

EXCELSIOR COLLEGE  
SCHOOL OF BUSINESS AND TECHNOLOGY

STUDENT WEBINAR  
EXCELSIOR COLLEGE'S SHRM STUDENT CHAPTER

MICHELE PALUDI, SIARA RAMOS, AND MEGHAN ROSEBECK

FEBRUARY 12, 2018



# CELEBRATING OUR SHRM STUDENT CHAPTER



# CELEBRATING OUR SHRM STUDENT CHAPTER



# FOSTERING COMMUNITY WITH THE CAPITAL REGION HR ASSOCIATION



# AGENDA

**Welcome and Introductions**

**Notes of Appreciation**

**SHRM Chapter Overview**

**Siara Ramos, President**

**Meghan Rosebeck, Vice President**

**Michele Paludi, Advisor**

**Let's Hear About New Courses!**

**Status of MBA**

**Career Development Resources**

**Let's Hear from Student Members**

**Discussion**



# WITH APPRECIATION

**I would like to express my appreciation to my colleagues at Excelsior College:**

- **Dean LiFang Shih**
- **Associate Dean Scott Dolan**
- **Associate Dean Michael Johnson**
- **FAC and IAC Chairs: Gary Stroud and Jason Van Buren**
- **Instructional Faculty in Human Resources and Leadership**
- **Students in Our SHRM Student Chapter**
- **Student Chapter President, Siara Ramos**
- **Student Chapter Vice President, Meghan Rosebeck**

# GOALS

## Major goals for the HR and Leadership Programs

**SHRM Student Chapter**

**Development of New Courses**

**Revisions of Existing Courses**

**Development of New Curriculum**

**Faculty Development and Coaching**

**Students' Career Development**

# SHRM STUDENT CHAPTER

**Meet**

**Siara Ramos, President**

**And**

**Meghan Rosebeck, Vice President**





# WEBINARS FOR SHRM STUDENT CHAPTER MEMBERS

- \*Introduction to EC's Student Chapter**
- \*Getting into the Field of HR**
- \*Building a Culture and Work Environment Aimed at Employee Retention**
- \*Bridging the Divide Between Leadership and Front Line Staff**
- \*Avoiding Discrimination During Interviewing and Onboarding**

# SHRM STUDENT CHAPTER WEBPAGE

<http://www.excelsior.edu/society-for-human-resource-management-chapter>



# HVCC JOINED OUR SHRM STUDENT CHAPTER

**Students, faculty and staff at Hudson Valley Community College are Affiliate Members of our SHRM Student Chapter. We thank Karen Jones and her colleagues at HVCC for joining our chapter. We look forward to our collaborations.**

**According to Karen:**

**“It is an exciting opportunity for Hudson Valley Community College's students and faculty to become involved with SHRM and Excelsior College. This partnership makes students aware of opportunities available to them once they graduate and offers additional online training. We are very appreciative of Excelsior's continued willingness to partner with us.”**



# SHRM STUDENT CHAPTER WEBINARS for STUDENTS, FACULTY, STAFF

- **February 21: Workplace Bullying and Incivility**
- **March 21: Careers in Human Resources for Generalist and Specialists**
- **April 18: Legal Updates for Human Resource Professionals**
- **May 16: Equal Employment Opportunity Commission**
- **June 20: Diversity and Inclusion Update**
- **July 18: Talent Acquisition and Management**

**All webinars are held from 2-3 PM EST. They are recorded if you want to listen to the webinar at a different time. Detailed information will be sent out prior to the webinar.**



# DEVELOPMENT OF COURSES AND CURRICULUM

## NEW COURSES NEW CURRICULUM



# COURSES in DEVELOPMENT

**BUS 453:  
RECRUITMENT AND SELECTION**

**BUS 454:  
HR ANALYTICS**

**BUS 514:  
EMPLOYMENT LAW**

**BUS 519:  
TRAINING AND CAREER DEVELOPMENT**

**BUS 314:  
EMPLOYMENT LAW**

**BUS 313:  
INTERNATIONAL HR**

**BUS 513:  
INTERNATIONAL HR**



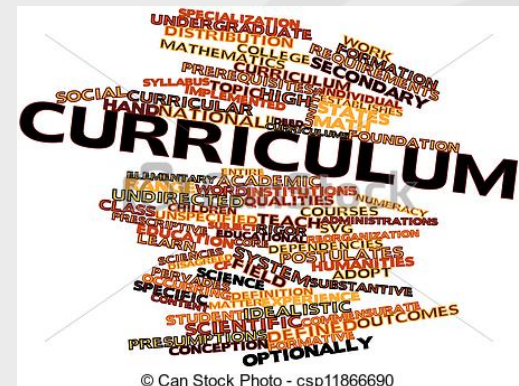
# CURRICULUM: NYSED APPROVAL

REVISIONS TO MBA AND MSM CONCENTRATION IN HUMAN RESOURCES  
APPROVED BY NYSED!!!!!!!!!!

Human Resource Management Concentration Requirements: ( 9  
total credits)

Students must select one course from each of the following focus  
areas:

- Staffing and Development
- Total Rewards
- Maintaining High Performance



# **MBA CURRICULUM: ROLLED OUT 12/18/17!!!**

## **FOUNDATION COURSES**

**BUS 503: QUANTITATIVE ANALYSIS**

**BUS 553: ORGANIZATIONAL BEHAVIOR**

**BUS 508: MANAGERIAL ECONOMICS**

## **FIRST CORE**

**BUS 500: ACCOUNTING FOR MANAGERS**

**BUS 502: GLOBAL BUSINESS ENVIRONMENT**

**BUS 506: MARKETING**

**BUS 505: FINANCE**

**BUS 570: INFORMATION TECHNOLOGY**

## **SECOND CORE**

**BUS 520: OPERATIONS MANAGEMENT**

**BUS 530: PROJECT MANAGEMENT**

**BUS 552: LEADERSHIP**

**BUS 511: STRATEGY AND POLICY**





# REVISED MBA CURRICULUM

## THREE COURSES IN CONCENTRATIONS

### CONCENTRATIONS

**ACCOUNTING, CYBERSECURITY MANAGEMENT,  
GENERAL, HEALTH CARE, HUMAN PERFORMANCE  
TECHNOLOGY, HUMAN RESOURCE MANAGEMENT,  
LEADERSHIP, SOCIAL MEDIA MANAGEMENT,  
TECHNOLOGY MANAGEMENT, ARBITRATION AND  
MEDIATION**

**FAC APPROVED REMOVING THE HUMAN PERFORMANCE TECHNOLOGY  
CONCENTRATION DUE TO LOW ENROLLMENT, HIGH WITHDRAWALS AND COST.  
THE TEACH OUT WILL BE WITHIN 2 YEARS**



# STUDENTS' CAREER DEVELOPMENT

- **Developed and Facilitate SHRM Student Chapter**
- **Developed and Facilitate SHRM Webinars Monthly**
- **Issuing Newsletter, “Healthy Workplaces.”**
- **Collaborating with Career Center in Developing Additional Resources for Students in the HR and Leadership Concentrations**
- **Employment Opportunities in HR and Related Fields**
- **Updated and Developed New Research Guides for Course Work**
- **Internationalized Courses**
- **Webinars to Discuss Curriculum, Student Chapter**



# SHRM NEWSLETTER

*Healthy workplace, 2007, John Holcroft, (b.20th C./British), Computer graphics .  
Retrieved from Encyclopædia Britannica ImageQuest.*



# WAIT...THERE'S MORE!

## ADDITIONAL PROJECTS



# RESEARCH GUIDES

**CHECK OUT HR RESEARCH GUIDES**

**E.G.,**

<http://libguides.excelsior.edu.vlib.excelsior.edu/human-resources>



# ADDITIONAL PROJECTS

**ORAL HISTORY PROJECT**

**ANGELO MAZZONE**

**DIVERSITY/INCLUSION IMPLEMENTATION PLAN**

**SHRM AND INTERNSHIPS.COM**

**NEW INSTRUCTIONAL FACULTY ONBOARDING**

**FACULTY WEBINARS/FORUMS**



# DIVERSITY/INCLUSION IMPLEMENTATION PLAN

## **FACULTY**

**INCLUSIVE RECRUITMENT AND HIRING  
RESOURCE GUIDE ON INCLUSION**

## **SPEAKER SERIES**

## **WEBINARS**

## **SHRM WEBINARS**

## **COURSES**

**NEW COURSES**

**REVISING EXISTING COURSES**

## **MBA CURRICULUM**

## **STUDENTS**

## **ORGANIZATIONS**

## **STAFF**



# MBA ORGANIZATIONS

- **Prospanica**

**This is the Association of Hispanic Professionals. It was founded in 1988 and offers students resources for their career development. The organization's vision is the following:**

**“The Prospanica vision is to be the leading catalyst for Hispanic professional achievement through diversity of thought, expert collaboration, and community engagement to create and develop Hispanic leaders.”**

- **For additional information, contact Prospanica at:**  
<http://www.prospanica.org>





# MBA ORGANIZATIONS

## NBMBAA

**This is the National Black MBA Association. It was founded in 1970 to assist Black individuals entering the corporate sector. NBMBAA offers students career coaching, mentoring, professional development, and networking opportunities. NBMBAA's Mission Statement is as follows:**

**“The National Black MBA Association leads in the creation of educational opportunities and economic growth for Black professionals. We are committed to making an impactful and sustainable difference in the communities in which we work and serve through: Innovative Programs that stimulate intellectual and economic growth; Partnerships with key stakeholders who help facilitate this growth; and Increased awareness and access to graduate management programs and career opportunities in management fields. “**

**For additional information, contact: <https://nbmbaa.org>.**



# MBA ORGANIZATIONS

## ▪ **Management Leadership for Tomorrow**

**This organization was founded in 2002 and is devoted to developing a new generation of diverse leaders. According to MLT:**

**“MLT equips and emboldens high-achieving women and men from underrepresented communities-African American, Latino/a and Native American-to realize their full potential, to make a mark and make a difference.”**

**For additional information, contact: <https://ml4t.org>**



# HRCI PARTNERSHIP

## School of Business and Technology partners with HR Certification Institute (HRCI)

Undergraduate and graduate students who have successfully completed one or more of the following credentialing exams will be awarded course credit in their human resource management concentration: Professional in Human Resources® (PHR®), Senior Professional in Human Resources® (SPHR®), and Global Professional in Human Resources® (GPHR®). The School of Business and Technology is proud to be partnering with the HR Certification Institute® (HRCI®) in offering our HR students this opportunity. Associate Dean Scott Dolan and Senior Faculty Program Director Michele Paludi appreciate the work of HRCI, Anna Keating and May Boggs for their instrumental role in achieving this partnership. In addition, they thank Dr. Kris Pasley and Dr. Gary Stroud for serving as subject matter experts in CAPITAL's assessment process.

The HRCI mission, helping people and organizations perform better, grows out of a more than 40-year commitment to certification rigor and continuous learning excellence aimed at advancing global HR practices. Just as HRCI has earned its standing as the premier HR certification organization, HRCI-certified professionals have earned reputations for possessing the skills and knowledge needed to mitigate workplace risks and enhance people-driven business results. The HRCI suite of seven fully accredited credentials includes the PHR® and SPHR® for HR professionals, and the aPHR™ for students, early-career HR professionals and non-HR managers, and international certification options. Learn more about HRCI credentials and group certification programs at [www.hrci.org](http://www.hrci.org).



# COLLABORATE!

**I invite you to join me in:**

**Co-facilitating a SHRM Webinar**

**Writing for the Newsletter**

**Writing for our HR and**

**Leadership News**

**I look forward to hearing from you!!!**



# STUDENT VOICES

**SHARE YOUR INTERESTS, IDEAS FOR  
NEW COURSES, COURSE CONCERNS**



# THANK YOU

**Michele Paludi, Ph.D.**

**Senior Faculty Program Director, Human Resources and Leadership**

**Excelsior College**

**7 Columbia Circle**

**Albany, New York 12203**

**(518) 464. 8729**

**[mpaludi@excelsior.edu](mailto:mpaludi@excelsior.edu)**

