Conference Background

The Conferences on Human Capital Innovation in Technology & Analytics have been organized annually since 2012 by the Department of Technology Management and Innovation at the NYU Tandon School of Engineering. Each year these Conferences focus on a different critical issue, bringing together prominent thought leaders and experts who are at the cutting-edge of Human Capital Analytics (HCA) and related technologies.

This year’s critical issue is “AI in the Workplace: Future Directions in People Analytics”. Organizations are rapidly redefining work around Machine Learning, robotics and other technologies. At the same time, innovative AI applications and analytic techniques are being introduced to improve the management of current and future workforce assets.

This conference provides a unique chance to hear thought leaders from industry and consulting firms as well as academia discuss future directions for AI in the workplace. This will include addressing challenges in the pandemic era. Audience participants include executives, managers and professionals, who range from AI and people analytics specialists to HR generalists, as well as faculty and students from various disciplines. This is a valuable opportunity to learn from leading experts to understand how AI can be applied in the workplace to help win in the global "War for Talent".

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Program at a Glance

00:00:00 - 00:10:38

Welcome & Introduction to the Conference
Prof. Harold G. Kaufman | Director, Research Program in Human Capital Analytics | Department of Technology Management & Innovation, NYU Tandon School of Engineering

00:10:38 - 00:53:53

Keynote Speaker
Accenture
Reinventing Workforce Management with AI in the Pandemic Era
Michael N. Bazigos, Ph.D. | Senior Partner, Accenture Strategy & Consulting | Talent & Organization/Human Potential

00:56:34 - 01:27:03

Future Workplace
Re-imagining HR In The Age of Artificial Intelligence & The Global Pandemic
Jeanne Meister | Managing Partner, Future Workplace

01:27:44 - 01:53:55

Johnson & Johnson
Decoding AI Techniques in Talent Assessments
Christina Norris-Watts, Ph.D. | Head of Selection Assessment & Competencies

IBM

01:55:32 - 02:06:14

Analyzing Employee Feedback with AI: Normalizing Results by Team Size
Michael Peran, Ph.D. | Executive Program Manager | Talent Development, Engagement & Social Analytics (TALES)
Towards Building People-Centric AI for Business: The Long Haul
Biplav Srivastava, Ph.D | IBM Distinguished Data Scientist | Master Inventor | ACM Distinguished Scientist | AAAI Senior Member | IEEE Senior Member

New York University

Predicting the Emergence & Obsolescence of Future Jobs

Prof. Paul Squires | Clinical Associate Professor | Department of Psychology, Industrial/Organizational Program, NYU Graduate School of Arts & Sciences

Catalina Jaramillo | Graduate Research Fellow / Ph.D. Student | Department of Computer Science and Engineering, NYU Tandon School of Engineering

Prof. Harold G. Kaufman | Director, Research Program in Human Capital Analytics | Department of Technology Management & Innovation, NYU Tandon School of Engineering

Prof. Julian Togelius | Associate Professor | Department of Computer Science and Engineering, NYU Tandon School of Engineering

NYU Tandon TechSHRM (Society for Human Resource Management)

People Analytics Hackathon Award: Predicting Turnover in Health Care Organizations

Panel Discussion Plus Q&A with All Presenters: Where We Are & Future Directions

Discussants:

Amy Lui Abel, Ph.D. | Vice President, Human Capital | The Conference Board

Vincent Conte, Ph.D. | Managing Partner, Work/Life, LLC | Adjunct Professor | Department of Technology Management and Innovation, NYU Tandon School of Engineering

In this capstone session of the Conference, the key issues addressed will be summarized. The panel will focus on the potential future directions as well as the challenges that lie ahead in applying AI in the workplace to help win the war for talent in the pandemic era.
Welcome & Introduction to the Conference

Prof. Harold G. Kaufman | Director, Research Program in Human Capital Analytics | Department of Technology Management & Innovation, NYU Tandon School of Engineering

Dr. Harold G. Kaufman is Director of the Research Program in Human Capital Analytics and is a Research Professor as well as Professor Emeritus in the Department of Technology Management and Innovation at the NYU Tandon School of Engineering. He formerly served as Academic Director of the Organizational Behavior, Systems and Analytics, a graduate program he established which was a unique and pioneering curriculum integrating the management of people, organizations, technology and analytics.

In addition, Dr. Kaufman initiated the annual conferences in Human Capital Innovation in Technology & Analytics, focusing on the cutting edges of technology in HRIS, talent management, work engagement, human capital engineering and analytics. He also took the initiative in developing a Quantitative Human Capital Management research program, initially with SAP, whose focus started with career paths among knowledge workers and has evolved into exploring applications of AI to predicting future skills and their obsolescence. He currently directs this research program. Dr. Kaufman specializes in the study of the utilization, obsolescence and career development of technical professionals. He has reported his research in numerous publications, including three books, the first one receiving recognition as advancing the state of knowledge in the field by the Harvard Business School.

Dr. Kaufman’s research has been supported by grants from the National Science Foundation (NSF) and other government agencies as well as from private foundations. He was elected Fellow of the Society for Industrial and Organizational Psychology (SIOP) as well as the American Psychological Association. In addition, he served on panels for the National Research Council as well as NSF and received an award for his research from the American Society for Engineering Education. Dr. Kaufman earned his Ph.D. at New York University in Industrial Psychology. He also holds a Master of Industrial Engineering from New York University and a Bachelor of Mechanical Engineering from the Cooper Union for the Advancement of Science & Art.

Email: hgk224@nyu.edu

Accenture

Reinventing Workforce Management with AI in the Pandemic Era

Abstract: Companies and organizations responded differently to abrupt changes in demand caused by the COVID-19 pandemic. In a series of swift extraordinary workforce actions, many furloughed or laid off most of their employees. Others saw demand explode, and found themselves facing immediate labor shortages.

Accenture and three partner organizations – Verizon, Lincoln Financial and ServiceNow – saw an opportunity to help. Within 14 days from concept we launched People + Work Connect, a collaborative online employer-to-employer initiative that brings together companies furloughing or laying off people with those firms in urgent need of workers. With no cost for employers to join and participate, People + Work Connect is powered by Accenture’s analytics-driven platform and promises to make a difference in the lives of hundreds of thousands of people, while lessening the economic and societal impacts of the pandemic.

This session will address this important initiative, as well as a number of other robust assets and offerings that Accenture developed to help clients across industries manage the immediate, significant workforce disruptions from the pandemic and start planning for recovery. Selected offerings addressed will have ‘AI inside.’
Dr. Michael Bazigos | Senior Partner, Accenture Strategy & Consulting | Talent & Organization/Human Potential

As senior partner and global managing director of Accenture Strategy’s talent and organizational analytics business, Dr. Bazigos leads a high-growth practice as its chief executive. His group creates and delivers industry-leading service offerings and enabling platforms for global markets and clients. Focus areas of the practice are shaping the future-driven workforce, leading transformations, cultural agility, talent, inclusion, automation, and AI-driven enablement. Before joining Accenture, he was vice president of OrgSolutions at McKinsey & Co., where he published frequently on organizational strategy in the McKinsey Quarterly. Earlier leadership roles spanned both industry and consulting at KPMG, IBM, and PwC consulting. Within this span, he lectured at Columbia University’s graduate program in social-organizational psychology.

As an education dean, he founded Pace University’s Center for Urban Education, helping to equalize the distribution of opportunity in the NY metropolitan area. He earned his Ph.D. and MPhil in Social-Organizational Psychology at Columbia University, his MA in Industrial Psychology at NYU, and BA in Psychology at Pace University.

Whether in industry or consulting roles throughout his career, his passion for innovation, inspiring people and teams, and managing by the evidence have raised organizations’ performance arc and helped them to succeed.

Email: michael.bazigos@accenture.com

Future Workplace

Re-imagining HR In The Age of Artificial Intelligence & The Global Pandemic

Abstract: The Coronavirus pandemic is accelerating one of the biggest business transformations in our lifetime. How we work, learn, communicate and collaborate will change forever. As outlined in Jeanne Meister’s Forbes column, The Impact of the Coronavirus on HR and the New Normal of Work, the combination of a global pandemic with a more pressing need to integrate artificial intelligence into the workplace is providing the impetus for organizations to transform themselves. Using artificial intelligence will be an increasingly regular part of every HR leader's job. HR leaders and their teams will need to develop a fluency in artificial intelligence to understand how to leverage the power of artificial and human intelligence to increase speed to hire, provide greater internal employee mobility and enable learning & development to be more personalized and effective. This session will provide an overview of a global research study conducted among 8,370 HR leaders, hiring managers and workers across 10 countries (US, Canada, India, Brazil, France, Japan, Singapore, China, Australia and UK) and provide the latest pulse research conducted by Future Workplace among 350 HR leaders on how the coronavirus is accelerating future of work initiatives.

Key findings to be addressed include:
How the Coronavirus is accelerating the future of work and what initiatives are moving from “research phase” to live pilots?
Why the Future of Work is the Future of Worker Wellbeing in the age of artificial intelligence?
Where AI is being deployed in HR and what are the key business results?
What is the changing role of a manager as humans work side by side with bots?

Jeanne Meister | Managing Partner, Future Workplace

Jeanne Meister is Founding Partner of Future Workplace, an HR Advisory and Membership firm. Future Workplace manages Future Workplace Network, a consortium of 44 senior HR, Talent and Learning professionals who meet four times a year, to discuss next practices preparing for the future of work and the future of HR, and access online courses on Future Workplace Academy. Future Workplace also provides research on timely topics such as Using Artificial Intelligence @ Work, Workplace Wellness, Closing the Skills Gap and Workspace Design. Future Workplace received the GOLD Brandon HALL award for excellence in the design of a five week online course entitled, Using AI 4 HR to Enhance The Employee Experience. Additional online courses for HR and HRIS executives are on Future Workplace Academy.
Jeanne is the best-selling author of three books, the most recent is: The Future Workplace Experience: 10 Rules for Mastering Disruption in Recruiting and Engaging Employees. This book received the Silver Best Business Book Award for Human Resources professionals and the Bellwether award, by the Community College Futures Assembly. Jeanne is also a Contributor to Forbes here: http://blogs.forbes.com/jeannemeister/. Jeanne received the Distinguished Contribution in Workplace Learning Award, given to one HR executive each year by Association for Talent Development (ATD). This award honors Jeanne’s body of work in preparing executives for the future of work. Jeanne has also received the Colin Corder Award for Outstanding Achievement in Workplace Learning by The Learning and Performance Institute, (LPI). Jeanne was named one of the Top HR Experts to Watch in 2020 by People Managing People Magazine. and one of Top 100 HR Tech Influencers for 2019. Jeanne is a regular speaker at HR TECH, ATD, SHRM, Learning Performance Institute, Work Human, and Business Transformation Summit.

Jeanne was previously Vice President of Market Development at Accenture (www.accenture.com) and is a member of of Excelsior College Board of Trustees. Jeanne is a graduate of University of Connecticut with a Bachelor of Arts degree and a Master in Education from Boston University.

Email: jeanne@futureworkplace.com

Johnson & Johnson
Decoding AI Techniques in Talent Assessments

Abstract: Recent years have seen significant innovation in pre-hire assessment beyond the ‘traditional’ multiple choice format. Vendors now offer testing on mobile devices, automated video interviewing and scoring, game-based assessment, Virtual Reality assessments, artificial intelligence-based approaches and more. Keeping up with these new techniques can easily become its own full-time job. When evaluating these new assessments organizations need to look beyond traditional psychometrics, at other criteria such as: candidate reactions in terms of fairness and job-relatedness, and technological integration with our recruitment software. Evaluating these for J&J I became both an evangelist for, and critic of, new AI assessments depending on their effectiveness and the businesses intended use of them.

In this talk, I will share some materials I’ve created to explain new assessments across the organization to a variety of business audiences. I will explore the real-world criteria used to evaluate the new assessments, as well as explore practical strategies and advice for others looking to implement, or just learn more about, new AI assessment techniques.

Christina Norris-Watts, Ph.D. | Head of Selection Assessment & Competencies

Dr. Christina Norris-Watts is the Head of Selection Assessment and Competencies at Johnson & Johnson. In this role she’s responsible for defining and leading the enterprise-wide selection assessment strategy. She works with J&J’s Talent Acquisition organization and identifies talent assessment solutions that will further improve quality of hire, process efficiency, and user experience for the approximately 1.8 million applications that come through J&J every year. She is also responsible for overseeing the strategy and guidance for J&J’s enterprise-wide leadership and functional competency models. Christina has over fifteen years of experience in talent assessment and talent management. She previously worked at Two Sigma Investments where she was Vice President, Talent Architect.

In this role, she led the design and implementation of their performance management process and was also accountable for job analysis and architecture as well as various OD initiatives. Prior to Two Sigma, Christina was Senior Manager, Selection Specialist for Macquarie Group with responsibility for selection assessments, competency modeling, and organizational analytics. She began her career as a consultant with APT Metrics focusing on litigation support, job analysis, competency modeling, and test validation. Christina holds a Ph.D. in Industrial & Organizational Psychology and a M.S. in Industrial & Organizational Psychology from The University of Akron. She has a B.A. in Psychology and International Studies from Middlebury College. She has authored multiple research publications and presented often on topics across Applied Psychology, including Selection, Leadership, Organizational Justice, and Performance Management.

Email: cnorrisw@its.jnj.com
IBM

Analyzing Employee Feedback with AI: Normalizing Results by Team Size

Abstract: Employees provide free text (natural language) feedback comments during various surveys, for example impact of COVID-19, exit interviews, engagement surveys, periodic polls, etc. IBM analytics analyzes such feedback utilizing AI tools to improve management effectiveness and address problems within a short reaction time. The key themes and sub-themes are extracted from employee comments and compared to quantifiable employee actions, e.g. attrition rate or numeric NPS [Net Promoter Score] replies.

This presentation discusses normalization of AI analysis of such feedback by team size to recommend improvement areas for team managers.

1. What is a normalized voluntary attrition on a team to make a meaningful statistical comparison to an average? Note that voluntary attrition of only a few members of a relatively small team would make large swings in the attrition rate.  
2. How to normalize by team size the frequency of different feedback themes of the pandemic impact extracted by the AI themes analyzer?

Michael Peran, Ph.D.  |  Executive Data Science Program Manager - IBM HR

Dr. Michael Peran focuses on applying advanced analytics, data science, AI and machine learning to design personalized recommendation engines for learning activities, identify optimal training and reskilling, forecast changes in workforce (attrition, new hires, etc.) Before joining IBM, Michael worked in financial services (MasterCard, Value Line, Marco Polo XTF, Morgan Stanley, etc.) and was Adjunct Assistant Professor at the NYU Center for Finance, Business, and Taxation in SCPS. Michael earned a Ph.D. in Electrical Engineering from the Institute of Radioengineering and Electronics (IRE) of Russian Academy of Sciences and an MBA from University of Chicago Booth Business School.

Email: mperan@us.ibm.com

IBM

Towards Building People-Centric AI for Business - The Long Haul

Abstract: As technologies go, Information Technology and software systems are notorious for inadequate reliability and frequent update cycles in their offerings compared to other disciplines like construction (e.g., bridges, buildings), transportation (e.g., cars, planes) and telecommunication (e.g., phones). With Artificial Intelligence (AI) systems entering the workplace and crucial areas of the economy, mere improvement in short-term business metrics is not enough. There is an urgent need to understand AI's impact on people and how the systems should evolve to work synergistically with them. This talk will use two examples of common AI systems: Machine Learning (ML) based predictors and Conversation Agents (“chatbots”). This presentation will discuss how one can setup experiments to test the impact of these AI systems on users in the near and long term.
Biplav Srivastava, Ph.D. | IBM Distinguished Data Scientist, Chief Analytics Office

Dr. Biplav Srivastava is presently a Distinguished Data Scientist and Master Inventor at IBM's Chief Analytics Office. With over two decades of research experience in Artificial Intelligence, Services Computing and Sustainability, most of which was at IBM Research, Biplav is also an ACM Distinguished Scientist, AAAI Senior Member and IEEE Senior Member. Biplav usually works with open data, APIs and AI-based analytics to create decision-support tools. In AI, his focus is on promoting goal-oriented, ethical, human-machine collaboration via natural interfaces using domain and user models, learning and planning. He applies these techniques in areas of social as well as commercial relevance with focus for developing countries (e.g., transportation, health and governance). Biplav's work has led to many scientific firsts and high-impact commercial innovations ($B+), 150+ papers and 50+ US patents issued, and awards for papers, demos and hacks. He has interacted with commercial customers, universities and governments, been at standard bodies, and assisted business leaders on technical issues.


Email: biplavs@us.ibm.com

NYU

Predicting the Emergence & Obsolescence of Future Jobs

Abstract: The global conditions in which we find ourselves today make it more important than ever to understand and predict the emergence and obsolescence of jobs and job content. Just six months ago labor experts and labor economists were debating and fretting about the impact of AI technology on the future of work. Today the impact of the pandemic on the future of jobs has been added to the debating and fretting. Advances in AI and natural language processing offer some solutions. AI and NLP offer hope for greatly improving the timeliness and accuracy of predicting the future of jobs. However, there are many challenges including data problems, choice of metrics, and bias. These challenges are described, solutions are proposed, and an example is provided.

Prof. Paul Squires | Department of Psychology, Industrial/Organizational Program, NYU Graduate School of Arts & Sciences

Dr. Paul Squires is a Clinical Associate Professor at New York University. He teaches courses in research methods, applied statistics, psychometrics, and machine learning applications. Dr. Squires has been a Co-Principal investigator for a research project that focused on developing quantitative human capital management methods for use with the career paths of knowledge workers. This research has evolved into applications of AI to predicting future skills and their obsolescence. His expertise includes applied statistics, psychometrics, job analysis, ML and NLP.

Dr. Squires has published over twenty articles and book chapters on these subjects and is a long-time member of the Society of Industrial and Organizational Psychology. He has provided consulting support for research with public and private organizations including the USDol, USDoD, US Department of Agriculture, State of North Carolina, PwC, Verizon, Merrill Lynch, KPMG, Avon, Ingersoll-Rand, the New York Stock Exchange, Eaton Corporation, and GlaxoSmithKline, to name a few. Dr. Squires earned his Ph.D. in Educational Psychology and Measurement from Fordham University.

Email: ps2937@nyu.edu
Catalina Jaramillo | Graduate Research Fellow / Ph.D. Student | Department of Computer Science & Engineering, NYU Tandon School of Engineering

Catalina is a Graduate Research Fellow & Ph.D. Student in the Department of Computer Science & Engineering at NYU Tandon School of Engineering. Previously, she worked as an organizational development consultant for several firms in Latin America. Catalina has been a member of the judging committee for the Caterpillar Innovative Applications in Analytics Award (IAAAA) for the 2018 and 2019 editions. She has been invited as guest editor for Special Issue on Analytical Modelling and Applications for the Journal of Modelling in Management. Catalina completed a B.S. in Production Engineering from Universidad Eafit in Colombia, an M.S. in Organizational Behavior, Systems and Analytic and an M.S. in Management of Technology from NYU Tandon. Catalina was President of the TechSHRM student chapter at NYU Tandon.

Email: cmj383@nyu.edu

Prof. Harold G. Kaufman | Director, Research Program in Human Capital Analytics | Department of Technology Management & Innovation, NYU Tandon School of Engineering (See bio above)

Prof. Julian Togelius | Associate Professor | Department of Computer Science and Engineering, NYU Tandon School of Engineering

Dr. Julian Togelius is an Associate Professor in the Department of Computer Science and Engineering, New York University. He works on various aspects of artificial intelligence, such as deep learning, stochastic tree search, hyper-heuristics, evolutionary computation and reinforcement learning. These methods are applied to and tested on various domains, with a specific focus on games, which pose a number of interesting problems for AI. He is currently co-leading a project to data-mine the labor market to predict future changes in job skill demands, by analyzing large quantities of job ads and track their evolution over time. He is the Editor-in-Chief of IEEE Transactions on Computational Intelligence and Games. Togelius holds a BA from Lund University (Sweden), an MSc from the University of Sussex (UK), and a Ph.D. from the University of Essex (UK). He has previously worked at IDSIA in Lugano and at the IT University of Copenhagen.

Email: julian.togelius@nyu.edu

Panel Discussion Plus Q&A with All Presenters: Where We Are & Future Directions

In this capstone session of the Conference, the key issues addressed are summarized by discussants. The panel will focus on the potential future directions as well as the challenges that lie ahead in applying AI to human capital applications to help win the war for talent.

Discussants:

Amy Lui Abel, Ph.D. | Vice President, Human Capital | The Conference Board

Dr. Amy Lui Abel is Managing Director of Human Capital at The Conference Board and leads research efforts focusing on leadership development, human capital analytics, organizational learning, labor markets, strategic workforce planning, talent management, diversity and inclusion, executive coaching, human resources, and employee engagement. In addition to published research, related products and services at The Conference Board include peer learning networks, conferences, webcasts, and other executive events. Amy frequently hosts Human Capital Watch™ and other webcasts that
Amy was previously a Director of Leadership Development with Morgan Stanley, supporting high potential senior leaders globally. She has also held roles at Accenture, Adobe Systems, JPMorganChase, and led a private consulting organization performance practice. Amy has taught at New York University Stern School of Business in management and organization studies and served on the Board of Directors for the Association for Talent Development (formerly ASTD) New York Chapter. She was named ‘Outstanding Alumni of the Year’ by the New York University Business Education Program. Based on her doctoral research study about corporate universities and organizational learning, Amy was recognized for ‘Best Workplace Learning Dissertation’ by the American Educational Research Association Workplace Learning Group. Amy was recently published in The Center for Creative Leadership Handbook of Coaching in Organizations by Jossey Bass, People + Strategy Journal, The Handbook of Workplace Learning by Sage Publications, Human Resources Development Quarterly Journal, and ATD’s T+D (Training and Development) Magazine. She holds several degrees, including a Ph.D. from New York University in information technology, business education, and organizational learning and performance.

Email: Amy.Abel@conference-board.org

Vincent Conte, Ph.D. | Managing Partner, Work/Life, LLC | Adjunct Professor, Department of Technology Management and Innovation, NYU Tandon School of Engineering

Vince Conte is a Consulting Applied Psychologist who specializes in the impact of technology on work design and organization culture. A retired Accenture Associate Partner, and veteran HR executive, Dr. Conte divides his time between management consulting and coaching through his partnership, Work/Life, LLC. He currently teaches as an adjunct at NYU’s Tandon School of Engineering and the MBA program of the Zarb School of Business at Hofstra. Recent courses he has taught include: Human Capital Engineering and Analytics, Process Re-engineering based on Toyota’s system, Organizational Behavior, Leadership and International Management.

Having lived and worked in East Asia for seven years, Dr. Conte brings an international perspective to how work and technology are organized, deployed and managed. He has provided clients with consulting related to cross-cultural leadership and the application of talent management, decision-making and motivation in global organizations.

Vince holds a Ph.D., in Applied Psychology from Hofstra University and an M.A. in Psychological Counseling from Manhattan College. In addition to his current work, he is an active member of SIOP’s Professional Practice Committee which serves the career development needs of I-O Practitioners and is a past President of METRO.

Email: vc746@nyu.edu
Conference Staff

Prof. Harold G. Kaufman, Conference Organizer (see bio above)
Sreenidhi Rabindranath, Conference Coordinator (LinkedIn)

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Many people and organizations have made it possible to create this conference, “AI in the Workplace: Future Directions in People Analytics”. We would like to extend our sincere gratitude for all their support to the following:

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About Us

Department of Technology Management & Innovation: MS Management of Technology Program

The Department of Technology Management and Innovation at the Tandon School of Engineering represents a major gateway and opportunity for those aiming to be successful in the emerging knowledge-intensive and technology-demanding business environment that characterizes almost all sectors of today's economy. The MS Management of Technology program (MOT) is designed for college graduates and professionals who aim to make a difference in a world in which economic and social advancement is increasingly dependent on the integration of technology and business. The MOT Program includes a unique elective track in People Analytics. The Department offers the MOT program in two formats: Full-time/Part-time in On-Campus MOT or in a purely Online MOT (NYU Tandon Online). The program also accepts Visiting Students, who may apply for the degree program. Courses are offered predominantly in the evenings to accommodate those students who work full-time during the day. Please direct all general inquiries to TMI@nyu.edu

Application for On-Campus MS MOT degree (part-time & full-time) and Visiting Students: https://engineering.nyu.edu/admissions/graduate/how-apply

Application for Online MS MOT degree (part-time & full-time) and Visiting Students: http://engineering.nyu.edu/academics/online/masters/management-technology-ms

About NYU Tandon School of Engineering

The NYU Tandon School of Engineering dates to 1854, when the NYU School of Civil Engineering and Architecture as well as the Brooklyn Collegiate and Polytechnic Institute (widely known as Brooklyn Poly) were founded. Their successor institutions merged in January 2014 to create a comprehensive school of education and research in engineering and applied sciences, rooted in a tradition of invention, innovation and entrepreneurship. In addition to programs at its main campus in downtown Brooklyn, it is closely connected to engineering programs in NYU Abu Dhabi and NYU Shanghai, and it operates business incubators in downtown Manhattan and Brooklyn. For more information, visit http://engineering.nyu.edu.

About New York University

New York University, founded in 1831, is one of the world's foremost research universities and a member of the selective Association of American Universities. The first Global Network University, it has degree-granting university campuses in New York, Abu Dhabi, and Shanghai; 11 other global academic sites; and sends more students to study abroad than any other U.S. college or university. Through its 18 schools and colleges, NYU conducts research and provides education in the arts and sciences, law, medicine, business, dentistry, education, nursing, the cinematic and performing arts, music and studio arts, public administration, social work, engineering, and continuing and professional studies, among other areas. For more information, visit www.nyu.edu.