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Rutgers University Society for Human Resource Management

2017—2018 Newsletter



Inside this issue:

Vice President,

Marketing &
Communications
Committee

RU SHRM Faculty
Greetings

RU SHRM Leadership
Team

Project Manager
Thanks

Case Competition
Spotlights

RU SHRM Events

SMLR Career Services

RU SHRM:
Undergraduate
Chapter

Testimonials

Thank you letter from
RU SHRM's President

**“Leaders become
great not because of
their power but, be-
cause of their ability
to empower others”.**

– John Maxwell

By: Amanpreet
Kaur Pall

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. Students also develop close relationships with their peers, RU staff, and HR professionals. The topics discussed have ranged from SHRM certifications to celebrating festivals appropriately in the workplace. Thus far, our chapter has hosted Panelist Night, a Halloween event, a Thanksgiving event, and an informative SHRM development Night. 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



RU SHRM Department Faculty Corner

HR and the Interconnected Workforce

HR scholars and practitioners have deep traditions in selecting, developing, promoting, and rewarding the “right” people based on their individual human capital. Yet, the changing competitive landscape, sweeping adoption of virtual interaction platforms, and the transition to an information-based economy suggest that competing on employees’ knowledge, skills, and expertise is no longer sufficient for competitive advantage.

Rather, today’s knowledge economy operates through systems of connections. Employees are embedded in webs of face-to-face and virtual relationships—including communities of practice and informal social networks—that transmit resources such as information, goodwill, influence, and solidarity that drive individual and organizational effectiveness. In light of this evolution, managing constellations of employee relationships is becoming a core competency in knowledge-based organizations.

There are two key trends that can help to align the study and practice of HRM with the interconnected nature of work in the 21st century. First, analyzing and managing our employees’ social networks using organizational network analysis (ONA) can provide a quantifiable return on our human resource investments. ONA is a scientific tool used to understand the structure, interactions, and strategic positions of individuals and units in social networks. ONA provides an X-ray into the way work really gets done in organizations, and can be used to effectively manage teams, pinpoint leaders and value creators, promote effective information transfer, manage a diverse workforce, and drive core corporate competencies.

Second, HR is increasingly going digital—because talent is, too. Job seekers are moving to digital channels to find jobs, employees are using social platforms to express opinions, and employees expect timely, accessible, and consistent feedback. This shift involves rethinking the HR value proposition by instilling a consumer mindset into HR solutions to craft an employee experience. By focusing on data analytics, design thinking, and agile methodologies, HR is leveraging artificial intelligence and machine learning to deliver HR solutions, and actively building mobile apps and mobile-optimizing their websites to deliver HR services. The digital transformation offers innovative ways to attract, retain, develop and engage talent.

For the students attending this event, I hope you are energized about the emerging opportunities in HR, and learn more through this conference. Remember, your networks help you succeed—strategically build them here, with this group of leading academics and HR practitioners!

For our guests who are visiting Rutgers to join us at this conference: thank you for your support! We welcome your insights and recommendations, and hope you leave having been



2017-2018 RU SHRM Leadership Team

Lisa Slover, Co-President

Lisa Slover is currently pursuing her Master's degree in Human Resource Management (MHRM) at Rutgers University. She received her Bachelor's degree in Psychology from Rider University in 2009 and took a number of electives in human resources at Rider as well. Lisa has been working at the Somerset County YMCA as a Program Director since August 2012. In this position she manages a staff of 50, a budget nearing \$400,000, employee relations and performance, payroll, recruiting, and administration of the department. She joined RU SHRM as a general member in fall 2015, then as a Project Manager on the Marketing and Communications team in spring 2016, and now currently holds the Co-President position for the Graduate Chapter. She joined RU SHRM to meet new friends, network with HR professionals, and get involved in the University. Lisa's areas of interest include training and development, compensation and benefits, and employee performance and incentive programs. In her free time, she enjoys training her dog, swimming, CrossFit, reading and spending time with friends and family.



Zakir Mirza, Co-President

Zakir Mirza is currently pursuing his Master's degree in Human Resource Management (MHRM) at Rutgers University. He received his Bachelor's degree in 2012 from Rutgers University double majored in Human Resource Management and Labor Studies and Employment Relations. Zakir has been working at the New Jersey Department of Labor and Workforce Development (LWD) in the Division of Workforce Development and Economic Opportunity as a Business Development Representative. He has been working at LWD since March 2013 where he has overseen many talent development and workforce development initiatives ranging in budget from \$2.5 million to \$8.4 million. He joined RU SHRM as a Project Manager on the Marketing and Communications team in spring 2017, and now currently holds the Co-President position for the Graduate Chapter. He joined RU SHRM to network with HR professionals, and take the chapter to new heights by implementing various initiatives. Zakir's areas of interest include talent acquisition, training and development, performance and succession management and organizational design. In his free time, he enjoys playing tennis, swimming, running, reading, and spending time with family and friends.

Yue Li, Vice President of Information & Technology

Yue Li (Vicky) is currently a second year master student at Rutgers University, major in Human Resources Management and will be graduating this May. She joined RU SHRM last year as a project manager for IT team and now she is the Vice President of IT. Vicky got her bachelor's degree from University of Washington, majored in psychology. During her undergraduate years, she had three years' experience as a human resource officer working for University of Washington student organization. She was engaged in the process of new officer recruitment, distributed duties according to the various strengths of team members, and implemented effectual ways of inspiring her teammates. After getting her bachelor's degree, Vicky spent a year working as an event coordinator to fully engaged herself into the real world working experience. In October 2015, Vicky assisted in planning and organizing the 2015 Seattle Biz-Tech Summit, with more than 1000 attendees and 40 domestic/international companies such as Inspur, Huawei, and Microsoft. Last summer, Vicky did an internship in Audi China, as an intern management HR. This internship allowed her to gain experience in multiple areas of HR, which includes recruitment, training & development, payroll, consulting and employer branding.



Melanie Rutkowski, Vice President of Finance

Melanie Rutkowski is currently pursuing her Master's degree in Human Resource Management at Rutgers University. She joined RU SHRM last year as a Project Manager for the Finance team, and this is her first semester as V.P. for Finance. She received a Bachelor of Arts degree from Kean University, where she majored in history. She has over six years of combined experience working in Human Resources and Staffing. Currently, Melanie works as an HR Generalist at an engineering, architecture and construction consulting firm. Melanie's areas of interest include employee relations, performance management, talent management, and HR analytics. In her free time, she enjoys spending time with her dogs, volunteering at the animal shelter, running, and rooting for the New York Yankees.

2017-2018 RU SHRM Leadership Team

Sherry Yang, Vice President of Merit Awards

Sherry (Shiyu) Yang is currently pursuing her Master's Degree in Human Resource Management (MHRM) at Rutgers University and will graduate in May 2018. She joined RU SHRM as a Project Manager of Merit Awards in 2016 Fall and currently holds the Vice President position. She is also a Teaching Assistant for Professor Hadi El Farr from 2017 Spring. She earned bachelor's degree from University of Illinois, Urbana-Champaign in Psychology. Sherry had 2 years' working experience in Korn Ferry, Shanghai, as a Project Coordinator. In summer 2017, she did an HR internship at MediaTek in California. Her internship projects included the U.S. Internship program and several learning and development projects. Sherry's area of interest in HR is organizational and talent development. She would like to pursue her career as a corporate HR in Hi-tech company after graduation.



Xiaohan (Angela) Zhang, Vice President of Operations

Angela (Xiaohan) Zhang is a second year MHRM student at Rutgers and will graduate in May 2018. She earned her Bachelor of Economics in Shandong University. Currently, she is an intern as a HR Coordinator at Siaraa Technologies Inc. In addition, she is a teaching assistant for Professor Ralph Rodriguez in his Training and Development Class and Global HRM class. Angela joined the RU SHRM Graduate Chapter in fall 2016 as a Project Manager of Operations and currently holds the position of Vice President of Operations.



Amanpreet Kaur Pall, Vice President of Marketing & Communications

Amanpreet is a first year HRM Master student and began her journey in RU SHRM as a project manager for the Marketing & Communications Committee (Fall 2017) and was then promoted to the position of VP. She graduated from Rutgers University-Newark with a double major in Psychology & Criminal Justice (Sept 2012-May 2016). It was during her time as a Federal Trade Compliance Officer that she became passionate about Human Resources. With the first year of her graduate program almost complete, she is set to intern with Honeywell this summer in Mason, Ohio. Her interests include reading, hiking, dancing, and enjoying movie nights with her family. Amanpreet is a self-proclaimed food connoisseur and enjoys trying all kinds of new foods with her friends.



Zhenkun Ying, Vice President of Membership & Liaison

Zhenkun Ying is a second-year MHRM student at Rutgers and will graduate in May 2018. Kun joined RU SHRM in Fall 2016. He took up a Project Manager role on the Membership & Student Liaison team and then got promoted to become Vice President of this team in Fall 2017 Semester. Kun also earned his Bachelor of Human Resource Management in China. He had several HR related internship experience including recruiting, performance management, and compensation. Last summer, he worked as HRBP assistant intern at Lenovo. He is keenly interested in topics that include HR data analytics, compensation and performance management.

Nidhi Yanmandra, Director of Membership (Business Conference)

Nidhi Yanmandra is currently pursuing her Masters in Human Resource Management (MHRM) at Rutgers University. She received her Bachelor's degree in Social Sciences from Singapore Management University, Singapore with a major in Psychology and OBHR. Coupled with work experience and internships, Nidhi has about 4 years of HR work experience. She takes a great sense of satisfaction in her learning experience gained in HRMS implementation project with her previous employer. Nidhi joined the RUSHRM Graduate Chapter in Fall 2017 as a Project Manager of Membership & Student Liaison team and then got promoted to Director of Membership in the Spring Semester. She joined RU SHRM to meet other HR practitioners, and widen her knowledge on current HR practices. Nidhi is passionate about the scope offered by training and development in improving individual and corporate performance. Her other areas of interest include compensation and benefits and change management. She is a certified scuba diver and in her free time practices yoga.



2017-2018 RU SHRM Leadership Team

It is the Executive Team's honor to introduce our **Project Managers**.

Marketing & Communications:

Hailey Pamula
Huiyi Chen
Kristin Song
Laura Morrison
Brian Fontanetta

Operations:

Jiayi Zeng
Jessica Petkevis
Jerilyn Richardson
Liz Colocho
Xiaoxing Ma

Membership & Student Liaison:

Benjamin Ozdemir
Rebecca Labinger
Michelle Russomano
Shijia Yang
Anjana George

IT:

Yuanzi He
Avrle Barboza
Xuefei Hao
Srishti Shriyan

Merit Awards:

Heijing Shang
Jordan Schoen
Lin Yao
Urmi Chaudhuri

Finance:

Diana Erazo-Sanchez
Nisha Patwardhan



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



RU SHRM Advisor—2017 SHRM Advisor of the Year!

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

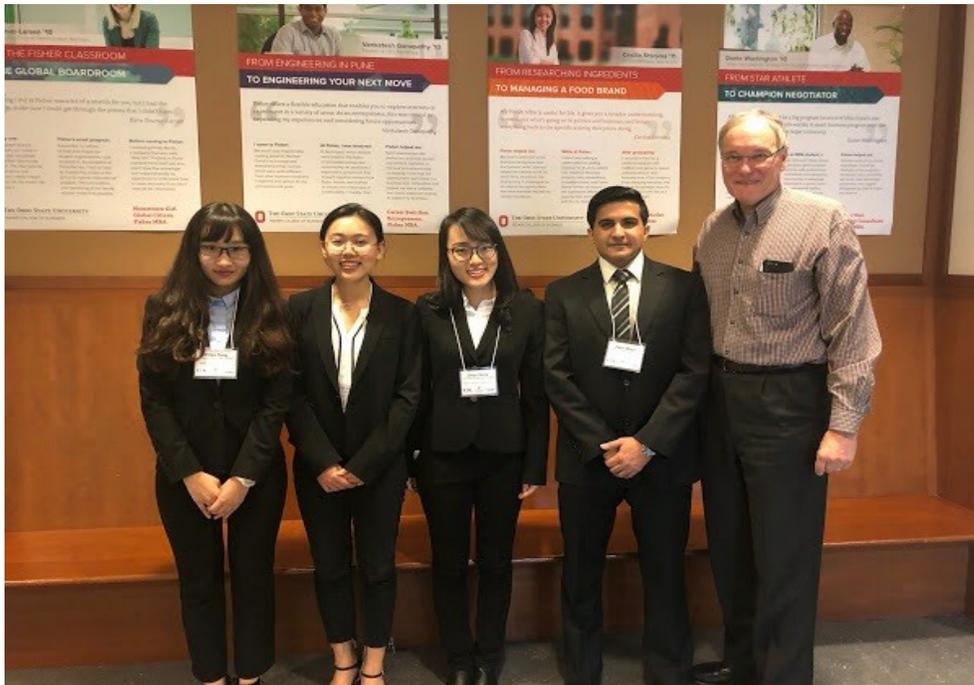
Wyndham Case Competition



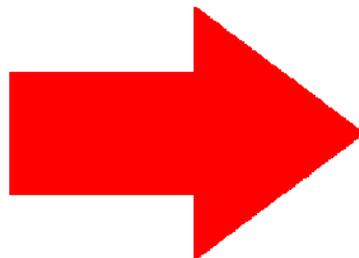
In December 2017, the internal Jim Chelius/Graduate Chapter RUSHRM/Wyndham Case Competition was hosted by Wyndham in their headquarters located in Parsippany, NJ. There were a total of 5 teams consisting of both undergraduate and graduate students who both reached the final round. Wyndham Worldwide was inquiring for a solution regarding their social media outlets in order to attract prime candidates for employment. After five great presentations, the audience from Wyndham voted for each team and chose the finalists in ranking order. The team "The Achievers" - Zakir Mirza, Shiyu Yang, Ge Liu, Shiyu Song won 1st place from all of the graduate student teams at the case competition. They are pictured in the middle row, first picture on the left. The executive team from Wyndham was impressed by their innovative solutions on social media. Well done team!

By: Sherry Shiyu Yang, VP of Merit Awards Committee

Ohio State Case Competition



Left to right: *Sherry Yang, Ge Liu, Stephanie Song, Zakir Mirza & Professor Dave Ferio*



As the Graduate winning team in the Wyndham case competition, "The Achievers" again represent Rutgers SMLR School and RU SHRM to attend the 2018 HR Invitational Case Competition by Ohio State University in February 2018. There were 8 teams in total to compete in the competition sponsored by both Eaton and Pepsico. The problem was in regards to Eaton's engineering division and the need to create a strong compensation strategy to attract and retain their talents. Participants only had less than 24 hours to create the solution and prepare for the presentations. The final score resulted in the Rutgers team coming in 4th place out of the total 8 teams. The judges from both Eaton and Pepsico gave a high evaluation for Rutgers team on the aspects of presentation skills, clear solutions suggested and team work.

By: Sherry Shiyu Yang, VP of Merit Awards Committee

HR Trick-Or-Treat Night

The second general membership meeting of RU SHRM Graduate Chapter was held on Oct 13th, 2017. The location was at the gathering lounge on the Livingston campus with full of HR major students and faculty members.

Prof. David Ferio, Prof. Douglas Coffey and Prof. Ralph Rodriguez were invited to attend this "HR Trick or Treat" event.

As the candies and group tags were distributed to each table, participants were automatically divided into different groups to play the "HR Trick or Treat" trivia activity, with the room decorated with Halloween elements. At the beginning of the event, the VP of Merit Awards and Membership team introduced each new Project Manager of RU SHRM and let attendees have dinner and network with each other first.

Then the PMs of both teams hosted the jeopardy game and counted each group's scores. The questions listed were all about RU SHRM and National SHRM, and some surprise questions about SMLR faculty. Everyone was engaged in the game and played as competition. The goal was to make attendees learn about RU SHRM with related benefits and functions to the organization. Besides, people could review some HR related knowledge in employment law, training development, compensation, etc.

In the end, the winner group received prizes from RU SHRM and every participant enjoyed this interesting night. Overall it was a fruitful and exciting



Rutgers Alumni Panelist Night

The third general meeting of RU-SHRM was held on November 17th, 2017. The meeting was hosted by the Marketing and Finance Team of the graduate chapter. The meeting was attended by Prof. David Ferio, Prof. Douglas Coffey, Prof. Ralph Rodrigues along with the RU-SHRM Leadership Team and general members. In order to break the ice, the PMs of the host teams divided up the attending members into six groups. Each group was entailed with a timed team building tasks.

The panelists comprised of various HR alumni from Dow Jones, IBM, JP Morgan and Chase, Bristol Myers Squibb and Merck. The general meeting was also attended by numerous HR specialists in the field of Talent Acquisition, HR Business Partners, Corporate Recruiter and Leadership Development Program who took time out of their busy schedules to make time to interact with the students over various upcoming trends and topics in the field of human resources.

The panelists discussed trending HR topics and since they were from different industries, they had unique perspectives from their own work and showed us the diversification of HR functions. They suggested students maintain formal and informal relationships well and keep conversations from time to time to build their own networks.



In addition to becoming abreast with the new trends in HR like Artificial Intelligence, Analytics and HRIS, the students got an invaluable opportunity to network with



industry experts. In the end of the meeting, all the panelists were given a token of appreciation from RU-SHRM along with certifications handed out by Dr. Ferio.



**By: Merit Awards
Committee**

HR Holiday Dinner

The last general meeting of the Fall 2017 semester was held on SHRM was held on December 8th, 2017. The meeting was attended by Prof. David Ferio, Prof. Douglas Coffey, Prof. Ralph Rodriguez along with the RU-SHRM Leadership Team and General Members.

This meeting showcased a holiday theme with the slogan: "Let's get together for some Holiday Cheer! For Finals are near!" We enjoyed a holiday photo booth with props and holiday music played during our evening. We started off the meeting with an ice breaker hosted by the Operations team and IT team. We played a game similar to Pictionary, where each team at each round table used their creativity to draw a picture showing Holiday movies and other teams guessed. And the winning teams got holiday stickers. Soon after, the teams played a team competition consisted of HR related questions. We watched videos about good vs. bad HR practices on aspects of performance appraisals, interview, etc. The winner team were the one that got most stickers from the competition. From there, are a nice time of friendly competition, our graduating members were presented with appreciation tokens by presidents of RU SHRM Graduate Chapter. After all the sessions, all SHRM leadership members, general members and faculty gathered together in front of the holiday photo booth to take a picture with everyone holding a holiday prop. Perfect ending to the Fall 2017 semester!



By: Merit Awards Committee

SHRM Professional Management

RU SHRM began its first general meeting of the Spring 2018 semester with an opportunity for students to learn about the SHRM-CP and HRCI PHR Certifications! Professor Bob Calamai went over the different options for SHRM and HRCI certifications outlining the advantages for both programs. We also discuss the eligibility criteria for both exams, considerations when deciding which route to go for certifications, and the pros/cons to each program giving students more insight on professional development. We discussed how certifications can also help be a catalyst for career progression. Professor Jim Terez then discussed the World at Work certifications for compensation specialists. We learned that if students are looking to specialize in human resource areas such as compensation, benefits or total rewards this may be a better certification option. It was a great kick off to our spring semester to give students additional resources on how they can propel their career as a human resources professional forward and continue to grow in the field.



A RESOURCE FOR STUDENTS

SMLR Career Services is a professional platform that supports students in cultivating their career building skills and crystalizing their career path through implemented and tailored programs & events. Our aim is to bridge students' professional goals with employer & market needs. To this effect, we bring leading employers to campus not only to recruit but also to help our students understand current market trends & employer needs and offer individualized or group discussions, panels and mentoring opportunities. We thrive to 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.

Our dedicated team of 5 professionals is sensitive to offer specialized support to all levels of HR and Labor Relations platforms starting with Len Garrison, Associate Director of SMLR Career Services, who leads the department with special attention to building a strong and productive employer partner base. In support of his efforts Naiyana Vaidya focuses on the undergrad population while Ildi Koczan mainly supports graduate and international students together with managing the SMLR mentor and PA programs. In addition, Jerell Blakeley brings expertise and specialized attention to our LSER students and Tammy Chan graciously assists students, employers and the SMLR CS team to tailor their approaches to the needs of students and alumni.

Each semester, SMLR Career Services offers a myriad of events, which are focusing at both the technical and soft skills of the business world. Generally, events and workshops are created gearing towards dining etiquette, proper workplace conduct and attire, LinkedIn profile enhancement, networking skills, internship and job seeking processes & techniques, and United States business etiquette for our international students. We actively try to pull on alumni expertise and offer opportunities to connect with and impact the professional and career development of our current students.

Last year graduates have placed in a record amount of HR Leadership Development programs on the graduate level with 95% domestic graduate student placement in professional roles after graduation. If you would like to get involved or get in touch, please go to CareerKnight or email me at ikoczan@smlr.rutgers.edu. We are happy to be of service.



Len Garrison BA, MA Rutgers University



Idi Koczan, MA, NCC

SMLR TESTIMONIALS

The Rutgers Master of Human Resource Management program provided me not only with the highest quality of theoretical and practical knowledge, but great advice that will forever impact my career path. The SMLR school provided students with multiple classes including consulting and various analysis courses which used tools such as R language and SPSS. I had the pleasure of attending case competitions and assist Wyndham and Ohio State with real world problems. Being enrolled in RU SHRM since my first semester was the best choice I made. Being a member of this family, I joined and helped organize a lot of membership meetings, which provided me a platform to meet new friends and be aware of the recent HR trends. I believe this experience will play an extremely important role in my life.

— **Ge Liu**, MHRM 2017 and former VP of Marketing & Communications Spring 2017
– Fall 2017

Being a part of the Master of Human Resource program has helped broaden my understanding of human resources role in an organization. It gave me an opportunity to learn industry relevant knowledge from exceptional Professors and build experiences that were crucial to my development as an HR professional.

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 (ei Business Conference) and motivates student participation by offering opportunities to alumni and students to engage in meaningful exchange of learnings and experiences (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.

RU SHRM Undergraduate Chapter

RU SHRM Undergraduate Chapter

What is RU SHRM Undergraduate Chapter?

The RU SHRM Undergraduate Chapter is a merit award winning student organization comprised of undergraduates who are interested in Human Resource Management. We strive to develop HRM leaders of the future while developing close relationships with other undergraduate students, RU faculty, and HR professionals. Our faculty advisor is Dr. Hazel-Anne M. Johnson, the HRM Undergraduate Program Director.

Who can join RU SHRM Undergraduate Chapter?

This organization is open to all full-time undergraduate students. We are a diverse entity, comprised of undergraduates of various nationalities and majors/minors. Students who wish to become members of the RU SHRM Undergraduate Chapter and receive news regarding events, collaborative opportunities, and trends in the world of HR can email the executive board their name and net ID.

Events

One of the reasons why a separate undergraduate chapter was formed was so that it can meticulously tailor its events to the undergraduates students' interests and needs. Below is a list of our events for this semester, which will be announced on our Saka i page and social media accounts:—**General Body Meeting:** Wednesday, January 24, 2018; **Excel Workshop:** Wednesday, February 21, 2018; **Speaker Event:** March 21, 2018; **End-of-Semester Networking:** April 25, 2018

2018 Executive Board Members:

Faculty Advisor: Dr. Hazel-Anne Johnson; President: Kayla Epps; Vice President: Alicia McPhoy; Treasurer: Joseph Niece; Secretary: Rachael Janz; Director of SHRM Affairs: Ethan Turner; Director of Public Relations: Alida Dudley; Director of Communications & Social Media: Tiffany Hart

Our Purpose

To unite the undergraduate students who have a passion for Human Resource Management.

To provide student-run networking opportunities with professionals, specialists, and experts in Human Resource Management.

To assist students in their academic studies and provide insight on how to become a successful Rutgers University student.



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A SPECIAL THANK YOU!

Dear Readers,

Thank you for reading our 2017-2018 RU SHRM Newsletter. We appreciate you taking the time to read about the events, experiences and achievements of our students throughout this academic year! Our 2016-2017 year ended with our Chapter traveling to New Orleans to receive the Outstanding Student Chapter award given by the Society of Human Resource Management, which brought excitement into this academic year. Our Chapter Advisor, David Ferio also received the 2017 Chapter Advisor of the Year!

This year we hosted some amazing events including: Panelist night, HR Trick or Treat Trivia Holiday Celebrations, SHRM Professional Development/Certification education and our General Members meetings. This year has been certainly exciting and rewarding for the RU SHRM team! We look forward to continuing this strong work ethic and traditions of our graduate chapter. As a chapter, we focus on incorporating ideas and activities focused on professional development to help our students grow in every aspect of their HR student or professional lives. We had wonderful opportunities to collaborate with SMLR Career Services and use their help and resources so students could accomplish their professional goals; such as refining their resumes, interviewing skills and obtaining a job.

Our professional development initiatives would not have been as successful if it were not for the faculty and staff at the SMLR as well. Thank you to the professors who took the time to be part of our events, as speakers, as well as general attendees. 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 RU SHRM team.

To our biggest supporter and the best advisor, Professor Dave Ferio, thank you so much for all of your help, support and encouragement to strive to be the best RU SHRM team we can be! Your hard work 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 our RU SHRM Leadership team, we 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 ours because we are 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 rewarding and

“Leadership is the ability to guide others without force into a direction or decision that leaves them still feeling empowered and accomplished.”

— Lisa Cash Hanson

“Innovation distinguishes between a leader and a follower.”

— Steve Jobs

“I believe the real difference between success and failure in a corporation can be very often traced to the question of how well the organization brings out the great energies and talents of its people.”

—Thomas J. Watson, Jr.

“Sometimes leadership is planting trees under whose shade you’ll never sit.”

— Jennifer Granholm

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

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visit our Website: www.rustm.org

