychology, prosocial psychology, and the sustainable development goals; discrimination and prejudice in the workplace; issues related to diversity in the workplace integrated throughout.

Assessment Techniques in I-O Psychology: Legal issues and ethical issues in employment situations; issues related to diversity and inclusion in the workplace integrated throughout.

Advanced Research Design and Analysis: research examples drawn from NGO environments integrated into the course and course readings; cross-cultural research challenges and issues.

Advanced Statistics: statistics and public policy; issues related to measurement and reporting of diversity-related information/demographics.

Organizational Psychology: organizational justice and equity theory as applied to the workplace.

Personnel Psychology: fairness and discrimination in employment practices; international issues in human resource management.

Performance Appraisal: legal, ethical, and equal employment issues as relate to performance evaluation and related activities

Professional Development Issues: I-O Psychology: ethical behavior, civility and incivility, and diversity in organizations.