

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

NYIT SHRM NEWSLETTER

FALL 2013

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CHAPTER NEWS

OUR MEMBERS JOIN 2014 SHRM NORTHEAST REGIONAL CASE COMPETITION

Rebecca Weiz, Brenden Feifer, Kenneth Geng, Ingrid Bryni and Stephanie Trinidad will be competing in the 2014 Northeast Regional SHRM Case Competition against up to 15 schools. Last year, schools included Cornell, Villanova, Penn State and Rutgers. The 2014 Case Competition will be held on April 11th and 12th in Providence, Rhode Island. Villanova is the reigning champion. The winning team receives \$2500 cash and bragging rights.

The SHRM Case Competition consists of a one day event where teams of up to six undergraduate or graduate students from various colleges and universities compete in both oral and written presentations. The case is created specifically for the SHRM Case Competition and can focus on any number of HR issues (i.e., Management Practices; Selection & Recruitment; Training & Development; Compensation & Benefits; Employee/Labor Relations; and Health, Safety & Security or a combination). The teams have four hours to read, evaluate, and draft both the oral and written presentations. After the four hour preparation period, the teams provide their written presentation to one set of judges for review and present their oral presentation to another set of judges. The judges receive the scoring criteria which they use to evaluate both the written and oral presentations. The teams have 15 minutes to present their oral presentation. Due to the large size of the competitions, there may be two separate judging rooms – in this situation, the highest ranking team from each room will move on to present their oral presentation to a combined set of three judges in front of an audience. The highest ranking team from this evaluation will be the winner.

There are many benefits to the SHRM Case Competition. The SHRM Case Competition is an event that offers the opportunity to bring professional HR professionals, students and student chapter advisors together in a meaningful way. The effort it takes to plan and conduct the SHRM Case Competition is worthwhile and beneficial to the professional members as well as the students. The professionals judging the cases get a fresh look at the knowledge, skills, and enthusiasm of the HR students that are getting ready to graduate. The students receive an opportunity to network with other students and showcase their knowledge to HR practitioners.

--Description provided by SHRM.org

FALL SEMESTER HIGHLIGHTS

September 27th- 1st General Meeting and Meet and Greet

October 2- 1st Monthly Update goes out to over 100 students, alumni and faculty!

October 18- 1st General Membership Meeting!

November 9-15- Our chapter sponsored a **Holiday Food Drive for Island Harvest** and collected over 10 bags of goods!

December 4 & 10- NYIT Sponsored a **Holiday Party** in both Manhattan & Old Westbury Campuses



complete with Food, Beverages and a Raffle. Pragya Jain (Manhattan) and Meggi Li (Old Westbury) each won an Apple Gift Card!



2014 Spring Meeting Dates

FRI, FEB 7 – SPRING MEET & GREET!

FRI, FEB 28 – GENERAL + OFFICER MEETING

FRI, MAR 28 – GENERAL + OFFICER MEETING

FRI, APR 25 – GENERAL + OFFICER MEETING

PROFESSIONAL ENRICHMENT EVENTS

This is a summary of a few PE events offered in the Fall at one or both campuses...

“ Know Who You Are Hiring” Joe Rotondo, Vice President, Regulatory Compliance, Sterling Infosystems, spoke at both Manhattan and Old Westbury Campuses. It is essential for employers to carefully screen those whom they intend to hire to help ensure a safe workplace and to avoid legal liability. We learned how references, criminal background checks, credit reports, and drug testing are used to improve hiring, as well as pitfalls to avoid.

The hot topic of healthcare during the transition to “Obama Care” was touched upon in **“Health Care Benefits in 2014: Financial Decisions for Employers”** presented by Ralph Sepe, Partner, Chernoff Diamond, LLC. Health insurance is a vital, but increasingly expensive, benefit and must be managed in a complex regulatory environment, as employers implement the mandates of the Affordable Care Act. At this seminar we learned what those costs are, the options faced by employers, and strategies that help manage these costs while ensuring that employees have access to quality and affordable care.

“The Consequences of Mergers: A real life look at how a merger can affect organization development in a unionized workplace” was presented by Annette Perry, PHR, Director of Human Resources, Empire Merchants. The newspapers are full of merger announcements these days, but how does an announced merger actually affect the lives of the people involved? How do unions and management work together to accomplish their individual agendas while creating a 'new & improved' organization?

Aoifa O'Donnell, CEO, National EAP, Inc. presented the event **“Managing Workplace Stress and Other Behaviors: The Bottom Line Impact”** This seminar examined the impact of stress, substance abuse, and violence and other factors on workplace productivity and costs, and shows how Employee Assistance Programs and other workplace initiatives can help alleviate the conditions that foster these behaviors.

FALL ALUMNI SPOTLIGHT

SYLVIA JO GLAZ, FORMER NYIT SHRM OFFICER
M.S. H.R. GRADUATE SPRING 2013

How was your experience at NYIT?

"As an undergraduate and graduate student at NYIT (as well as an employee!), I have had the honor to learn and grow with NYIT through the past 7 years. NYIT prepared me in my studies and of course build relationships throughout the years. As much as I hated the traffic each morning and evening, I don't regret it!"



Who was your favorite professor?

"Difficult to choose since every single professor played a role in mentoring as well as teaching. Dr. Dibble was my first contact before entering into the HR program. He has guided me throughout the years and always made sure all my questions were answered. He pushed me to continue my studies and to keep trying even through the tough times!"

Where do you work now? What have you been up to since graduating?

"I have been working as a Human Resources Associate at Precipart Group Inc. I have the opportunity to work with every aspect of HR including benefits, employee relations, recruiting, training, health and safety, strategic HR and the list goes on. I am also a HR mentor and manage an internship program. Since graduation, I decided to take the PHR exam and trying to fit in as much travel as I can!"

How has being a SHRM member helped you?

"SHRM has taught me the importance of staying up to date on any HR related issue. In the ever-changing HR world, I feel that it is impossible not to be a SHRM member."

Were you a NYIT Student Chapter member? How was it?

"Yes, I enjoyed it! Being part of a team and having the opportunity to share your thoughts and opinions can greatly benefit you. Not only does it show leadership and devotion, it is a great step for someone who is new to the HR world and/or shows passionate about their career and future."

Advice? *"Take every opportunity you get to further your career!"*

HR UPDATE

Obama Care has caused an uproar in HR departments everywhere, Most employers are questioning how much they will have to pay and what will be required of their employees.

This is an interview with Shirelle Pearson, MBA, GBA, Benefits Professional and Client Manager at Chernoff Diamond. She also teaches Employee Benefits Management as a Professor at NYIT.

"I believe that over the course of time "Obama Care" will bring America back to its position of "first place" among nations"

-Professor Pearson, NYIT Professor and Client Manager at Chernoff Diamond

Here's what she had to say about the Affordable Healthcare Act...

How do you believe the Affordable Care act will impact citizens, employers and insurance companies? Who is reaping the biggest benefits out of the three?

" I believe that the Affordable Care Act (ACA) will impact citizens, employers and insurance companies in a positive way over the course of its implementation and assimilation into our regular way of thinking. Citizens who previously had no access to healthcare will now have a way of obtaining much needed care to be a more productive Americans. Employers will have a new-found increased talent pool to employ these citizens. This reinvigorated workforce, who will be in more healthful states will be more capable of bringing new energy and creative thought to their jobs. We currently suffer from "brain drain" as baby boomers are retiring from the workforce and jobs are being shipped over seas - We need to bring these jobs back home. Insurance companies, while overall bad health risk will be reduced and cost following suit, will be able to focus on being more proactive in preventing disease and removing waste from their systems. They should be encouraged to think differently with regard to treating those who become ill due to circumstances beyond their control and partnering with other health organizations to better control disease and increase community awareness. Out of the three, current uninsured citizens have the most to gain from the ACA."

2. Should President Obama sign on to the plan to encourage support?

"I don't believe that President Obama should sign on to the plan to encourage support, as this act may be perceived as patronizing those he is trying to serve. He should continue to communicate why enrollment should be important to those currently without insurance and help them to understand the benefits they may reap with improved health, particularly their children. Good health for children fosters better grades in school which will open these young minds to unlimited potential and a means of achieving their dreams and helping society at large."

3. Do you believe the program will gain more trust in the long run?

"I do believe that the program will gain more trust in the long run. When ERISA was first introduced in 1974, it was legislation that no one thought would be beneficial to employers and employees, at large. In light of all the increased administration and policy drivers ERISA has grown in trust over the long run, and it is also my belief that this will be the case for ACA."

4. What could be changed about the plan?

"The plan's framework is in its infancy stages and over time we will learn more about what improvements are needed, outside of the current technology/website debacle. All eyes should be focused on making sure that plans are truly "affordable" for Americans at large and Americans currently covered through their employers' plans (with increasing medical plan contribution cost) and employers themselves do not bear too much of the burden of the act's implementation and ongoing administration. ACA has on average, cost employers 4% to 6% on top of their normal medical plan renewal increases. Once overall "waste" (over-utilization and administrative duplicity) is flushed from the system, costs should normalize."

5. What are your overall feelings about where "Obama Care" will take the country?

"I believe that over the course of time "Obama Care" will bring America back to its position of "first place" among nations. We have had to fight to maintain our position, and in spite of our efforts we have fallen backwards in our position of power, and respect. They are there for the taking, but we must put the work in to reclaim it!"

WHY JOIN SHRM?

There are many reasons to be affiliated with the Society for Human Resource Management's through NYIT's Student Chapter. Here's 5 reasons why:

1. Gain national recognition from being part of the club. Join a network of over 450 student chapters and 575 professional chapters nationwide.
2. Participate in HR-related chapter projects and activities that will help you prepare to enter the profession.
3. Develop your leadership skills through participation in chapter projects and activities.
4. Experience the "real world" of human resources through interaction with HR practitioners in your local professional SHRM chapter.
5. Network with the business leaders of today and make the contacts that will help you find a job tomorrow.

Join with a SHRM Student Membership online for just \$35 at www.shrm.org/communities/studentprograms/pages/memberinfo.aspx
Don't forget to select New York Institute of Technology #5460
to be a part of the Chapter!

Other Useful Sites:

www.shrm.org www.nyitshrm.org www.shrmlti.org www.hrny.org

Questions? Contact us at StudentChapter@nyitshrm.org

2013 SHRM ANNUAL CONFERENCE IN CHICAGO

*Article submitted by Sylvia Jo Glaz,
Former Officer 2012-2013*

The SHRM 2013 annual conference took place in Chicago, Illinois this year. Both Cynthia Munoz and I were lucky enough to join the annual conference with other HR professionals around the country totaling over 15,000 in attendance.

The student annual conference started Saturday June 15th with a welcoming breakfast and award ceremony. Schools from all over the country were recognized for their hard work, programs and success. NYIT was recognized for their superior merit award recognizing the SHRM student chapter which both Cynthia and I were proud to be a part of as officers.

The student conference opened up with key note speaker Brad Karsh, President of JB Training Solutions. His session was titled "A Millennial's Guide to Rewriting the Rules of Management". In this session, Mr. Karsh compared the generations and spoke about the unique management skills future management teams will face. In order for millennials to manage effectively, he chose to speak about "Connect". Connect was an acronym for millennials to use: Communicate, own it, navigate, negotiate, engage, collaborate and teach. While reviewing these acronyms, one can understand how millennials can be successful managers with all the new technologies and cultures we are facing today.

The first concurrent session I attended was "Getting Your Foot in the Door without Putting Your Foot in Your Mouth" by John Hudson from Harpo Studios, Inc.

and Discovery Communications. Mr. Hudson spoke about his way of finding his career in HR and how he achieved it. While never imagining HR as a career, Mr. Hudson explored different jobs and developed skills and knowledge and eventually "landed" his dream job in recruitment and finally became a HR Business partner. He spoke and explained that especially in today's ever changing world, job searching will not be easy. The world is competitive and one needs to do all they can without giving up. He gave advice such as setting expectations, networking, making connections, and studying companies.

The second day was the second part of the student annual conference and the Grand opening session of the National SHRM annual conference. The opening speaker was Dan Schawbel, Managing Partner titled "Millennial Branding Promote Yourself: The New Rules for Career Success". Mr. Schawbel did an excellent job on discussing the different social media networks and how they can benefit us or how they can destroy us and our reputation. He spoke about ways to network and showed us scenarios on what should be done or said in different situations.

On Monday and Tuesday there were concurrent sessions that shared knowledge and real life scenarios that HR professionals have face or will most likely face. The first session I attended was "How to Develop a Successful Diversity Program" This session was truly about the

different cultures many companies face and diversity. Organizational strategies are key to implementing such change. Since many companies and managers have a difficult time adjusting the change, steps and follow through is expected. To support diversity in companies, one must offer culture change, making the business case for it and developing a diverse vision for effective diversity management. In the end diversity programs can help organizations attract and retain the best talent as well as reduce costs.

There were two social recruiting sessions that I have attended, one named "Social recruiting: Power to people" and one named " Social Networking" Both sessions were similar in discussing the social media today and the impact it has on a company, department and individual. Both sessions stressed the importance of providing the "outsiders" positive information and positive messages about the company and what they need to offer. Social media is the future of recruitment and one mistake can influence millions of people. Companies must have strategies and have the "look" to attract the best talent and fit for the company.

*Article Submitted by Cynthia Munoz,
Former Officer 2012-2013*

Every year the Society of Human Resources has an annual conference in different cities throughout the United States. This year it was held in Chicago, Illinois. My classmate, Sylvia, and I were fortunate enough to attend the conference. Sylvia and I arrived in Chicago on a Friday night, one night before the Society of Human Resources Student Conference was set to commence. On the following Saturday morning Sylvia and I made our way towards the Sheraton Chicago Hotel & Towers where the Annual Student Conference was being held. We were greeted with breakfast and a hearty welcome from that day's speakers. Some of the speakers were: the president of JB Training Solutions, and the HR Business Partner of Harpo Studios, Inc. and Discovery Communications. The main topic throughout the Annual Student Conference was Millennials.

One of the other presentations I found was helpful and informative was "How To Put Your Foot in the Door Without Putting Your Foot in Your Mouth". The speaker, John Hudson, emphasized on the importance of building a social media presence. He advised that by following and engaging with various companies on Twitter and LinkedIn, one can connect with employees from a company and it can lead to a recommendation for a position within that company. Karsh's statistics show that 92% of employers use or plan to use social media for recruiting. And 7 out of 10 employees have hired using social media such as Twitter and LinkedIn. I found this fitting for everyone, recent graduates and those who have been out of school for a long period of time, and are in search of a new job opportunity.

One other presentation that stood out was "Different is the New Awesome: Being You is All You Need" by Miguel-Joey Avilies, who is a lively motivational speaker. He persuaded us to discover who we are, to accept that person, and to utilize it to our advantage. He also encouraged us to create an elevator pitch and to practice it. This was by far the most interactive presentation I've attended. He gave us a few instructions that we were to follow. He asked us to message our closest friend or family member and to ask them to text back three words that described us as a person. He advised that if we didn't like what we read then we should attempt to change into the people that we want to be. He also asked us to present our elevator pitch to another person across the room from us. Overall, this presentation was a great practice round for those who lack or need to practice their networking skills.

The exhibition hall wasn't all what the SHRM Conference had to offer. They also provided us with useful information that we could take back to the office and share with our company. They had a plethora of seminars on various topics in which an attendee can pick and choose the seminars they would want to attend. The topics varied from Worker's compensation, to building a compensation and benefits program, to "How to Give a Butt-Kicking Presentation".

Some of the sessions I attended were: "The Bermuda Triangle – A Journey through the Treacherous Waters of FMLA, ADAAA, and Worker's Comp," and "Dear Helga You're Never Going to Believe What my Employer Did." The amount of information that you obtain from these sessions is so valuable. Throughout the sessions the presenter went through his/her PowerPoints and also allowed questions to be asked by the audience.

All in all, the SHRM Annual Conference was nothing like I expected; it was like a haven for Human Resources Professionals around the world and more. My experience at conference in Chicago was an educational and productive one. I've encountered so many people from different companies; it was truly great to see how everyone came together for the sole purpose of bettering their companies and themselves, and to make connections with other people who may be experiencing a similar situation at work, and collaborating to see how they can help one another out. I am truly grateful for New York Institute of Technology for sending Sylvia and me to the SHRM Annual Conference in Chicago and allowing us to broaden our experiences and knowledge in Human Resources.

ASSURANCE OF LEARNING® ASSESSMENT FOR GRADUATING HR STUDENTS

The Society for Human Resource Management's (SHRM) Assurance of Learning® Assessment for graduating HR students is the new universal 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 important advantage over other entry-level candidates by showing the student has achieved the Certificate of Learning upon passing an exit exam. The assessment helps universities meet their accrediting body's Assurance of Learning® requirements because it helps show the HR degree program teaches what it states it will teach. And, it helps employers know that the student has taken an additional step to ensure their degree, complemented by the Certificate of Learning achievement, adequately prepares them for their career in HR. As part of SHRM's broader academic initiative, the Assessment represents an important step along an HR professional's career development path. It complements both formal classroom knowledge acquired through a degree program and experiential learning gained through internships.