



School of
Management



OCTOBER PROFESSIONAL ENRICHMENT EVENTS



HOW WILL WASHINGTON'S HIRES IMPACT YOURS?

Written by: Aashka Shah

I wanted make everyone aware about the HR Seminar: **How will Washington's New Hires Affect Yours?** that took place at the Auditorium on Broadway on Thursday, October 20, 2016. The Seminar was about the upcoming election and the impact it will have on businesses. It was sponsored by the

Center for HR Studies, Rivkin Radler, and Chernoff Diamond. The speakers spoke about the impact the current Republican and Democratic presidential candidates may have on the workforce. We were more than happy to welcome the keynote speaker Brian Silva who is an alumnus of NYIT and also Chairman of Board of Directors at SHRM. Brian Silva is Chief Human Resources Officer and Senior Vice President of Administration at

Fresenius Medical Care. The program started with networking and was followed by the seminar. The following topics were covered:

1. Affordable Care Act
2. Paid Family Leave, Minimum wage, and Overtime Regulations
3. Immigration and Employment

The speakers discussed the different viewpoints of the presidential candidates and how they would impose changes in the workplace. Over all, it was a very informative seminar and I encourage students to volunteer for such events that may help them their HR connections.



LEGAL AND LEGISLATIVE CONFERENCE

Written by: Anne Alvarado

On Friday, October 21, Dhvani, Anne, and Aashka attended the HR NY Legal and Legislative Conference. Speakers at the conference were from multiple law firms including Jackson Lewis, and Davis &

Gilbert. They spoke about court cases pertaining to current issues in the workplace regarding arbitration agreements, the NYS FMLA law, and legal updates regarding whistle blowers and Title VII. One of the presentations focused on the LGBT/transgender community and the changes regarding the definition of "sex" as a protected class under Title VII. Many of the concepts discussed reminded me of the discussions that are held in our employment law and labor relations courses. I would recommend this conference to students who would like to see how these concepts are applied in the workplace. Especially because as HR professionals we must stay current to develop and implement new processes influenced by these changes.

SHRM Assurance of Learning Assessment

SHRM's Assurance of Learning® Assessment for graduating HR students is a benchmark for students who are completing an HR degree and who have little to no work experience in HR. It benefits students by showing employers the student has acquired the minimum knowledge required to be a successful HR professional, and it gives recent graduates an advantage over other entry-level candidates by showing the student has achieved the Certificate of Learning upon passing an exit exam. And, it helps employers to know that the student has taken an additional step to ensure their degree, complemented by a Proficient or Advanced Certificate of Learning achievement, adequately prepares them for their career in HR. The SHRM Assurance of Learning

Assessment complements both formal classroom knowledge acquired through a degree program and experiential learning gained through internships. This assessment exam may be most relevant to students who are about to complete their undergraduate studies with a concentration in Human Resources. Students nearing the completion of an MS in HR Management and Labor Relations, or recent graduates with the MS, who have a new job in HR should consider the SHRM-CP certification exam--see the following article. MS students or graduates with more HR experience should consider the SHRM-SCP exam if they have more experience.

Visit the SHRM Assessment website for more details: <http://www.shrm.org/assessment> or contact [Prof Ninehan](#)

SHRM Certification

In 2015, SHRM started to offer two certifications to HR professionals, the SHRM-CP and the SHRM-SCP. Certifications demonstrate an HR practitioner's knowledge and skills in HR, provide evidence of his/her commitment to the profession, and make the person more marketable to employers. As of this month, **96,000** HR practitioners hold a SHRM certification. Eligible HR professionals can take a qualifying exam that demonstrates the person's knowledge of critical areas of HR, as well as their HR behavioral competencies. Generally, practitioners with at least a graduate degree and 3 years of experience would qualify to take the SHRM-SCP exam. However, a graduate of the MS-HRM/LR program who has an HR position does not need to have any specific amount of experience to be eligible for the **SHRM-CP exam**. Two recent alumni of our MS program successfully became SHRM-CP certified this past Spring, and students working in HR have prepared to take a certification exam soon after graduation. So as you approach graduation, consider becoming certified (NYIT offers certification preparation courses as well).

For more information: www.shrmcertification.org, or contact [Prof Ninehan](#).

Student-to-Professional Program

If you are currently a member of SHRM, you are probably benefitting from the student rate of \$40/year, a steep discount from the professional member rate of \$190/year. Once you graduate, you will no longer be eligible for the \$40 student rate. However, SHRM offers a "Student-to-Professional" Program that allows graduates to be eligible for a special discounted membership rate of \$90/year for two years after graduation. Your continuing membership in SHRM after graduation can be especially useful if you are working in an HR position that requires you to access information about changes in the law, find out about best practices. For more information, click on this link: <https://www.shrm.org/Communities/StudentPrograms/pages/conversion.aspx>