



# NYIT SHRM NEWSLETTER

## SPRING 2014

### MEET OUR CHAPTER OFFICERS FOR 2013-2014

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Specialization: Human Resources

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#### **VICE - PRESIDENT**

Name: Rebecca Weisz

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Name: Brendan Feifer

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Specialization: Human Resources

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# CHAPTER NEWS

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## Meet our New Chapter Officers!

### Ingrid Bryni, Treasurer

INGRID MONITORS OUR BUDGET AND CHAPTER FUNDS. SHE IS NEW TO NYIT'S CENTER FOR HR STUDIES- HUMAN RESOURCES MANAGEMENT AND LABOR RELATIONS PROGRAM AND WILL GRADUATE IN MAY 2015. SHE IS AN INTERNATIONAL STUDENT FROM NORWAY LOOKING TO GAIN HUMAN RESOURCES AND LEADERSHIP SKILLS BY EMERGING HERSELF IN THE AMERICAN CULTURE! INGRID IS CURRENTLY COMPETING IN THE SHRM NORTHEAST CASE COMPETITION AND IS ALREADY AN ACTIVE MEMBER OF THE CHAPTER HAVING VOLUNTEERED FOR OUR VALENTINE'S DAY BAKE SALE. YOU MAY SEE HER IN THIS POSITION AND A NEW ONE IN FOR THE FALL 2014-SPRING 2015 SEMESTER!

### Shakira Scarborough, Secretary

SHAKIRA IS CURRENTLY RESPONSIBLE FOR RECORDING CHAPTER MEETINGS. SHE CURRENTLY WORKS FOR THE NEW YORK CITY TRANSIT AND IS SET TO GRADUATE NYIT'S CENTER FOR HR STUDIES- HUMAN RESOURCES MANAGEMENT AND LABOR RELATIONS PROGRAM IN MAY 2016. SHE HAS DONATED TASTY GOODS TO OUR VALENTINE'S DAY BAKE SALE AND HAS BEEN ACTIVELY INVOLVED IN HER POSITION. WE LOOK FORWARD TO SEEING HER SKILLS IN ACTION IN THIS ROLE OR A NEW ONE FOR THE FALL 2014-SPRING 2015 SEMESTER!

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# FUNDRAISING EFFORTS

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NYIT SHRM supporters can now donate to our Chapter with:



[www.gofundme.com/6ktkao](http://www.gofundme.com/6ktkao)

How will your donation help out Student Chapter?

**Volunteer Work:** Our Student chapter is committed to giving back to our community. In the past we ran very successful food and clothes drives with Long Island and City Harvest. We just recently shared our growing Human Resource knowledge at the Covenant House in NYC which is one of the largest privately funded agency that services the homeless and runaway youth.



**Alumni:** The foundation at any college or university is built upon the alumni community. With your donations it will help us brand our chapter and create and strong and power alumni circle. Communication and networking is key to our success.

**Scholarships:** Your donation will make it possible to give annual scholarships to students who are exceling in our program. These donations can help students bear the burden that can come with the cost of education.

**Student Programs:** With your help, we can enhance and introduce new programs to all HR Students for career, leadership and growth opportunities!

**We thank you for your continued support!**

# NYIT SHRM IN THE CAMPUS SLATE



The **March 11, 2014** edition of the NYIT Campus Slate features an article about the NYIT SHRM Chapter which was written and submitted by the Chapter's VP, Rebecca Weisz.

Visit [www.campuslate.com](http://www.campuslate.com) go the March 11<sup>th</sup> edition and click on page 11 to view!

The **Campus Slate** is New York Institute of Technology's source for campus news and information since 1966. The Campus Slate is distributed at NYIT's Old Westbury campus and produced in the Green Lodge building near Balding House. Issues are printed at a monthly basis. Their website reflects each monthly printed edition along with other updated news and information.

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## Society of Human Resource Management (SHRM)

**About SHRM:**  
The Society of Human Resource Management (SHRM) is the world's largest association devoted to human resources management. Representing more than 250,000 individual members in more than 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and has subsidiary offices in China, India and the United Arab Emirates.

**Why Join SHRM?**  
With over 450 affiliated student chapters and more than 17,000 student members, SHRM provides those seeking degrees in HR with practical resources to support their studies, as well as a career path. As a student member at NYIT, these are the benefits:

- \$35 student fee per year (regularly \$100) – if you are currently working, your company may pay for your membership!
- Receive HR news with access to SHRM's Members Only website
- Research information to use for school or work related assignments
- Monthly delivery of an electronic copy of the HR Magazine
- The opportunity to attend Conferences and Networking events
- Job and internship opportunities
- Scholarship and Chapter Award recognition
- Professional Enrichment Events

**Check Out our Student Chapter Website:**  
<http://www.nyitshrm.org/>  
Or email: [nyitshrm@nyit.edu](mailto:nyitshrm@nyit.edu) for more information!



From Left to Right: Professor Nankin (Faculty Advisor), Gina Sacchini (Director of Student Relations), Stephanie Trisland (Director of Communications & Social Media), Deborah Baccarini (President), Rebecca Weisz (Vice President), and Ryan Harkley (Director of Community Relations and Development)

**Previous Events:**  
Our Student chapter is committed to giving back to our community. In the past we ran very successful food and clothes drives with Long Island and City Harvest.



We just recently shared our growing Human Resource knowledge at the Covenant House in NYC which is one of the largest privately funded agency that services the homeless and runaway youth.



**Future Events:**  
**2014 Student Case Competition**  
Currently, our chapter is preparing for the Northeast SHRM Case Competition in Providence, Rhode Island. Our NYIT team will be competing against graduate students from other schools by presenting and providing a solution to a Human Resources issue.

**Want to See What We are All About?**  
Our upcoming meetings will be:  
**Fri Mar 28** – General + Officer at 6pm  
**Fri Apr 25** – General + Officer at 6pm  
OW campus – Both in Harry J. Shure Hall DL3

**How Can You Join?**  
To join our chapter, visit <http://www.nyitshrm.org/> and enter in NEW YORK INSTITUTE OF TECHNOLOGY #5460 Old Westbury under SHRM Chapter name and number.



# SPRING SEMESTER HIGHLIGHTS

**January 23<sup>rd</sup>**- Chapter Officers and student members volunteered and shared their job readiness skills and advice with homeless youth at the **Covenant House**.

**February 7<sup>th</sup>** – Spring **Meet and Greet!**



**February 12<sup>th</sup>** – Student members hosted a **Valentine's Day Bake Sale** in the Manhattan campus to raise funds for our Chapter!



**February 22<sup>nd</sup>** – Nine students including chapter officers and members attended the **Student HRM Career Forum** sponsored by Stony Brook's SHRM Chapter where students networked with Chapter members from Stony Brook, LIU Post, Hofstra etc.

**March 1<sup>st</sup>** – Our case competition team presented a **mock presentation** to professors and alumni and received great advice and words of wisdom to help us become stronger competitors!

**March 5<sup>th</sup>**– The Chapter's Annual **Scholarship Awards** were announced and eligible students were invited to apply. These include the \$500 Dr Dibble Award and two \$250 awards annually sponsored by the Chapter. Award winners, chosen by the faculty, will be announced soon

**March 19<sup>th</sup>**- NYIT SHRM **co-sponsored** an event with LIU Post. The event features Jennifer Carey, NYIT Alum and HR professional, as she speaks about her experiences in Human Resources

**March 28<sup>th</sup>** --Several NYIT HR students were sponsored to attend the first **HRNY Student Conference** titled "Break into HR" Also, join us at our **General and Officer meetings** at 6:00 pm (EGGC 704/DL3)



**April 11-12: SHRM Case Competition** at SHRM's Northeast Regional Student Conference in Providence, RI. Five members of the NYIT SHRM Chapter will be competing against teams from seven other graduate HR programs.

**April 25<sup>th</sup>**—NYIT SHRM **General and Officer Meetings** starting at 6:00 PM. Locations: EGGC 704/DL3..

**May 9: SHRM LI Annual Conference** at the Crest hollow country club. Students who wish to volunteer for 1 – 2 hours will be sponsored to attend the full-day conference for free. Contact Prof Ninehan if you wish to participate.

**May 22<sup>nd</sup>** – NYIT SHRM **Annual Dessert Party** at the De Seversky Mansion in Old Westbury campus. New officers will be sworn in at the event.

# PROFESSIONAL ENRICHMENT EVENTS

Here's a quick reference for upcoming PE Events. You can view detailed description of the events on the [Professional Enrichments Programs](#) tab of our website.

## Events Time Line

<b>Presentation</b>	<b>Guest Speaker</b>	<b>Company</b>	<b>Date</b>	<b>Campus</b>	<b>Location</b>
<i>Global Talent Mobility</i>	Kent Kirch, Director, Global Talent Acquisition & Mobility	Deloitte	Thursday, February 27, 6:00- 7:30 pm	MA	<b>COMPLETED</b>
<i>Transforming HR into a Strategic Business Partner</i>	Jennifer C. Jackson, Sr. Director, HR Strategic Planning	Canon, U.S.A., Inc.	Saturday, March 1, 11:30- 12:30 pm	DL (Both Classes)	<b>COMPLETED</b>
<i>Why is Performance Management so difficult to get right?</i>	Paul M. Shafer, Eastern Region Broad-based Compensation Leader	Aon Hewitt	Monday, March 31 <sup>st</sup> 6:00-7:30 pm	DL (Both Classes)	Schure Hall, Room 227, HRMT- 812, and EGGC 702 Prof. Rothschild
<i>Employee Handbooks: 10 Mistakes to Avoid and Recent Developments</i>	David A. Robins, Esq. Partner	Lipman & Plesur, LLP	Saturday, April 5, 10:00 – 11:30 am	OW	Schure Hall, Room DL1. HRMT- 875, Prof . Bienstock
<i>Current Policies and Practices in FLSA Wage and Hour Law</i>	Irv Miljoner, District Director, Wage and Hour Division	U.S. Department of Labor	Monday April 7, 6:00-7:30 pm	MA	MC61 Room 723. Prof. Applewhaite, HRMT-708
<i>The Role of the NLRB in Labor- Management Relations</i>	Tara O'Rourke, Esq. Supervisory Field Attorney	National Labor Relations Board, Region 29, Brooklyn Office	Thursday, April 10, 6:00-7:30 pm	OW	Room 507, 500 Bldg. HRMT 733, Prof. Applewhaite
<i>Secrets to Successful Labor-Management Relations</i>	Jess A. Bunshaft, J.D., Executive Vice President, Human Resources	Goodwill Industries of Greater New York & Northern New Jersey	Thursday, April 10, 7:30- 8:30 pm	OW	Room 507, 500 Bldg. HRMT 733, Prof. Applewhaite
<i>Becoming an HR Professional: The Role of Certification</i>	William Entenmann, SPHR, Certification Instructor	New York Institute of Technology	Saturday, April 26, 11:30- 12:45 pm	DL (Both Classes)	Schure Hall, Room DL1. HRM 887 and EGGC 701, Dr. Dibble

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# WHY JOIN SHRM?

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**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](http://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](http://www.shrm.org) [www.nyitshrm.org](http://www.nyitshrm.org) [www.shrml.org](http://www.shrml.org) [www.hrny.org](http://www.hrny.org)

Questions? Contact us at [StudentChapter@nyitshrm.org](mailto:StudentChapter@nyitshrm.org)

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# BECOME AN NYIT SHRM OFFICER

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## **Are you an HR leader in the making?**

*The Chapter is currently recruiting for new NYIT SHRM Chapter Officers. To be considered email your request to [wninehan@nyit.edu](mailto:wninehan@nyit.edu)*

### **President**

Generate and update the chapter mission statement and annual goals/objectives. Administer the business of this chapter between regular meetings, exercising authority consistent with the powers given.

### **Vice President.**

Shall perform the duties of the president in the event of his or her absence. Shall also be responsible for coordinating the semester calendar of events for the chapter. The vice president oversees and assists all directors in carrying out chapter initiatives.

### **Treasurer**

Responsibility of gathering, distributing and managing the chapter's funds. All officers should be informed of funds budgeted for chapter activities prior to planning for the year.

### **Secretary**

Take minutes of meetings, distribute meeting agenda and previous meeting minutes, and circulate sign-in and sign-up sheets at meetings, make copies available of relevant announcements and any other materials for distribution at chapter meetings.

### **Director of Communication and Social Media**

Advertise upcoming chapter events, promote chapter and events through social media, maintain monthly email updates, and generate a chapter newsletters. Develop, maintain and regularly update the chapter website, list serves, and membership databases.

### **Director of Community Relations and Development**

Pursue and organize community service projects and fund-raising events, and shall be responsible for recruiting and coordinating volunteers for chapter marketing, recruitment and retention programs.

### **Director of Programming**

Contact and coordinate speakers for chapter meetings. Shall identify speakers on various topics of interest to chapter members.

### **Director of Student Relations**

Welcome new and help retain existing members, recruit from HR classes, provide forms for joining SHRM, and assist and mentor students in ways that enrich their chapter membership experience.

### **Director of SHRM Merit Awards**

Shall advise, track and record how chapter activities fit SHRM Student Chapter Merit Award guidelines. At least twice a semester, shall inform chapter on point totals.



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## ASSURANCE OF LEARNING® ASSESSMENT FOR GRADUATING HR STUDENTS

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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.

**Visit the SHRM Assessment website for more details:**

<http://www.shrm.org/external/assuranceoflearning/index.html>

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# SHRM SCHOLARSHIPS

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## AWARDS FOR SHRM PROFESSIONAL MEMBERS

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### **SHRM Foundation Scholarships for HR Professionals-**

A total of \$122,500 is awarded annually in scholarships to SHRM members pursuing degrees in HR-related fields or professional certification.

**Deadline: July 15, 2014**

### **Susan R. Meisinger Fellowship for Graduate Study in HR –**

To be eligible to apply, an HR professional must be a first-time master's student seeking a degree in HR and must meet at least one of the following criteria: 1) be a member of SHRM or 2) hold a professional certification (e.g., PHR, SPHR or GPHR certification) from the HR Certification Institute.

**Deadline: August 18, 2014**

## AWARDS FOR SHRM STUDENT MEMBERS

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### **SHRM Foundation Student Scholarship Program**

More than \$50,000 will be awarded in scholarships for graduate and undergraduate education, as well as the Assurance of Learning exam. 28 scholarships are available.

**Deadline: November 1, 2014.**

***For additional details on all SHRM Scholarships, go to***

***<http://www.shrm.org/about/foundation/scholarships/Pages/default.aspx#2>***

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## HRNY'S "CREATING EXCELLENCE" EVENT BY INGRID BRYNI

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On February 11th, I was privileged to attend the 2014 HR Management Conference in New York City, called "Creating Excellence." As a new member and officer of SHRM, this was my very first event with NYIT and HRNY. Also, as an international student, I found it both important and exciting to attend this event to increase my knowledge about some aspects of the American HR system, and learn about various topics related to Human Resources in general.

Four professional speakers were presenting four different, but all very interesting HR topics. The first speaker, Jay Kirschbaum representing Willis Human Capital Practice, was talking about the American Health Care Reform. I found it interesting and necessary to get to know the American health care system better, because I was not very familiar with the system in the first place. During his presentation, I gained more understanding about how the health care reform is functioning, and how it influences both employers and employees. The topic was very comprehensive, but it was obvious that Jay Kirschbaum had a lot of knowledge and experience with this topic. I found his presentation very educational and informative.

Mark Fogel, CEO and Co-Founder of Human Capital 3.0, presented how companies can develop and maintain employee enrichment programs. This subject is of importance because employees need to feel enriched in order to be able to develop and perform their best at work. Fogel spoke about and discussed various enrichment programs, and the benefits of using these programs in different job situations. His experience and knowledge made the presentation both informative and inspiring. Fogel made me realize how much impact such enrichment programs actually have on the work environment and employees job satisfaction.

The third speaker, Philip B. Rosen from Jackson Lewis P.C, had an informative speech about certain areas of the American law system. Rosen was an enthusiastic speaker, and similar to the former speakers, he seemed to be very experienced. From his presentation, I learned about certain aspects of

the American law system, like the New York State and local legislation and regulations, as well as potential federal legislation in 2014. I also learned about how the National Labor Relations Board affects employees. Many of the topics he was talking about are actually topics we are learning about in the "Employment Law Policies" course that I am taking this semester.

Personally, I preferred the subject of the last speaker, Diane DiResta, president of DiResta Communications. DiResta was talking about how leaders effectively can communicate with impact and influence towards teams. I was not aware of all the psychology that actually consists when people are communicating with each other. She was talking about how much of the communication that is visual, and how little that is actually verbal. She also explained the dysfunctions of a team, and what makes a team successful. Many of the psychological aspects she was referring to actually surprised me, and I know I will pay more attention to how I am expressing myself after listening to her presentation.

I liked how all the speakers were so engaged in what they were presenting, and their way of using examples and stories from real life through their presentations. They all tried to engage the audience by involving us, asking questions, and having group exercises and demonstrations. I felt the conference was very valuable, discussing a numerous important and exciting topics related to the HR field. Additionally, the topics were undoubtedly comprehensive, especially because I did not have much knowledge about any of the topics in the first place. Further, I think the event was a great opportunity of networking, and I can undoubtedly see how beneficial it is for HR students to attend such events.

All of the topics discussed during the event are relevant in future employment, because they are important areas within the HR field. It is important not to only base your knowledge about a few particular areas, because it might limit your future employment opportunities. Attending events like the HRNY event really opens your mind and improves your learning and knowledge. It also indicates that you are a candidate that is genuinely interested in achieving knowledge and improving your HR skills. I believe a candidate with wide knowledge about the HR field will have a better chance and become a more suitable candidate in future HR employment.