

Human Resource Management Student Orientation





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Agenda

- Welcome
- Program overview
- Enrollment information
- Expectations
- Advisement
- Resources
- Staying connected
- Q & A









Check out www.stonybrook.edu/sb/fastfacts/



About Stony Brook University

- Growing University
- Broad reach
- History of innovation
- Powerful partnerships



THE TOP 1%!

Where Stony Brook sits among all the world's universities.

THE TOP 100!

Stony Brook's ranking among national universities.

THE TOP 40!

Stony Brook's ranking among public national universities.





We are Seawolves

The Sports Complex and state-of-the-art 8,300-seat Kenneth P. LaValle Stadium — the largest outdoor facility in Suffolk County — are home to Stony Brook University's 20 NCAA Division I athletics teams. All teams compete in the America East Conference except for football, which is a member of the Big South Conference.





Kenneth P. LaValle Stadium



About SPD and HRM

- Stony Brook's School for working professionals who want to enhance their career through part-time graduate study
- 26 graduate degree and certificate programs
- Courses offered primarily online with on-campus courses scheduled in the evening
- Collaboration with the College of Business
- ~200 students currently matriculated in SPD's HRM programs



Social & Behavioral Sciences Building



Stony Brook's First National Champion

Track and field star Lucy Van Dalen — Stony Brook's firstever national champion — is an SPD graduate. She then qualified for the 2012 London Olympics and reached the semifinals of the 1500m while representing her native New Zealand.







Notable SPD Alumna





Notable SPD Alumna (okay, not really)

And thousands of teachers, managers, environmental consultants, musicians, trainers, coaches, K-12 school leaders, human resource administrators, writers, information systems specialists, artists and a host of others.



Planning Your Course of Study





Master	of Science
Adv	ate Certificate
Cours	
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SHRN	ient Chapter
Virtu	nmons
Contac	t Us
HRM H	ome

New Student Orientation

Students admitted for Summer 2015 should sign up for the orientation

webinar on May 5. »Details & Registration

Human Resource Management Programs

Overview Graduate Programs Flexible Scheduling SHRM Student Chapter

Human Resource Management Programs at Stony Brook University

The ability to effectively manage human resources is critical to the success of any organization. HR professionals must possess the broad-based knowledge and specific competencies necessary to align human resource functions with organizational goals. Stony Brook University's Human Resource Management programs are designed to provide the academic preparation required for professionals to enter the field or advance their careers.

The curriculum integrates theory and practice within the dynamic context of human resource administration. Students may choose from a wide selection of courses — in subjects such as organizational development, benefits and compensation and employment law — in combination with foundational courses in business, HR management,

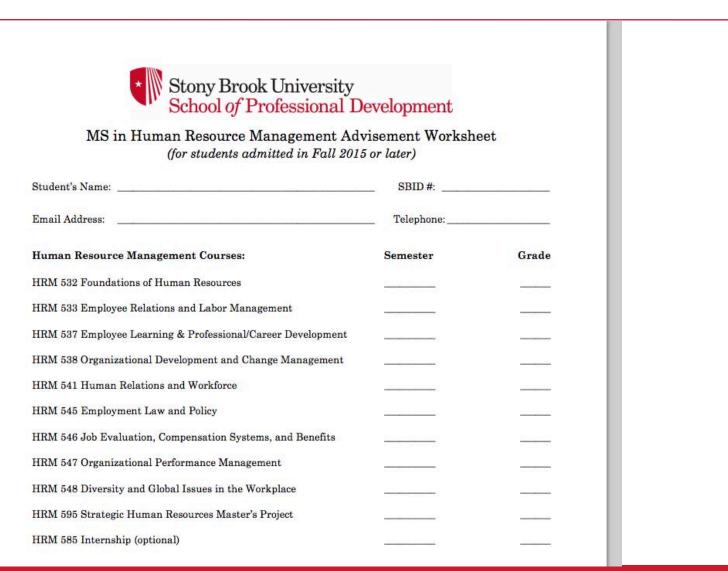
HRM Website: www.stonybrook.edu/spd/hrm



Master of Science in Human Resource Management The Master of Science in Human Resource Management program consists of 10 three-credit courses as outlined below. The curriculum has been updated and refined to align with standards established by the Society for Human Resource Management. Newly admitted students will follow the program as it is presented below; continuing students may choose to follow this new program or they may fulfill degree requirements by using a combination of courses from the new program and their <u>original HRM program</u> .	Admissions Master of Science Adv. Graduate Certificate Courses
Students are advised to print and keep one of the following advisement worksheets to plan their degree: Advisement Worksheet for Students Admitted in Fall 2015 or later (PDF) Advisement Worksheet for Students Admitted Prior to Fall 2015 (PDF) Advisement Worksheet for International Students (PDF) 	Tuition SHRM Student Chapter Virtual Commons
Degree Requirements – Effective Fall 2015 Every course is required. All students must take HRM 532 in their first semester.	Contact Us HRM Home
HRM 532 Foundations of Human Resources (formerly CES 515)	
HRM 533 Employee Relations and Labor Management (formerly CES 516 Survey of Employee Relations)	
HRM 537 Employee Learning and Professional/Career Development (formerly CEX 537 Employee Learning and Development)	
HRM 538 Organizational Development and Change Management (formerly CEX 538 Organizational Change Management; prerequisite: HRM 532)	

http://www.stonybrook.edu/spd/hrm/ms.html





http://www.stonybrook.edu/spd/graduate/hrm.html



Program Requirements – 30 credits

- HRM 532 Foundations of Human Resources
- HRM 533 Employee Relations and Labor Management
- HRM 537 Employee Learning and Professional/Career Development
- HRM 538 Organizational Development and Change Management
- HRM 541 Human Relations and Workforce Planning
- HRM 545 Employment Law and Policy
- HRM 546 Job Evaluation, Compensation Systems, and Benefits
- HRM 547 Organizational Performance Management
- HRM 548 Diversity and Global Issues in the Workplace
- HRM 595 Strategic Human Resources Master's Project



HRM 595 Project Seminar

- Goal is to teach students to understand and conduct graduate-level research.
- At least 25 pages in length; APA formatted.
- Must earn a "B" or higher to count toward degree.
- Students will be guided in selecting a topic for their research paper.
- Prerequisite: 24 credit hours
- Get a head start! Start using a reference management program like Zotero or EndNote now (more on this later).



HRM 585 Internship (optional)

- Students who are not working in the field may choose to gain field experience by completing a one-credit internship practicum over and above the requirements for the Master of Science degree
- A minimum of 45 hours of work is required in a setting that is outside of the your current area of employment.
- The Career Center maintains an internship database.
- Students must obtain approval from the program director to enroll in this S/U graded course.



Planning Your Course of Study

- MS students have five years to complete the degree.
- Four courses (12 credits) maximum per term but the recommendation is two for working students.
- Students should take HRM 532 and HRM 533 early on in their course of study.



Planning Your Course of Study (cont'd)

- On-campus courses are offered less frequently than online courses.
- **International students** or those students who are receiving **financial assistance** may have requirements in terms of modality or course load.



Scheduling Overview

- Online classes: 10-week terms that start at beginning of Fall, Spring and Summer I *
- Face-to-face classes:
 - Fall and Spring: Class meets for 3 hours once per week for 15 weeks
 - Summer I and II: Classes meet for 3.5 hours twice a week for 6 weeks
- Winter session courses last 3 weeks

*Except for HRM 595, which meets for the full 15 weeks



Expectations



Academic Expectations

- Be an active participant in the classroom.
- Meet all assignment deadlines.
- Focus on the quality of your writing including content, citations, sentence structure, grammar, and spelling.
- Maintain good academic standing with a minimum GPA of 3.0 (graduate, cumulative and in the program)
- Read and understand SPD's Academic Honesty Policy listed in the Bulletin.



Academic Honesty

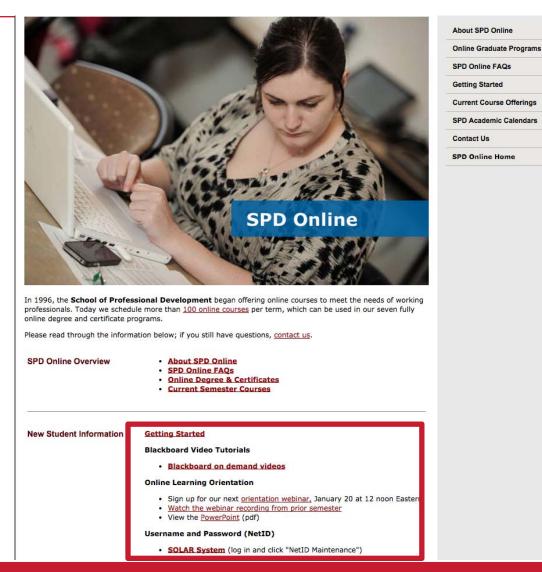
- Cornerstone of all academic and scholarly work.
- Minimum penalty is an "F" in the course and suspension for one term for students found responsible for academic dishonesty.
- Often, accused students did not know how to properly cite their sources (but they are still held responsible).
- Consider attending our Citation Skills Workshop in August or viewing one of our recorded workshops posted on the SPD Library Guide website: guides.library.stonybrook.edu/spd/home



Online Learning at SPD

- Asynchronous seminars conducted via Blackboard
- All students are required to participate at least three different days during the week
- Requires careful reading and considerable amount of writing in discussion boards
- Videos and FAQs are available on the SPD Online website at <u>www.stonybrook.edu/spd/online</u>





www.stonybrook.edu/spd/online



Administrative Expectations

- Students are responsible for knowing and abiding by all SPD/SBU policies and deadlines (refer to Academic Calendars, SOLAR, Student Accounts website, and SPD Bulletin).
- Check SOLAR for Messages and Holds.
- Proactively search for information on the SPD Website and SOLAR and seek help when needed.
- When contacting a University office, please include your SB ID and program name.



Administrative Expectations (cont'd)

- File for graduation in SOLAR at the start of your last term! Details on our website at <u>http://www.stonybrook.edu/spd/current/</u> graduation.html
- Sign-up for and use your Stony Brook email account. <u>http://www.stonybrook.edu/mycloud</u>



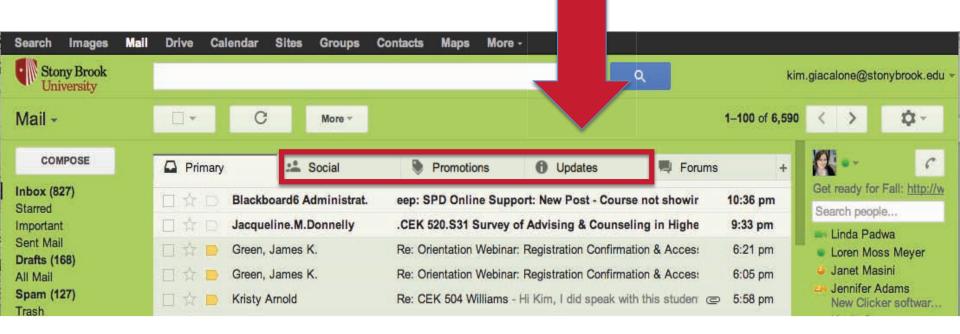
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www.stonybrook.edu/mycloud



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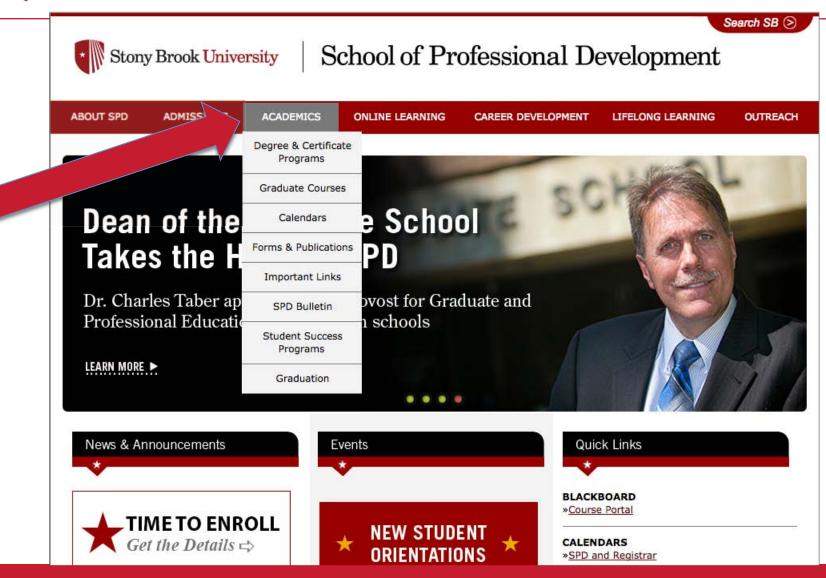


www.stonybrook.edu/mycloud



Stony Brook University

SCHOOL OF PROFESSIONAL DEVELOPMENT

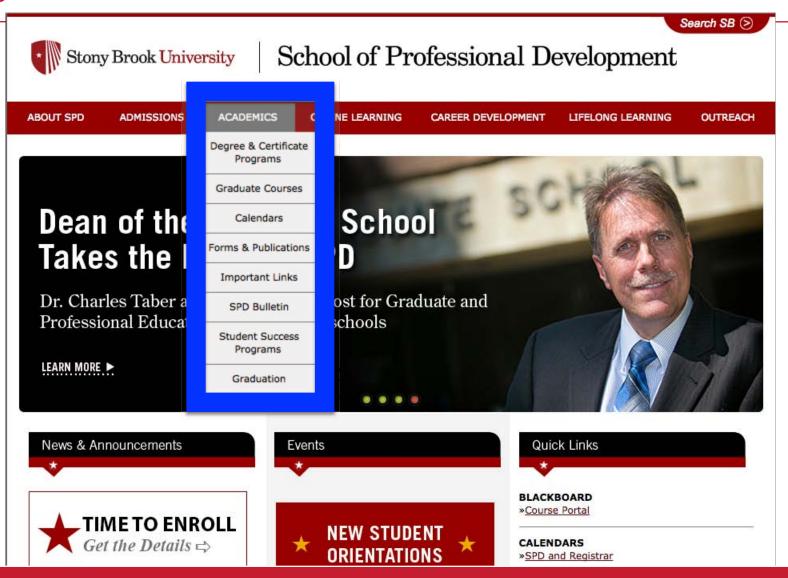


www.stonybrook.edu/spd



Stony Brook University

SCHOOL OF PROFESSIONAL DEVELOPMENT





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www.stonybrook.edu/spd/graduate/calendar/index.html



Advisement and Assistance

Academic Advisement

Dr. John Coverdale, Faculty Director john.coverdale@stonybrook.edu 631.632.7092

Student Services

Graduate Admissions and Student Services spd@stonybrook.edu 631.632.7050, option 1

International Students

Visa and Immigration Services www.stonybrook.edu/visa VIS@stonybrook.edu 631.632.4685

Online Learning Support SPD Online

www.stonybrook.edu/spd/online spd_online@stonybrook.edu 631.632.9484

Financial Aid

www.stonybrook.edu/finaid/ finaid@stonybrook.edu 631.632.6840

Graduation Clearance

www.stonybrook.edu/spd/graduation <u>spd_graduationandcertification@stonybrook.edu</u> 631.632.7055

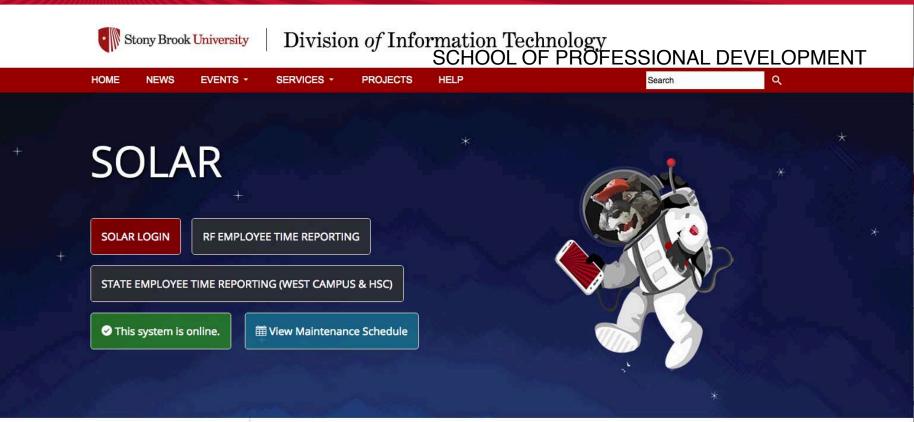


Resources For This Section

- SPD Website: <u>http://www.stonybrook.edu/spd</u>
- HRM Program: <u>http://www.stonybrook.edu/spd/hrm/</u>
- SPD Bulletin: <u>http://www.stonybrook.edu/spd/bulletin</u>
- SPD Online Website: <u>http://www.stonybrook.edu/spd/online</u>
- SPD Course Listings: <u>http://www.stonybrook.edu/spd/graduate/courses</u>
- SPD Academic Calendar: <u>http://www.stonybrook.edu/spd/graduate/calendar</u>



Enrollment Tips



SOLAR Mobile SOLAR for Faculty & Staff SOLAR for Students SOLAR is Stony Brook University's enterprise-wide, self-service system which provides faculty, staff, and students with online access to manage personal information. Students use SOLAR to register for classes, print schedules, view and pay bills, update personal contact information, view transcripts, and submit student employment timesheets. Employees use SOLAR to update personal contact information, view vacation/sick accruals, print class rosters, submit grades, and much more.

Frequently Asked Questions

How do I change my email address in SOLAR?

How do I change my emergency contact information in SOLAR?

How do I navigate SOLAR?

www.stonybrook.edu/solar



Get Cleared for Take-Off

Check Action Center and Message Center each time you log in

Favorites Main Menu		
Action Center	Home Page	
Holds No Holds.	SB Alert Emergency Information SB Alert - Registration	
• Do List No To Do's.	Security and Personal Data Change My Solar Password, NetID Maintenance, Whom to contact if I'm missing, User Preferences, Office Address, Addresses, Ethnicity, Veteran Status, Names, Phone Numbers, 8 More	
Message Center	Student Elections, Faculty/Prof Elections, Senate Survey	
New Messages	Academic Planning, Enrollment, Academic Records, Degree Progress/Graduation	
Fall 2013 Billing Statement Summer 2013 Billing Statement Summer 2013 Billing Statement	Campus Financial Services Account Information/Payment, Financial Aid, RequiredHealthInsurance/Waiver, Set Billing Notification Email	
view details (>	Continuing Room Deposit, Room Selection, Graduate / Family Apt. Deposit, Summer Room Payment	



Common Enrollment Blocks (or Holds)

- Proof of Health Insurance
- Signing the Financial Responsibility Statement
- Enrollment in SB Alert
- Proof of MMR immunization



When To Enroll

- Enroll as soon as you are eligible and according to your enrollment appointment.
- Summer and Fall enrollment begins in early April.
- Winter and Spring enrollment begins in early November.
- Clear up any blocks you may have before registration begins.



A Word About Waitlists

- The majority of online courses will eventually fill.
- If the course you want is full, add your name to the waitlist. If someone drops, you will be enrolled automatically.
- Monitor your position and make schedule adjustments.
- Waitlist problems? Contact SPD Online.
- Note: You are financially responsible for any course for which you are enrolled via the waitlist, so please double-check your schedule before the end of the tuition liability period.



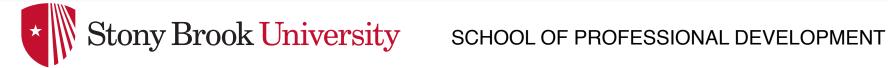
A Word About Cancellations

- SPD does not run courses with fewer than 10 students.
- Enroll early we start cancelling underenrolled courses about four weeks prior to the start of class.
- Check the enrollment in your course by clicking on the course's title in SOLAR.
- If the course is still underenrolled four weeks prior to the start of class, consider adding a second course as a back-up.



Ordering Your Textbooks

- You can find textbook information on SOLAR and on the Campus Bookstore (Barnes and Noble) website: <u>http://www.stonybrook.edu/provostliasn/bookstore/</u>
- You can buy or rent your books from any place you choose if you have the ISBN (except special course packs).
- There are benefits and drawbacks to ordering from the campus bookstore.





Your NetID

- Accesses all of the online resources not available in SOLAR: Blackboard, SB Connect, E-mail, Google Drive, Library Resources, SoftWeb, etc.
- Combination of your first initial and last name.
- Created for you you need to log into SOLAR to create your NetID password.

NetID Single Sign-On

Please enter your NetID and NetID Password

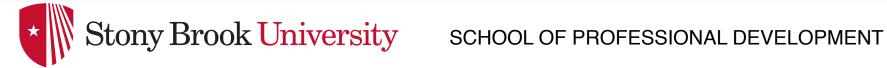
NetID:

NetID Password:

Warn me before logging into other sites and applications.

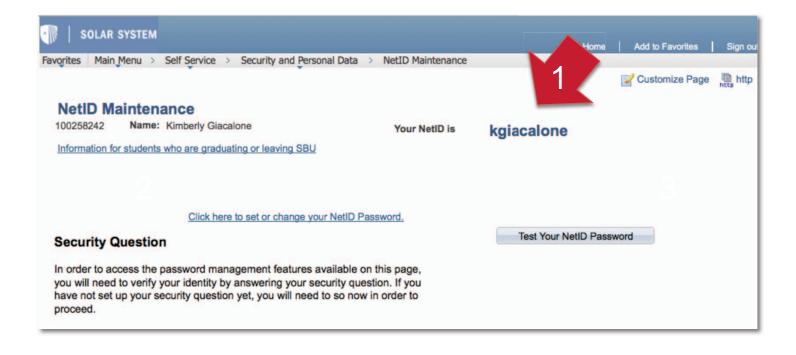
By logging in you agree to abide by the Stony Brook University IT Policies and Terms of Service.

LOGIN Forgot Your NetID or NetID Password?

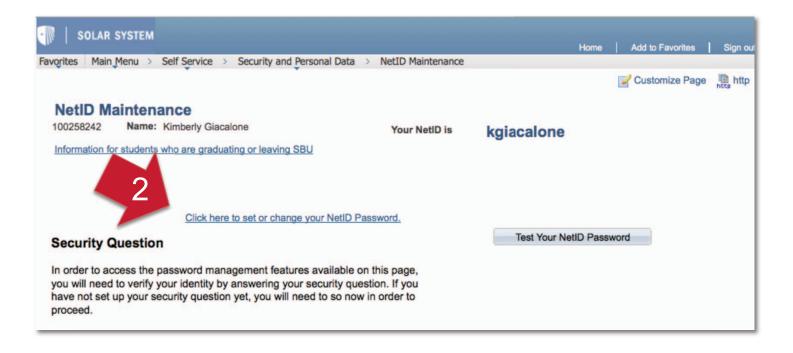


SOLAR SYSTEM	Home Add to Favorites Sign out
Favorites Main Menu	
Action Center 🛛 🖬	Home Page 🛛 🗖
Holds No Holds. To Do List Complete Health Waiver by 2/15	Security and Personal Data Change My Solar Password, NetID Maintenance, Whom to contact if I'm missing, User Preferences, Office Address, Addresses, Ethnicity, Veteran Status, Names, Phone Numbers, 8 More SB Alert Emergency Information SB Alert - Registration
view details	Student Elections, Faculty/Prof Elections, Senate Survey

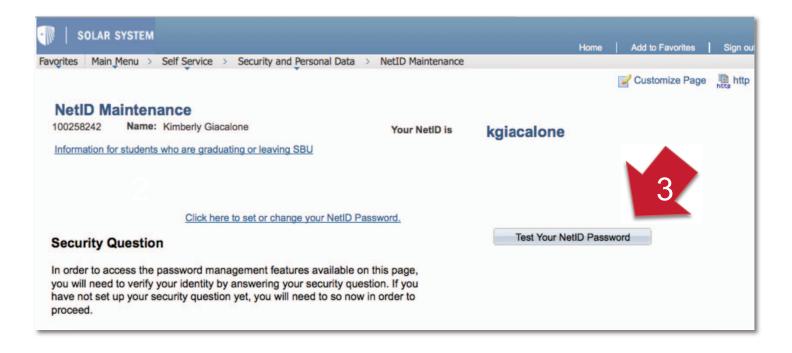














Learner Support Resources



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U	SERNAME:			
P	ASSWORD:	_		
	Login			

www.blackboard.stonybrook.edu



Blackboard

- Use Firefox, Safari or Chrome (in that order of preference)
- The list includes Internet Explorer, but those of us who do tech support find that students report issues when they use that browser
- Available for most mobile devices <u>http://it.stonybrook.edu/help/kb/</u> <u>blackboard-mobile</u>

Supported Browsers

Browsers by Operating System Click here to view supported browsers, sorted by operating system.

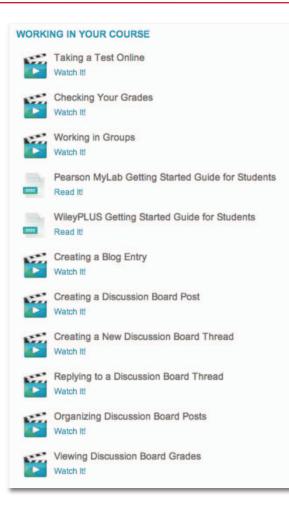
Windows 7, Vista & XP Internet Explorer 8 Firefox 3.6 & current version Chrome current version

Mac OS X 10.5 & 10.6 (Leopard & Snow Leopard) Safari 4 & 5 Firefox 3.6 & current version Chrome current version

Not sure what browser or operating system you're using? <u>Click here!</u>

Check your Java version Update to the newest version if prompted.





Blackboard Tutorials

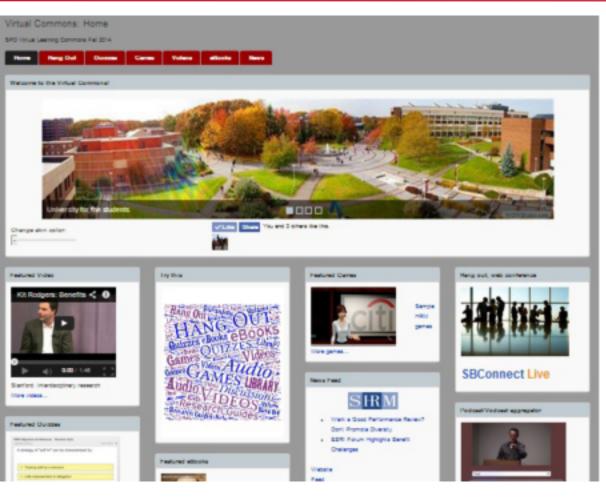
- Short video tutorials on every function within Blackboard.
- Access through the SPD Online Support course within Blackboard or bookmark the following link: <u>http://ondemand.blackboard.com/</u> students.htm



Blackboard Support Resources

- SPD Online Technical Support M-F, 8:30-5:00pm <u>spd_online@stonybrook.edu</u> or 631-632-9484
- SPD Online Support site in Blackboard
- SUNY Learning Network (After-Hours Support) M-Th, 5:00pm – 9:00pm Eastern Saturday, 10:00am – 5:00pm Eastern Sunday, 1:00pm – 9:00pm Eastern <u>slnsupport@itec.suny.edu</u> or 1-800-875-6269





Virtual Commons

- Began in Fall 2014
- Link within Blackboard
- HRM-specific resources
- Multimedia features
- Hang-outs and events
- Lib-Guides curated resources for HRM students

Link appears in Blackboard



SPD Library Guide

School of Professional Development

Enter Keywords Search

This guide is designed to help students in the School of Professional Development with their research.

Home	
Find Articles	Where To Start?
Find Books	The purpose of this guide is to help students find appropriate materials for doing graduate level research.
Fille Books	Use the left-side navigation tabs to learn more:
Where Can I Find?	Find Articles - Find scholarly, academic, peer-reviewed, popular, and news articles on your research topic.
What Do I Do When?	 Find Books - Find print and eBooks related to your topic.
	Where Can I Find? Where to look for the type of information you need.
Research Tutorials	What Do I Do When? Ways to resolve various search problems.
Citation/Plagiarism	Research Tutorials - Interactive and video tutorials to help you with your research.
Educational Londorphin Brogram	• Citation/Plagiarism - Find out about tools and sites that offer help with handling citation.
Educational Leadership Program	• Educational Leadership Program - Provides a list of recommended databases for doing research in educational leadership.
Higher Education Admininstration	• Higher Education Administration - Provides a list of selected eJournals titles relevant to the Higher Education Administration (HEA)
Human Resources	program. You can also search for a specific journal title.
ff-Campus Access	Human Resources - Provides a list of selected eJournals titles and databases relevant to the Human Resources program. You can also search for additional titles.
	The Chronicle of Higher Education
Jse your NetID and password to access	
library resources when off-campus.	THE CHRONICLE of Higher Education
inculation dervices for Distance Learners	
West Campus Libraries: Distance Learning Students	Chronicle of Higher Education The Chronicle of Higher Education is the number one source of news, information, and jobs for college and university faculty members and administrators.
Policies on loaning material to distance learners.	

sunysb.libguides.com/spd



SPD Library Guide -- guides.library.stonybrook.edu/spd/hr

School of Professional Development

Enter Keywords	Search
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This guide is designed to help students in the School of Professional Development with their research.

Home	
Find Articles	HR Recommended Databases
Find Books	Business Source Complete Coverage dates vary, in some cases as far back as 1886. Selected full text. This scholarly business database includes indexing and
Where Can I Find?	abstracts for the most important scholarly business journals.
What Do I Do When?	Academic Search Complete Date coverage varies, back to 1887. Scholarly, multi-disciplinary database. Covers over 6100 fulltext journals, 5100 peer reviewed journals,
Research Tutorials	and indexing for over 10,000 journals. Non-journal publications are also indexed.
Citation/Plagiarism	 ERIC (Education Resources Information Center) 1966-present. Abstracts to journal articles and over 300,000 full text Education Documents (EDs). Additional EDs are available on
Educational Leadership Program	microfiche. Includes visual searching feature.
Higher Education Admininstration Human Resources	MEDLINE (ISI Web of Knowledge) 1950-present. Medicine, nursing, dentistry, veterinary medicine, the health care system, pre-clinical sciences, etc. Uses MeSH (Medical Subject Headings) indexing with tree, tree hierarchy, subheadings and explosion capabilities to search citations from over 4,800 current biomedical journals. Created by the National Library of Medicine.
Databases for News Articles	 Professional Development Collection 1965-present. Fulltext, abstracts and citations. Subjects include Curriculum Administration, Educational Leadership and Research, Learning
 LexisNexis Academic Date coverage varies. Fulltext. Over 10,000 news, business, and legal sources. News coverage includes deep backfiles and up-to-the-minute stories in national and regional newspapers, wire services, broadcast transcripts, international news, and non-English language sources. Newsday Newsday. Nassau edition from 08/15/1985 to present. Find articles covering the Friedmans' story. Ethnic NewsWatch 1990-present. Fulltext. Articles from newspapers and periodicals published by ethnic, minority and native presses in the United States. In English and Spanish. 	 Disabilities, Reading and School Libraries. Over 550 high quality education journals, 350 peer-reviewed. Includes visual searching features. PsycINFO 1887-present. Citations and abstracts to articles from over 2,000 journals, as well as books, dissertations, and reports on psychology and related disciplines. PsycARTICLES Date coverage varies, mostly 1985-present. Fulltext, citations and abstracts. Covers general psychology and specialized basic, applied, clinical, and theoretical research in psychology in areas including animal behavior, cognition, memory, neuroscience, perception, physiological psychology, psycholinguistics, psychometrics, social and personality psychology. ScienceDirect Journals 1995 - present. Fulltext access for nearly 2,000 scholarly journals. Citations and abstracts prior to 1995 and for journals outside of SBU's fulltext subscription. Covers all disciplines with emphasis in the sciences (including medicine) and social sciences. Conference Board: Business Knowledge Research 1998-present. Research Reports on key business and economic topics such as executive compensation annual studies. Includes the Conference Board Review magazine JSTOR Coverage begins with the first issue of a journal, some as early as the 1500s, and continues up until 1-to-5 years ago. An online archive of core scholarly journals in most fields of study. Comprised of high-resolution, scanned images of journal issues and pages as they were originally designed, printed, and illustrated. Not a source for recent articles.

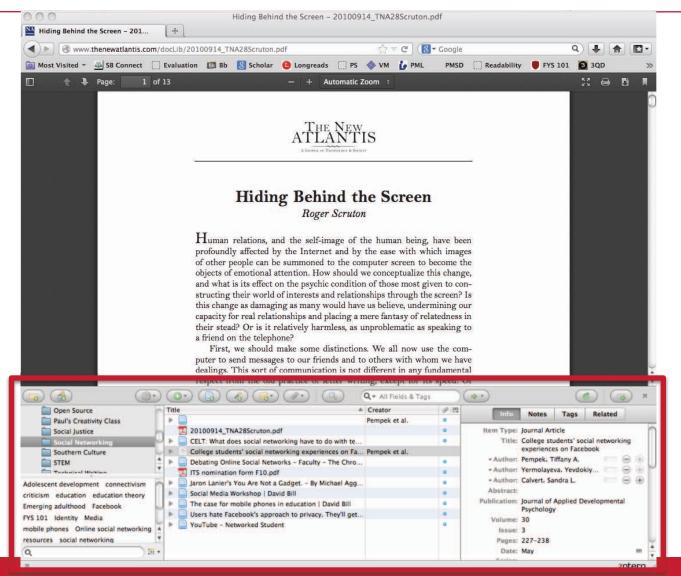
guides.library.stonybrook.edu/spd/hr

* Stony Brook University

Library Instructional Resources

- On-campus and online workshops delivered by instructional librarians.
 - *Research Skills for SPD Students*
 - Citation Skills for SPD Students
 - Live sessions will be scheduled for September; recordings are available to view now on the LibGuide website
- We also recommend Zotero workshops or tutorials for citation management.
- Other video tutorials are available.





Screenshot of Zotero plug-in





- Writing Center tutors can help you improve your writing.
- Must plan well in advance and have assignment info and draft information at the ready.
- E-mail and telephone appointments available.
- To ensure a graduate-level tutor, set up appointment through Kim Giacalone at *kim.giacalone@stonybrook.edu*





Professional Socialization and Career Resources

- Stony Brook Career Center: *career.stonybrook.edu/*
- Society for Human Resources (SHRM) Student Chapter: www.stonybrook.edu/spd/success/shrm_chapter.html

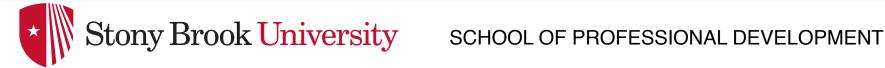




Why Join SHRM?

- Networking opportunities and myriad online resources, including how-to guides, sample documents, news, research, conferences and free webcasts.
- On-campus events (many streamed online for distance students).
- Scholarship opportunities.
- Best of all it is only \$40 to join while you are a student (after that, the rate goes up to \$180).

www.stonybrook.edu/spd/success/shrm_chapter.html



Student Success Series

Stony Brook University School of Professional Development						
ABOUT SPD	ADMISSIONS	ACADEMICS	ONLINE LEARNING	CAREER DEVELOPMENT	LIFELONG LEARNING	OUTREACH
Bookmark Contact Kin Upcoming New Stud Starting yc • The Octo • The • Rev • The • Rev • The • Rev • The 2 at • The 2 at • The at 4	n Giacalone at <u>kim.gi</u> ent Orientation Wei our program in the Sp Higher Education A ober 28 at 5 pm Easter Master of Arts in Li gister Human Resource M gister Advanced Graduate 4 pm Eastern. »Registe Educational Leader pm Eastern. »Registe arning Orientation N anuary 20 at 12 noon	binars — HEA, MA ring term? Be sure dministration orie m. »Register beral Studies orient accrtificate orient ship Program and ar Webinar Eastern.	ALS, HRM, Educational I to sign up for one of our entation webinar will be h ntation webinar will be he ation webinars will be he	eld on Monday, October 27 a eld on Monday, December 1 ld on Monday, December 1 a t AGCs except HRM and HEA rship orientation webinar wi	m suggestions. rams at 12 noon Eastern and Tue at 4 pm Eastern. at 6 pm Eastern.) will be held on Tuesday, I	esday, December

www.stonybrook.edu/spd/success/workshops.html



Technology Resources

 DoIT (Division of Information Technology) <u>http://it.stonybrook.edu/</u> or http://it.stonybrook.edu/it-guides/students

Everything you need to know about computing at SBU. Free and dramatically discounted software, University software tutorials, and more

- Lynda.com Training on everything under the sun. Visit stonybrook.edu/lynda
- Stony Brook E-mail: <u>www.stonybrook.edu/mycloud</u>



Stay In Touch



SPD: <u>facebook.com/spdstonybrook</u>

SHRM Student Chapter (has Facebook link): <u>www.stonybrook.edu/spd/success/</u> <u>shrm_chapter.html</u>



SPD: @spd_stonybrook SHRM Student Chapter: @StonyBrookSHRM



Good luck this semester!