

Human Capital & Society Connect



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November Spotlights

Fall Semester Review





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Women's Leadership Institute Panel Discussion

This September, Michigan State University Women's Leadership Institute brought together distinguished SHRLR alumni women leaders, including Women's Leadership Institute Board Member, Carolyn Jackson, with our current Master's students to enjoy an engaging panel discussion on Breaking Through Bias. The Women's Leadership Institute supports and empowers students in achieving their leadership aspirations, and this event's esteemed panel, Jan fields, former President of McDonald's USA, LLC; Ingrid Saunders Jones, global icon of The Coca-Cola Company; and Gloria Santona, former Executive Vice President, General Counsel and Secretary of McDonald's Corp., definitely helped achieve that mission by sharing their inspiring accomplishments and advice.



In the photo above, we have Advisory Board members, alumni, and students from the School of Human Resources and Labor Relations, who were in attendance at the Women's leadership Institute.

MIT Conference Highlight

School of Human Resources and Labor Relations researchers Dr. Maite Tapia, Dr. Peter Berg, Dr. Christian Lyhne Ibsen, and PhD candidate Salil Sapre were invited to present their paper "Responding to the Incongruities: Shifting Forms of Worker Representation" at the 2018 MIT Conference: Toward New Theories in Employment Relations.

Read more about their research here:
<https://lnkd.in/edKtv3E>





FALL SEMESTER IN REVIEW

Eaton Volunteer Day

Eaton Corporation shared its values of “mutual responsibility to one another, engagement, and environment and communities,” by inviting our SHRLR Masters students and HCS Scholars to join them at Cristo Rey Community Center for an afternoon of volunteer activities at the beginning of this semester. Cristo Rey is a non-profit organization serving vulnerable populations in our community with an emphasis on access to medical care, mental health services, food, and financial counseling. They seek to break the cycle of poverty and advocate for self-sufficiency in the greater Lansing community. Thank you to the Eaton team and to all of our incredible School of Human Resources and Labor Relations students for your time and effort. And thank you to Cristo Rey for welcoming us and for all you do for the people you serve.



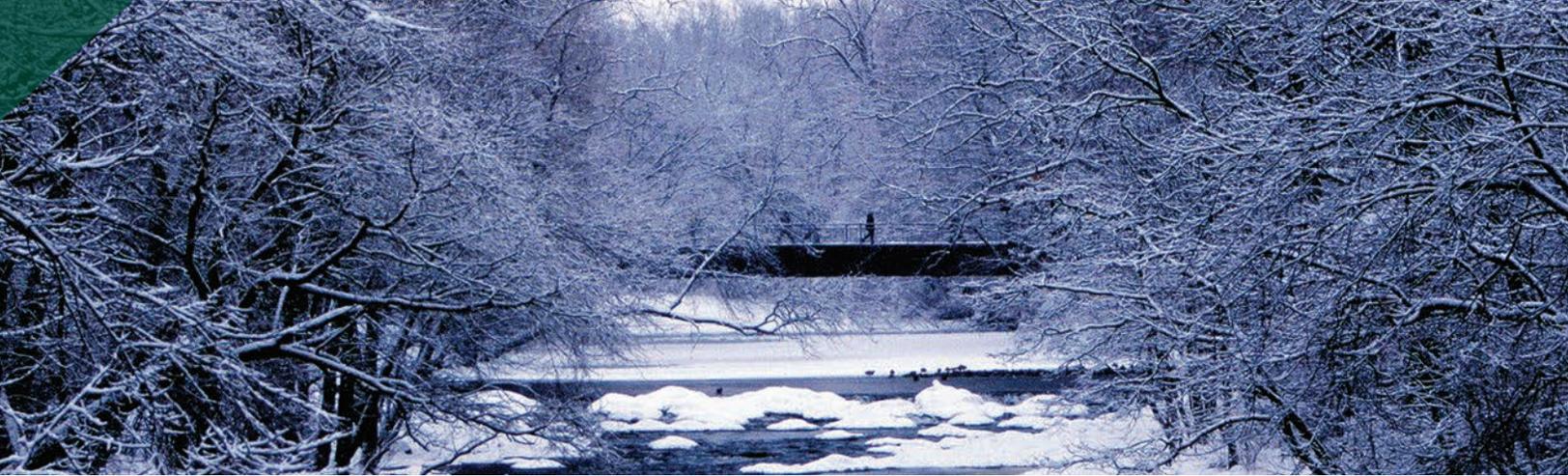
Mental Health Resources

Finals, graduation, and the winter break can lead to some stressful situations, times, or travel! Here are a few ways to beat the stress:

- » Deep breathing exercises and apps
- » Keep active
- » Do something creative or fun
- » Eat healthy
- » Get plenty of sleep

KNOW YOUR RESOURCES!

- » **Professors, SWOT leader, family & friends, fellow classmates**
- » **MSU Counseling and Psychiatric Services (CAPS)**
 - Olin Health Services Building, 3rd floor
 - Walk-in Hours: Mon-Fri 10 am- noon & 1-3 pm
 - Dr. Talitha Easterly
 - <http://counseling.msu.edu/>
 - This service is free for students! 😊
- » **24 Hour Emergency Services**
 - **National Suicide Prevention Lifeline**
 - <https://suicidepreventionlifeline.org/>
 - <http://www.ulifeline.org/msu/>
 - Collect Calls Accepted 24 Hours
 - (800) 273-TALK (8255)
 - Or, text “START” to 741-741
 - **MSU Police Department**
 - <http://police.msu.edu/>
 - Emergency: 911
 - Business Line: (517) 355-2221
 - **MSU Sexual Assault Program Crisis Line**
 - <http://endrape.msu.edu/>
 - (517) 372-6666
 - **Community Mental Health**
 - <http://www.ceicmh.org/>
 - (800) 372-8460
 - (517) 346-8460
 - **MSU Safe Place** (Domestic Violence Shelter)
 - <http://safepace.msu.edu/>
- » **For more details for these services:** <https://caps.msu.edu/emergency/>



WINTER BREAK

Opportunities

Winter break is often a time for students to relax and wind down from a stressful semester. However, it can also be a great time to gain additional beneficial experiences! Please see the following on how to make the most of your winter break:

WINTER INTERNSHIPS

Seek out winter internship opportunities as soon as possible. These opportunities are rare, so be sure to connect with employers and make them see your services as valuable during this time of year.

This can be done through **networking**, such as contacting family, friends, or previous employers to express your interest in a winter internship.

You can also try **prospecting**. This involves identifying places you would like to work, followed by emailing and calling the company, and letting them know that you are a college student interested in finding work over winter break.

Finally, be sure to **sell yourself**. Be sure to research the company and convince them of how you can be an asset to their organization during the winter break time frame.

VOLUNTEERING

Volunteering is an excellent way to spend your time during the winter break. It can be a meaningful addition to your resume as well as an opportunity to give back your community.

The following lists several options to volunteer right here in East Lansing! <https://www.cityofeastlansing.com/volunteer>

For more please read: <https://www.thebalancecareers.com/internship-during-winter-break-1986860>

APPLY TO BE A

Human Capital & Society Scholar

The SHRLR Scholars Program provides exceptional students in the Human Capital & Society major with opportunities for educational and professional development. This select group of students, chosen in the spring semester of each year, will have enhanced access to internships, research and service learning opportunities, as well as professional development activities throughout the academic year. These opportunities will supplement the research opportunities and career-preparation workshops which will be available to all undergraduate students.

Students must be a Human Capital and Society major, and at least be a Sophomore to apply.

If you're interested in the 2019 Undergraduate Scholars Program, we are currently **accepting applications until January 28, 2019.**

Learn more at: <https://hrlr.msu.edu/academics/undergraduate/scholars.php>

HUMAN CAPITAL & SOCIETY SCHOLAR

Research Opportunities

Scholars will be given preference for research positions (paid or for credit) with SHRLR's faculty, but all HCS majors are encouraged to connect with faculty if they are interested in conducting research to fulfill the CSS experiential learning requirement.

Faculty can identify potential research assistants through their designation as a scholar, but can still utilize other undergraduate students of their choosing for appropriate research opportunities in areas such as strategic human resource management, organizational behavior, employment relations, leadership, and employment law.





Jon Fliss **SHRLR Advisory Board Member**

Company: The Boeing Company

Location: Chicago, IL

Position: Vice President of Total Rewards

DECEMBER SPOTLIGHT - COMPANY CORNER

The Boeing Company

Jon Fliss is the Vice President of Total Rewards. This includes employee and executive compensation, benefits, incentive pay and well-being.

Before joining Boeing in Oct. 2016, Jon served as senior vice president of Compensation & Benefits for CVS Health where he was responsible for governance, strategy, design and execution of all total rewards programs, including executive compensation, broad-based compensation, sales incentive compensation, equity programs, health and welfare programs and retirement plans for the company's 240,000 employees.

Prior to that, Jon held a number of HR leadership roles at Textron, Inc., including Vice President of Global Talent Development, where he had responsibility for pipeline and talent development strategies. He was also the Vice President of HR for the financial business of Textron, where he led all aspects of HR, including talent management, strategic planning, training and development and total rewards. He began his tenure at Textron leading all compensation, executive compensation, and executive benefits for the company.

Jon is a graduate of the U.S. Military Academy at West Point, where he earned a Bachelor of Science degree in Engineering Management. He served as an officer in the U.S. Army for several years, including three years stationed in Germany. Jon also earned a Master of Business Administration degree from Northwestern University's Kellogg School of Management.

Jon was born in Lansing, Michigan and lived in East Lansing, Okemos, and Williamston while growing up. His childhood allegiances were shaped by his MSU-alumni parents, who ingrained in him at an early age the love for all things Green and White. He is honored to lead Boeing's relationship with MSU and is eager to partner with staff and faculty to further the reach and aims of the University and the School of Human Resources and Labor Relations.



Carolyn Muir

SHRLR Alumni

Company: The Boeing Company

Location: Chicago, IL

Position: Talent Planning Specialist

DECEMBER SPOTLIGHT - COMPANY CORNER

The Boeing Company

I am the Talent Planning Specialist for the HR Function at Boeing. In this role I partner with leadership in developing and advising on the Human Resources talent strategy across all of the business units for the 2,000 HR team members at Boeing.

This role allows me to leverage the experiences I gained in my five rotations in Boeing's HR rotation program. I completed rotations as a Career Development Specialist, Human Resources Generalist in a production and corporate environment, Labor Relations Specialist, and Talent Client Services for our Legal function. I've had the opportunity to engage with leaders and lead large-scale processes, such as succession planning across the entire enterprise.

My education at MSU provided me a solid foundation for my career at Boeing. I graduated from the College of Social Science with my B.A., dual majoring in IDS Human Capital and Psychology. During this time I completed three HR internships and participated on the Human Resources Association leadership team.

I chose to continue my education to expand my HR subject matter expertise and business acumen. After exploring schools, SHRLR had the culture and company portfolio that best matched my desired career path.

At SHRLR, I found that the practical learning style has benefited me greatly during my career. Working through case studies, role playing, and learning from alumni about how the subject matter operationalized in their organizations went beyond learning concepts, allowing me to build my HR muscle. This was enhanced by the workplace and employment law knowledge I gained during my undergraduate studies.



Khy Long SHRLR Masters Student

Company: The Boeing Company

Location: Chicago, IL

Position: Global Talent Planning & Acquisition Intern
Summer 2018

DECEMBER SPOTLIGHT - COMPANY CORNER

The Boeing Company

I was responsible for leading the Diversity & Inclusion efforts in the Boeing Global Services (BGS) business unit; partnering with Leadership, Learning and Organizational Capability to evaluate and improve the intern onboarding experience for the enterprise; and coordinating the subsidiary integration plan for BGS related to talent planning and acquisition processes.

What excites me most is the flexibility that Boeing provides to manage your own career. It's rare to have an organization ask you what your interests are and then actually afford you the opportunity to pursue them. Your opinions are valued and your challenged to contribute from the very first day - that's exciting!

DECEMBER SPOTLIGHT - SHRLR CORNER

Dr. Christian Ibsen



Dr. Christian Ibsen, Assistant Professor, earned his PhD in Sociology from the University of Copenhagen. Christian holds an M.A. in European Industrial Relations from Warwick Business School, United Kingdom, and a M.Sc. in Political Science from University of Copenhagen. During his PhD, he was visiting scholar at MIT/

Sloan School of Management and Harvard University.

His research falls within the fields of comparative political economy, comparative employment relations and economic sociology. Since earning his PhD, he has been studying the development of collective bargaining systems in Northern Europe from a historical institutionalist perspective and trade union membership using Danish administrative data.

Workshops & Career Fairs

Career Fair Prep Workshop

The School of Human Resources and Labor Relations will be providing a career fair prep workshop for all Human Capital & Society students. This workshop will provide students with valuable information on: resume tips, interview style and format, speaking to recruiters at recruiting functions and career fair booths, as well preparing students for interviews.

Friday, January 18, 2019

11:00am - 12:00pm

South Kedzie Hall, Room 133

[RSVP to this workshop](#)

MSU Diversity Career Fair

MSU's largest spring semester event. Something for all students, all majors, all colleges. This event attracts well-known employers representing a variety of industries and full time, internship, and co-op opportunities for students.

Tuesday, January 29, 2019

2:30pm-6:00pm

Breslin Center

[Student Preview](#)

Spartan Fair Chance

Are you interested in volunteering in 2019? Spartan Fair Chance is looking for new volunteers! Spartan Fair Chance is an MSU organization that partners with a local non-profit called Northwest Initiative. Together, we help individuals with a criminal record develop the skills they need to gain employment. We primarily focus on resume writing and interviewing techniques, but also help our clients with additional skills they may need. We also reach out to employers to encourage the hiring of applicants with a criminal record. If this is something you might be interested in, please attend one of our info sessions next semester. RSVP via email at maagmich@msu.edu.

**Spartan
Fair
Chance**

Thursday, January 10, 2019

6:00pm - 7:00pm

South Kedzie Hall, Room 434

Monday, January 14, 2019

6:00pm - 7:00pm

South Kedzie Hall, Room 133

If you are unable to attend an info session, but want to learn more, feel free to reach out to Michelle Magg at maagmich@msu.edu.

School of Human Resources & Labor Relations
South Kedzie Hall
368 Farm Lane, Room S403
East Lansing, MI 48824



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