RU SHRM: Our Mission and Goal

Welcome to Rutgers University Society of Human Resource Management!

RU SHRM is the Rutgers University (RU) graduate student chapter of the National Society for Human Resource Management (SHRM) and is affiliated with the School of Management and Labor Relations (SMLR). We are an innovative and award-winning student chapter that is geared toward providing education, networking, and leadership programs to our members. Between our community outreach and our professional development opportunities, our members become equipped with the tools to become top-tier HR leaders. Furthermore, our collaboration with other entities, such as Career Services, has enabled its members to successfully transition from student to employee after graduation. Our chapter not only promotes our events, but also promotes its members to the business world.

RU SHRM’s mission is to serve the student community with rich sources of information, knowledge, assistance, and opportunities through various workshops and events. The events we host allow the students to gain a greater understanding of many topics; such as common practices and future direction of HR, while simultaneously fostering an appreciation for diversity and the global nature of many workplaces. The topics discussed have ranged from SHRM certifications to celebrating festivals appropriately in the workplace. Thus far, our chapter has hosted Panelist Nights, a Halloween event, a Thanksgiving event, and a Mock Interview Boot Camp event. Ultimately, the RU SHRM Graduate Chapter strives to prepare its members for success within the working world by encouraging out-of-the-box thinking and nurturing the success of its student members.

RU SHRM 2015-2016 Leadership Team
The Business of HR

HR Management is in demand like never before!

Globalization, communications, innovations, and shifting demographic trends have led to a competitive environment in which the pace of change increases every day. CEOs and senior managers search for every competitive advantage. Increasingly it is clear that HR can be an important differentiator.

HR provides superlative talent management programs. It can contribute to the overall business strategy. It can facilitate innovation in the organization. It can strengthen customer satisfaction. HR can provide solutions that are game-changers.

Our students believe that. They are eager to prove it in their careers. Through their research and consulting our faculty works every day to develop new ideas that will lead to people solutions that enable organizations to win.

In our finance classes we analyze the difference between a company’s market value and its accounting value. The best organizations create a premium in market value. When you think about it, that market value-added comes from people and their best ideas. It’s up to HR to help maximize that value.

To our students attending this event, I am sure that this conference will add to your understanding of the business of HR. I hope you have a chance to reach out and meet some new colleagues.

To our guests who are visiting Rutgers for this conference: Welcome! We are delighted that you’re here. We hope you find the conference sessions interesting and useful. Talk with our students and our faculty. Reach out to us. We would like to build an ongoing and productive working relationship with you.

Jim Terez
Teaching Instructor
Rutgers School of Management and Labor Relations
Niki Patel, President
Niki Patel will be graduating in May 2016 with a Master’s degree in Human Resource Management (MHRM) at Rutgers University. She received her Bachelor’s degree in Communications and Sociology from Rutgers University as well. Niki has been working at Rutgers University Human Resources as Human Capital Management Specialist since March 2015; in this position she manages all Human Capital transactions for Rutgers New Brunswick. Previously she was at Rutgers Recreation Department, part of the business office as Business/HR Assistant; managed all all payroll processes for a few hundred employees, including HR responsibilities such as on-boarding employees and maintaining contracts for part-time employees, performing some accounting functions and event planning. She joined RU SHRM as the Vice President of Operations in Fall 2014. Niki’s areas of interest include recruiting, training and development and talent management. In her free time, she enjoys teaching Spinning, working out and trying new fitness classes, cooking, painting and watching Rutgers Football.

Jiongting (Joan) Hu, Co-President
Jiongting Hu is a second year graduate student of the MHRM program. She completed her undergraduate degree in Human Resource Management in Shanghai Jiao Tong University, where she had exchange student experience in Euromed Marseille in France. She has 5 years HR-related working experience including 2 years of HR management consulting and 3 years of headhunting experience. She also has considerable corporate HR experience, such as summer HRLDP internship experience in IBM Global Headquarters. She currently works as an HR project intern in Thorlabs Inc. She has practical knowledge and experience in recruiting, training and development, performance management and HR appraisal. She joined RU SHRM as a Project Manager of Merit Awards in the Fall of 2014, and currently holds the Co-President position.

Yuli Wang, Vice President of Operations
Yuli Wang is currently pursuing her Master’s Degree in Human Resource Management (MHRM) at Rutgers University and will graduate in May. She holds a Bachelor’s Degree in Social Work. Yuli came into HR since she is interested in working in corporates. Yuli worked for The Port Authority of NY & NJ in HR workforce analytics/HRIS and other multinational companies previously. She joined RU SHRM as a Project Manager of Operation in Spring 2015 and now holds the position of Vice President of Operations. Her interests are in HR data analytic and Human Resources Information System.

Meredith Yu, Vice President of Membership and Student Liaison
Meredith Yu earned her Bachelor’s degree in Sociology from Jilin University in July 2014 and subsequently joined the School of Management and Labor Relations that Fall semester. She is working toward earning her Master’s in Human Resource Management, and anticipates graduating in May 2016. Yu held a position in Corning Incorporated at global compensation and benefits department as a Human Resource Intern in the past summer. In the Fall 2015 semester, she represented Rutgers HR program as a competitor in the Minnesota Case Competition. She and her teammates won the third place among 22 teams internationally. Her areas of interest include HRIS, compensation and benefits, business strategy and HR analytics.

(Continued on the next page)
Christina Lovejoy, Vice President of Marketing and Communications

Christina Lovejoy is a second year graduate student at Rutgers University in the School of Management and Labor Relations. She received her undergraduate degree in Psychology from The College of New Jersey in May 2014. Lovejoy will have her Master of Human Resource Management (MHRM) in May 2016, and she strives to have her Master of Labor and Employment Relations (MLER) by January 2017. In November 2015, she and 3 other team members took home the third place prize in the University of Minnesota’s Carlson International Human Resource Case Competition. In this competition, they pitched their proposed strategy to increase diversity in LG Canada to its senior leaders. She has held an Intern position in Yusen Logistics (Americas) Inc. since March 2015. While in this position, she gained exposure to multiple facets of HR such as benefits, compliance, and HRIS. She currently holds a position as a Research Assistant for David Ferio, the Director of the MHRM Program, in which she supports the efforts to create a recruitment strategy for the MHRM program. This summer, she will have the opportunity to attend IBM’s summer HRLDP internship program in Somers, NY. Lovejoy joined the RU SHRM Graduate Chapter in Spring 2015 as a Project Manager of Marketing and Communications and was promoted to her current position, VP of Marketing and Communications, in Fall 2016.

Ran Zhang, Vice President of Merit Awards

Ran Zhang received her Bachelor degree in Human Resource Management from Beijing Forestry University. Ran has extensive experience in HR, including HR Recruitment Intern at United Nations Women based in Manhattan, Recruitment Process Outsourcing Analyst at Manpower, HR Generalist at Walmart in Beijing. She was also a Business Consultant for 180 Degrees Consulting in New York. She is self-motivated person who enjoys multi-tasking as well as learning new skills. Her areas of interest include HR consulting, C&B, HRIS, business strategy, and organizational development. Her future goal is to get into a HR consulting firm or HR rotation program after graduation in May 2017.

Lingzi Wang, Vice President of Finance

Lingzi Wang received her Bachelor degree in Operations Management from Missouri State University in May 2014. During her undergraduate studies, she joined SHRM and was shocked with the value of people. Thus, she chose to study HR Management at Rutgers University. She will graduate from Rutgers with a Master’s Degree in Human Resource Management in May 2016. She joined the RU SHRM leadership team in Fall 2014 as a Project Manager of the Operations team and currently holds the position of Vice President of Finance. Lingzi has considerable experience in the HR field, including her current HR internship with Datacolor as an intern which is geared toward a Global Compensation and Benefits project. She also held an HR assistant role for the Reproductive Medicine Associates of New Jersey in Basking Ridge during the summer of 2015. Her areas of interests include Compensation, HRIS, talent management, training and development, and organizational development. Her future goals are to find a career in an IT or Technology company.

Robert Catona, Vice President of Information and Technology

Robert Catona received a Bachelor of Arts degree from The College of New Jersey (TCNJ) in May of 2013. He developed an interest in recruitment, retention, and development as the Director of TCNJ’s Programming Board. This experience led him to pursue a management-related career as an Executive Team Leader for the Target Corporation. His daily interactions at Target furthered his interest in talent and performance management and their crucial roles in developing an organization’s human capital. Robert was admitted to the Master’s of Human Resource Management program in January of 2015 and is currently employed as a Human Capital Management Specialist at Rutgers University. He joined RU SHRM as a Marketing Project Manager in May of 2015 and currently holds the Vice President of Information Technology position. His future goals include graduating January of 2017 and pursuing a Human Resource Leadership Development Program where he can utilize his work experience and HR-related knowledge.
2015-2016 RU SHRM Leadership Team

It is the Executive Team’s honor to introduce our Project Managers. RU SHRM Graduate Chapter would not be able to thrive without them!

Marketing & Communications:
Jocelyn Tarn
Kailin (Cath) Song
Lisa Slover
Molly Thakker
Suma Venkatagiri

Operations:
Xinmei Wen
Jaqi Wang
Xiaoge Wang
Jennifer Tang
Lei Yang
Shaobo Tang
Yuqian Li

IT:
Aishwarya
Sasisankar
Philip Kang
Ayushi Sahai

Merit Awards:
Temi Tijani
Grace Wang
He Zhou
Anika Reiter
Ziwei Ye

Membership & Student Liaison:
Tian Liu
Shalini Jain
Huimin (Echo) Zhou
Eddy Hernandez
Chunyi Zhang
Ma Yao
Yilian Peng
Mayuri Baskitar

Finance:
Mengli Chen
Yue Yang
Melissa Cardona
Jie Wen

THANK YOU to all of our Project Managers for your dedication and hard work that you have done and continue to do. Each and every member of this leadership team has committed many hours and made meaningful contributions to allow this chapter to thrive and maintain its excellence. For this, we cannot

RU SHRM Advisor

Dave Ferio, Director, Master of Human Resource Management
Dave Ferio (ABD, Stevens Institute of Technology, Technology Management; MS Applied Technology, Stevens Institute of Technology; BA Psychology, University of Delaware) has over 26 years of corporate experience including key human resource leadership roles with RCA/GE, Manufacturers Hanover Trust, and Schering-Plough. His key research and teaching interests include leadership and organization development, new product development team effectiveness, business strategy, talent acquisition and retention, succession planning and learning. In addition, he has broad business skills as an HR generalist encompassing the areas of labor relations and organization effectiveness. He is a member of SHRM, ASTD, Metropolitan Association of Applied Psychology, Human Resource Planning Society, and an International Quality and Productivity guest speaker.
On Thursday, November 12, four members of the MHRM program, along with the Director of the MHRM Program David Ferio, embarked on a three-hour journey to tropical Minneapolis, Minnesota to compete in the second round of the Carlson International Human Resources Case Competition. During this four-day competition, the students were able to use their knowledge of strategic alignment and diversity and inclusion to solve an issue that plagues LG Canada. Ultimately, the Rutgers Team, under the pseudonym “Humanly Resourceful”, brought home third place out of 22 teams globally. Alexander Keyes, Christina Lovejoy, Meredith (Xiaotong) Yu, and Sonia Ahlwat were given 24 hours to morph each of their individual ideas into one cohesive, feasible plan for LG Canada to implement. The Canadian facet of LG faces the issue of a lack of diversity within its ranks, and the Rutgers team was tasked with the opportunity to develop their proposal for a course of action for LG Canada to take. They contended with students from China’s Sun Yat Sen University, India’s Welkingar Institute of Management, Australia’s Queensland Institute of Technology, South Korea’s Yonsei University, University of South Carolina, and University of Minnesota.

On their day of arrival, they were met at the airport by a student of the University of Minnesota who would be their ambassador for their stay. She led the team to their hotel and briefed them on their agenda for the week. Once they were settled in their hotel rooms, they attended a “Welcome Dinner” to meet and network with the other contestants and their advisors. The next day, Friday, they received the details of the dilemma from the Head of HR of LG Canada, Anne Bloom, and were given the opportunity to ask questions. Aside from meal breaks, “Humanly Resourceful” worked tirelessly to craft the perfect solution in a small, windowless room. Each team needed to have their proposals and any slides submitted by 11:59 PM that night.

On Saturday morning, each team presented their proposal in front of the panel of judges, which consisted of representatives from LG Canada, Land’O’Lakes, and the University of Minnesota. After all the teams presented, all the teams, their advisors, University of Minnesota representatives, and sponsors from various organizations met for an awards dinner. Rutgers University was awarded the Third Place prize out of the 22 teams to compete in this competition. When asked about her experiences, Meredith Yu stated “We fully utilized what we learned from the Rutgers HR program. I had great pleasure working with my team and gaining valuable insight into what it would take to be an HR professional and solve a real-life HR case. I really appreciated this opportunity.”

This is the second time Rutgers has placed in a case competition and is the first time Rutgers has placed within a global competition. Ferio, who created the team and provided the team with opportunities to practice, was elated with the outcome. “This is a huge accomplishment and illustrates that the Rutgers MHRM program is one of the very top Human Resource programs globally. Our students never fail to go above and beyond their work and achievements,” commented Ferio.

By Christina Lovejoy
Wegmans Case Competition

This Fall, 36 graduate and undergraduate Master of Human Resource Management (MHRM) students formed 9 teams to compete in the two-day first round of the Jim Chelius Case Competition, an annual internal case competition. This year’s contest was sponsored by Wegmans Food Market, Inc. The first round, which occurred in October, had participants work in their teams to create their own solutions to a recruitment issue and submit a write-up outlining it. All the responses, which suggested ways Wegmans could better recruit US students, were judged and 5 teams advanced to the second round.

The final round brought the finalist together on December 1st to present their proposals in front of Wegmans Food Market, Inc. senior executives. All finalists were given the opportunity to interview for internship positions within the company. Ultimately, two teams, Team HRpanda and Team Maestros, stood out among the crowd and were awarded first and second place in the competition. Team HRpanda won first place, which included a plaque and a monetary award.

The award-winning teams:

First Place: Team HRpanda
Tian Lu
Ge Song
Yuli Wang
Xinmei Wen

Second Place: Team Maestros
Xinyuan Guo
Mengdi Pan
Yuyan Wang
Junyan Yang

Other finalists included:

Team Hrock!:
Yu Chun, Xu Dong, Lei Yang, Ran Zhang

Team Queen:
Lashen Tian, Shengwei Lei, Yyao Ma, Xianjing Wu

Team Supernova:
Jie Liu, Ayushi Sahai, Jinjin Zhang

These students were given the opportunity to employ their HR knowledge, creativity, analytic skills, and public speaking ability in a consultant-like role. Although only two teams placed in the Jim Chelius Case Competition, all participants provided valuable solutions for Wegmans Food Market, Inc. to utilize in its quest to recruit more domestic students into its ranks. All participants were awarded for their participation in the competition.
Ohio State Case Competition

Four MHRM students recently traveled to Ohio State University to compete in its Human Resource Invitational Case Competition at Fisher College of Business. Tian Liu, Ge (Grace) Song, Xinmei Wen, and Yuli Wang; the same winning team from the Wegmans Case Competition; were invited to Ohio State’s case competition which took place in February 2016.

The team was tasked with finding a way in which PepsiCo could attract talent from key universities earlier in their college careers and maintain their interest in PepsiCo employment until graduation. The Rutgers University students developed a Campus Recruiting Cycle to initiate and maintain presence on targeted campuses in order to achieve this goal. Their proposal was then presented in front of a panel of PepsiCo senior executives. They competed against other schools with top HR programs, such as Cornell University, Ohio State University, University of Illinois, and University of Minnesota.

These Rutgers students gained valuable experiences and practice honing their skills, which include teamwork, consulting processes, and public speaking. "It was the great learning experience for me. I enjoyed the process of competition and the feeling of pushing myself to the limit. I was so excited to meet teams from other Top HR programs...The experience is challenging, worthy and unforgettable," said Wen about her experiences with the competition. Her teammate, Ge Song, also valued the learning experience this case competition provided. "The most valuable takeaways for me came mostly from the PepsiCo’s feedback regarding our performance during the presentation. Further, by competing with other students who came up with a lot of other ideas, I was able to practice the concept of ‘thinking-out-of-the-box’ we always talked about in classes, or between each other," added the second year MHRM student.

By Christina Lovejoy
NETWORKING OPPORTUNITIES
General Member Meetings

Every Fall and Spring, RU SHRM holds its first meeting to introduce the new students to their classmates, professors, and the resources available to them. Speakers from Career Services discuss their events, resume assistance, and interview preparation. Everybody is introduced to the leadership team of our chapter and our advisor, Dave Ferio. Most importantly, each meeting has activities to encourage conversation and networking between classmates.

This fall, our meeting consisted of an icebreaker, a presentation by one of our top students about her summer experience with Corning, and a speech from the School of Management and Labor Relation’s new Dean James Hayton who introduced himself and spoke of his commitment to ensuring the success of our SHRM chapter. It was an honor to have him attend. Students were able to network with fellow graduate classmates, professors, and faculty in the program.

Our spring semester meeting was set apart from others with “speed networking” activity. Students were put in two lines facing each other and had 2 minutes to speak with the person in front of them getting to know each other on both a personal and professional level. Additionally, we gained knowledge about creating our own brand through differentiation during interviews. Ultimately, Professor Ralph Rodriguez taught us that honesty and integrity would set us apart from the interviewees that are giving the stereotypical answers to interview questions. Overall, it was an extremely successful meeting.

By Lisa Slover
LEARNING FROM THE EXPERTS
Panelist Night

The Panelist Night program put on by the RU SHRM graduate chapter serves as a unique experience for students here at Rutgers University, New Brunswick. The panelists involved in the event held backgrounds in various areas of human resource (HR) and offered a diverse array of perspectives spanning from beginning of their careers to those who were more experienced in the HR field. These carefully chosen panelists provided great insight to our audience who participated in the event. Attendees were able to gain greater insight into their HR career path and were able to broaden their professional network.

Joining our panel:

Rathin Radhakrishna, a Rutgers Alumni in the MHRM program, started his career in HR at IBM as an intern in N.J., then eventually moved into his current role at IBM as an HR Workforce Analyst.

Ildi Koczan, is one of SMLR’s Career Management Specialists with over seven years of international corporate HR experience.

Ralph Rodriguez, Ralph Rodriguez is a professor in SMLR’s Department of Human Resource Management. He has taught undergraduate courses in human resource management and organizational communication.

David Allen, is a Professor and Chair of the Department of Human Resources Management at Rutgers’ School of Management & Labor Relations as well as a Distinguished Research Environment Professor at Warwick Business School. He was previously a Distinguished Professor at the University of Memphis.

Morenike Sylla, a Rutgers SMLR alumni, has had varying experiences in Human Resources. She worked as a Human Resource Manager at Rutgers University for a few years as a Benefits Specialist and Consultant. She continued her career at Princeton University where she is currently a Senior HR Generalist.

The event was a success for more reasons than just the great turn out. The chance for leaders with over 27 years of experience in HR, International Human Resource and Counseling specialists, current working HR graduate Rutgers students, current HR professors with decades of practical and teaching experience in the HR field, and even recent alumni to share their experiences and advise the student SMLR population was truly an invaluable tool. Panelist Night was truly something students of all areas of learning can appreciate as it provides opportunities to learn from one another in ways we never thought possible.

By Molly Thakker
CELEBRATE THE HOLIDAYS
Halloween & Thanksgiving

HALLOWEEN:
On October 30th, just one day before the actual day, we held a Halloween Night meeting to celebrate this festive holiday while tying the event in with HR. Students were encouraged to dress up. As the room filled up with colorful and ghoulish attendees, students of all backgrounds were able to mingle and speak to their peers not only about their interesting choice of costume, but also about their backgrounds, what they wished to do in their future and where they wish to work in their future HR careers. Attendees were given a Halloween-themed shape at registration, which dictated at which table they would sit. Ultimately, this allowed students, alumni, and professors to network with people outside of their current network.

The focus of the night was the connection between festival celebrations in the workplace. Our very own Professor Robert Calamai joined us to speak about the importance of HR certifications, its importance and the difference between certifications. In the spirit of Halloween, Professor Calamai also spoke about how such festivals, such as company sponsored Halloween parties, are used to boost motivation in the workplace and the cultural implications of doing so. He also touched on appropriate and inappropriate ways to celebrate.

SMLR’s Halloween Night included a game in which each table of students were given a set of questions with the victorious team with the most answered questions winning candy! Concluding the night, attendees participated in a costume contest with the person in the most interesting costume claimed the winner. Overall, Halloween Night 2015 was a huge success!

By Molly Thakker

THANKSGIVING:
This past November, RU SHRM was excited to introduce our multicultural members to the traditions that surrounds the Thanksgiving season. In the midst of preparation for finals and stressful all-nighters, our chapter was able to provide a way for its members to unwind and enjoy some turkey while learning about this American holiday and human resources. Attendees from all corners of the world were able to celebrate together by eating, competing, and learning.

The food which consisted of a traditional Thanksgiving meal brought the holiday to life and included each participant sharing what they were thankful for during the year. Both students and faculty participated in the exercise further connected the students with the professors. Through this activity, everybody was able to remember how fortunate we all were with the support of our loved ones and the opportunities that we have received.

As part of the event, three students presented some of their findings in the RU SHRM original segment, “HR on your Radar”. The content of the presentation consisted of employee appreciation programs and how companies all over the world celebrated major holidays. Segments like this one help our members stay up-to-date on new methods that HR utilizes to promote employee appreciation and engagement.

The event continued with a game of Jeopardy with categories consisting of: Compensation, Staffing, American Slang, Training & Development, and Thanksgiving Facts. The competition between the groups got fierce at times, but it was double jeopardy that determined the final outcome. Jeopardy tested everybody on their human resource knowledge in a fun and engaging setting which enjoyed by all. The night ended with attendees making cards to give to people they wanted to show their appreciation.

Every year, RU SHRM tries to have a November event that incorporates the principles of Thanksgiving while incorporating it with human resource activities. This year, they were able to host an event that not only tested everybody’s human resource knowledge while enjoying delicious food, but also made everybody take a step back and realize how thankful they were to be where they are.

By Jocelyn Tarn
A RESOURCE FOR STUDENTS
Partner with Career Services

SMLR Career Service is a professional platform for students to gain information regarding career-building activities and advice. Through SMLR Career Services, students can meet with recruiters from leading organizations and receive information on internships and job opportunities. In addition, students can schedule meetings to obtain overall career advice.

Len Garrison is our current Career Services Manager. Additionally, we have two Career Management Specialists- Ildi Koczan, who mainly handles graduate students, and Naiyana Vaidya, who mainly handles undergraduate students. This team of three focuses on the specific needs of the human resource management students. With a combined 22 years of career services experience and 25 years of HR experience, this group is able to tailor their approaches to the needs of the HR field.

This year, the School of Management and Labor Relations Career Services has hosted a myriad of events which are geared at both the technical skills and the soft skills of the business world. During last month alone, they have created meetings geared toward dining etiquette, proper workplace attire, LinkedIn profile enhancement, networking skills, internship seeking processes, and United States business etiquette for our international students.

The SMLR Career Services team dedicated to the Human Resource Management program enables our students to develop the skills necessary to navigate the business world. They arm our students with not only the perfect resumes and cover letters, but also the social graces to interact with future coworkers, supervisors, and outside connections, as well. The School of Management and Labor Relations is fortunate to have such a dedicated and effective group which allows its students to thrive in the working world.

By Cath Song
RU SHRM Undergraduate Chapter

RU SHRM Undergraduate Chapter is an award winning chapter that is committed to uniting the undergraduate students who have a passion for Human Resource Management. We do this by providing student-run networking opportunities with professionals, specialists and experts in Human Resource Management, assisting students in their academic studies and providing insight on how to become a successful Rutgers University undergraduate HR student. We are student organization run by students, for students!

RU SHRM Undergrad is run by a very motivated and ambitious Executive Board and Faculty Advisor. Dr. Hazel-Anne Johnson is a professor for the School of Management and Labor Relations and oversees the chapter as our advisor.

**Our Board:**
President, Lindsey Zanzalari
Vice President, Samantha Kelly
Secretary, Maria Baba
Treasurer, Jerry Matthews

**E-Board Members:**
Director of Communications and Social Media, Kaitlyn Conboy
Directors of Public Relations, Josh Posternock and Vidhi Patel
Director of SHRM Awards, Siyang Ni

Our E-board functions are dedicated to sharing information with our members and function solely focused on keeping the chapter on track to win awards from the National SHRM Chapter. Our E-Board members plan, develop and coordinate to make each event as beneficial as possible for our membership.

This past year the chapter was very successful in establishing a network of professionals and employers and the chapter was chartered by Morris County SHRM who has been committed to our mission and goals. We have also been invited to attend several of their events and extended an invitation to ours. This past fall, we had an employer, Deutsche Bank, request to co-host a panel event for internship opportunities in their company. The Chapters events have received increased turnout affirming they are relevant to our student attendees.

While networks are vitally important, we realize that students need skills to make the most of those interactions and paying attention to what panelists and employers say are important functions of the job. With that we organized an event in March focused on increasing our student skill level such as proficiency in Microsoft Excel. This is just one specific example how we proactively try to serve the direct needs of Rutgers Students.

This academic year, we hosted 7 events starting with our General Body Meeting, in which we introduce ourselves to the students and discuss plans for the semester. This event included our Career Services Counselor, Nayana Vaidya reviewing resumes. In addition we hosted a Human Resources panel event with members of Prudential, J&J, and Morris County SHRM, which featured questions and answers for both panelist and students.

In the spring academic semester, we continue to host other events for the student population.

In conclusion, our events are geared toward helping students transition from college to career through professional development and networking.
SMLR TESTIMONIALS

Education is transforming. Learning is a lifelong pursuit and an investment that yields future dividends. I chose Rutgers University School of Labor Management Relations as the diverse curriculum affords students a unique opportunity to tailor an accelerated mid-career change. The unexpected gain was membership in RU-SHRM. I value our comradery built through participating in RU-SHRM forums and events. RU-SHRM program provides me with career sight, a forum for shared interest, alumni access, and strong peer social networks.

Rutgers University’s and RU-SHRM benefits:

- Rigorous academic programs & highly credentialed faculty & staff
- Case competitions to put HR theory in practice
- Dedicated and supportive career development team
- Access to alumni and faculty outside the classroom
- Networking opportunities exclusively available to RU-SHRM members

Enrollment in a world-recognized academic program with key support mechanisms like RU-SHRM allows me to conquer any future career or academic obstacle. In fact, I challenged to complete a dual Masters in MHRM / MLER, and a Master Certificate in Diversity & Inclusion – all three credentials in 28 months!

Rutgers supportive environment enabled me to complete a successful career transition into a HR systems role. Through campus recruiting, I landed a human capital advisory role at one of the largest “Big 4” tax and advisory firms in the world within six weeks of sending out my resume! Moving forward I will remain empowered by my graduate degrees, and strong global connections made through RU-SHRM with faculty, staff, and peers. I know my graduate degrees will act as a gateway to greater professional success!

- Afga Stowell, MHRM ’17, MLER ’17

Their ideas never end!! As a general member of RU SHRM, I am always curious about what event they will come up with next. They surprise me every time. From the very beginning of my MHRM program, they had already started to help me prepare for my career by providing the different skills and connections necessary to be an HR professional. From LinkedIn headshot to HR mentoring program, from networking skills to HR Certificate lecture, RU SHRM has refined both my soft and hard skills. The thing I enjoy the most about RU SHRM is the light, fun, and friendly environment they create at every event. Learning and making connections are more enjoyable when I’m surrounded with a group of phenomenal people. My 5-star experience with RU SHRM will undoubtedly prove to be extremely helpful for my future career.

- Shanshan Zhu, MHRM ’16

Being part of the Rutgers Master of Human Resource Management program was, and still is, a wonderful and exciting experience for me. As an international student the American way of teaching was new to me. However, the classes are very beneficial as it allows for valuable insights into how HR is practiced in the real world. Many of the professors can look back to a prosperous career in a corporate environment, which allows them to illustrate the theoretical content with vivid examples. Furthermore, the Rutgers MHRM program does not focus only and solely on HR, but highlights the importance of HR’s connections with other functions in a company, such as the legal and finance departments. Overall, the courses provide students with comprehensive knowledge in HR, illustrate the alignment of business and HR strategies, and identify the future challenges that HR professionals will likely have to face.

These topics are picked up at the RUSHRM meetings, in which current issues, challenges, and best practices are discussed in a pleasant setting. I enjoy the general member meetings because I can get together with like-minded classmates; some of whom I know and some of whom I have had the pleasure to meet. It is an excellent opportunity to network with classmates, professors and other guest speakers over a nice meal. Overall, I would highly recommend the Rutgers MHRM program and RUSHRM to anyone who is interested in becoming a HR professional and wants to build a network right from the start of graduate school.”

I have had the pleasure to work with RU SHRM Graduate Chapter on many occasions and what really strikes me about them is that they always try to service the current needs of SMLR students with the utmost professionalism. They support and organize events and activities that help students develop their networking skills and remain up-to-date on relevant information. Some examples of these are their HR-on-your-Radar segments, Panel Night discussions, and mentorship program. The RUSHRM leadership team and advisor, Dr. Dave Ferio, takes pride in bringing high standard and up to date HR practices to campus (e.g. Business Conference) and motivates student participation by offering opportunities to alumni and students to engage in meaningful exchange of learnings and experiences (e.g.: Mentorship Program). This year brought us again a great turnout for the SMLR Dining Etiquette and Networking event that was sponsored by RUSHRM in co-operation with SMLR Career Services. 45 students had the opportunity to network with 10 distinguished alumni from Johnson and Johnson, Matlen Silver, Honeywell, Benjamin Moore and Morgan Stanley just to name a few. I personally have worked with some of the executive members on numerous occasions, and they are all very dedicated to Rutgers University and the SMLR students. I have been very impressed with their work and wish them continued success for the future in all their endeavors.

- Ildi Koczan, SMLR Career Management Specialist
Where are our Alumni Now?

Loretta O’Connor, Class of 1987  
Director of Staffing, Princeton University

Susan Russo, Class of 2001 & 2004  
HR Manager, Western Union

Hayes MacArthur, Class of 2002  
Partner & Chief HR Officer, EisnerAmper

Keith Bogen, Class of 1993  
Chief Networking Officer, Whine and Dine Networking

Frank Bilski, Class of 2002 & 2012  
Regional HR Manager, Intertek

Michael Dragun, Class of 1995  
VP of HR, New World Aviation, Inc.

Dare Saliu-Ibiefo, Class of 2009  
Instructional Design Program Manager, Affinity Health Plan

Elizabeth Nicolard, Class of 2015  
HR Generalist, Trac Intermodal

Hijira “Heidi” Ali, Class of 2014  
Lecturer, Rutgers University

Christina Liebrich, Class of 2007  
HR Manager & Corporate Recruiter, Viju, Inc.

Jim Ryan, Class of 1983  
HR Representative, Somerset County YMCA

Luis Motta, Class of 2006 & 2011  
Sr. Specialist, Talent Management Operations, Prudential Financial, Inc.

Tara Stavin, Class of 2001  
Assistant Director, Rewards and Recognition, Ernst & Young

Sudhey Tavares, Class of 2010  
HR Manager, Actors Fund

Jocelyn Seals, Class of 1998  
Human Capital Practice Leader, RGP

Morenike “Kay” Sylla, Class of 2013  
Senior HR Generalist, Princeton University

Thank You to all our Volunteers!

The RU SHRM Graduate Chapter would like to show our appreciation for all our volunteers that made today happen. Today would not have been as successful without your effort and support.

Sonia Ahlawat  
Joseph Chen  
Qiuda Chen  
Tiffany Cody  
Bing Du  
Cheng Feng  
Jiaxi Huang  
Xiaomeng Huang  
Yasmaine Ismail  
Zhaonan Jiang  
Samantha Kelly  
Yuhuan Kong  
Emily Lanaris  

Yuqian Li  
Jie Liu  
Zhuoyao Liu  
Jerry Matthews  
Shun Ouyang  
Anika Reiter  
Ayushi Sahai  
Lisa Slover  
Shaobo Tang  
Temi Tijani  
Chinwendu Ukoha  
Maria Luisa Vasquez  
Danielle Wang  

Grace Wang  
Jie Wen  
Ziwei Ye  
Beixi Yu  
Shuo Zhai  
Wanyi Zhang  
Jinjin Zhang  
Luna Zheng  
He Zhou  
Jessie Zhou
Dear Readers,

Thank you for reading our 2015-2016 RU SHRM Newsletter. I appreciate you taking the time to read about the events, experiences and achievements of our students throughout this year. With events like Panelist Night which had a stellar line-up of industry professionals, to the outstanding wins of the case competitions, like the one at University of Minnesota, this year has been excitingly rewarding for RU SHRM. We look forward to continuing this strong work ethic and traditions of our graduate chapter. This year we focused on incorporating ideas and activities with the goal of professional development for our students; to help them be better in every aspect of human resources for their student or professional lives. We had wonderful opportunities to collaborate with School of Management and Labor Relations Career Services and use their help and resources so students could accomplish their professional goals; such as refining their resumes and polishing their interviewing skills to get that job. Also, our professional development initiatives would not have been as successful if it were not for the faculty and staff at School of Management and Labor Relations. Thank you to the professors who took the time to be part of our events, as speakers, as well as general attendees; this gave the students opportunities to connect with you outside the classroom.

These are just some examples of how this past year has been immensely valuable. These great successes would not have been possible if it were not for the help and support of the School of Management and Labor Relations faculty and staff, or without the hard work of the entire RU SHRM team.

To our biggest supporter and the best advisor, Professor David Ferio, thank you so much for all of your help and encouragement to strive to be the best RU SHRM team we can be. Your efforts and enthusiasm set an example for us to be great leaders; and the students are very grateful for the passion you share for our program and organization!

To Ellen Weber, who is always ready and willing to take the time to assist us with anything and everything we need help with, thank you! Our events would not have been possible without your guidance, patience, experience, or dedication! We truly appreciate everything you do for our organization!

To my RU SHRM Leadership team, I have had the best time working with and learning from each and every one of you. Thank you for your time and commitment, and always willing to step up and help when needed. RU SHRM is as successful as it is because of you! I hope your experiences have been as amazing as mine because I am so grateful to have worked with truly talented people like you. I wish you the very best with everything you pursue going forward!

Thank you to everyone who was part of RU SHRM and helped to make this a great and successful year.

I cannot wait to see what the future holds for RU SHRM!

Sincerely,

Niki Patel
RU SHRM President

If you would like to contact the RU SHRM Leadership Team, please email us at: rushrm.presidents@gmail.com

Or send a letter to:
Rutgers University | RU SHRM, Human Resource Management Dept.
Janice H. Levin Building
94 Rockefeller Road, Suite 216
Piscataway, NJ 08854 USA

Stay connected with RU SHRM!

For the latest news and updates, follow RU SHRM on:
Facebook: facebook.com/shrm.rutgers
LinkedIn: www.linkedin.com/in/rushrm
Visit our Website: www.rushrm.org