

REACH
NEW
HEIGHTS

Zicklin School of Business

Executive MS in Industrial and Labor Relations

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University
of
New York

Baruch COLLEGE

REACH
NEW
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Reach New Heights: Zicklin School of Business

“I learned to always take on things I’d never done before. Growth and comfort do not coexist.”

— Virginia Rometty
CEO of IBM

The Zicklin School of Business is proud to be a leader in providing urban-based executive education for the twenty-first century.

Knowledge is a powerful tool: it can broaden perspectives, foster change, and expand horizons. At the Zicklin School of Business, we understand the transformative power of knowledge and the crucial role education plays in shaping the future. The Zicklin School of Business has long been recognized for delivering superior graduate- and executive-level education and experiences that give students the foundation they need to reach their current goals and identify new ones. Whatever your professional aspirations, Zicklin offers the programs, faculty, and facilities to deliver a unique and high-value educational experience tailored to today’s and tomorrow’s business challenges. Zicklin helps our alumni reach new heights in their careers by providing the knowledge and skills required to thrive in an increasingly global marketplace.

Jay Cruz

EMSILR '14

Associate Vice President of
Human Resources
The Fortune Society

“Seeking to prepare for a greater leadership role in my career, I was drawn to Zicklin’s EMSILR program by its well-rounded curriculum; its focus on labor relations; its cohort format, which fostered connections with professionals in my field; and the manageable class schedule, which fit with my full-time career and family obligations.

I consider myself a seasoned employee relations professional and an experienced negotiator, but I was surprised by how much the curriculum enriched my professional capabilities. The program’s examination of negotiation as an art and a science, through classroom learning and group exercises, broadened my understanding of negotiation dynamics. I was also able to gain valuable insight into my own work style and professional development goals. Whenever I faced a real-life job challenge, I found that I could apply classroom learning and could turn to colleagues in my cohort for input.

This program delivered an educational experience that was both challenging and personally and professionally rewarding. I was able to land my current executive role the month of my graduation.”

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— Jay Cruz '14

A Catalyst for Career Advancement

The Zicklin Executive MSILR Program is designed for in-place professionals working in the fields of human resources management (HRM) and/or industrial and labor relations (ILR).

The program delivers the advanced practical and conceptual knowledge and skills required to lead in today's competitive work environment, in a format that addresses the needs of working professionals. Upon graduation, you will be equipped to strategically align employee aims with business objectives and to spearhead organizational goals.

Built to Drive Success

Zicklin's Executive MSILR Program is structured so you can acquire the educational foundation for future career success while continuing to excel in your current professional role. In the executive program's innovative and supportive cohort structure, you'll advance together with your classmates throughout the 36-credit, three-year program, taking the same courses and proceeding at the same pace.

The program is designed to provide a relevant, real-world educational experience that addresses both your future aspirations and your current needs:

- Distinguished professors from the Zicklin School of Business deliver course content that integrates academic research and practical experience in the context of HRM and ILR issues.
- The cohort model encourages you to broaden your professional and personal horizons as you interact with and form lasting bonds with other industry professionals.
- To accommodate working professionals' busy schedules, classes take place on Monday and Wednesday evenings from 6:05 pm to 9:00 pm.
- We take care of the administrative details, including course registration and acquisition and provision of course materials—we even provide dinner before class.
- Orientation includes team-building activities to help you get to know your cohort, as well as sessions on time and stress management, academic integrity, and career management.

Learning With—and From—Your Peers

Participants in Zicklin's Executive MSILR Program attend school part time while working full time in a wide range of industries in the Greater NYC area, encompassing both the public and private sectors. A small sample of employers who hired our graduates include:

- Tiffany & Co
- Bank of America
- HSBC Bank
- Municipal Credit Union
- JPMorgan Chase
- Mount Sinai Medical Center
- Credit Suisse
- NewYork-Presbyterian Hospital
- The New York Public Library
- ESPN
- Metropolitan Transportation Authority
- JetBlue

Many graduates of this program are vice presidents, HR managers, or directors in their firms; many received promotions upon graduation or even while they were still in the program.



“From the very beginning, Zicklin’s program sets you up for success.”

—Stacie Williams '09

Stacie Williams

EMSILR '09
Vice President of Human Resources
NewYork-Presbyterian Hospital

“As a newly promoted director of labor/employee relations and a single mom, I needed a flexible program geared toward the working professional that would provide the knowledge, experience, and connections I needed to maximize my potential for success in my new role. Pursuing my executive degree at Zicklin was the best thing I could have ever done for my career.

From the very beginning, Zicklin's program sets you up for success; its executive format allows you to focus on your education by removing the usual schedule and logistical stressors that come with going back to school. But it was the comprehensive and relevant view of human resources, delivered by highly competent faculty members who brought real-world experiences to the classroom that I found most valuable. Case studies and multiple opportunities to work in a group setting provided the necessary foundation and helped me to optimize my performance as it related to working on and leading teams.

I continue to grow professionally, and I still use the experiences I gained through Zicklin to this day.”

John Quinones

EMSILR '01
Director of Talent Acquisition
National Football League (NFL)

"Zicklin's Executive MS in Industrial and Labor Relations offered the quality, content, and structure I needed to expand my human resource skill set in pursuit of my professional goals.

Taught by experienced labor relations and human resources professionals, the program's intellectually stimulating, relevant curriculum enhanced my human resource experience, imparting classroom principles that I employed in my professional role on a day-to-day basis. The collective knowledge and experience of my professors helped broaden my understanding of the labor market and how companies attract, compensate, and retain their employees.

A key advantage for me was the program's convenient Manhattan location and evening format, which allowed me to pursue a graduate degree while maintaining a full-time job in my chosen field. The opportunity to take classes with other human resource professionals enhanced program relevance, as we all brought real-world examples to the classroom.

Obtaining an advanced degree from the highly respected Zicklin School of Business has helped me establish credibility within my organization and contributed to my career advancement."



Solid Foundations to Broaden Your Horizons

The academic director carefully designs the Executive MSILR curriculum with you as an experienced human resources and labor relations professional in mind.

Curriculum*:

YEAR 1

Labor Relations
Organizational Behavior
Human Resource Management
Applied Statistical Analysis

YEAR 2

Collective Bargaining
Training and Development
Compensation
Employment and Labor Law

YEAR 3

Practicum: Developing Managerial Skills
Topics in Human Resources Management
Labor Relations Capstone Seminar
Human Resources Management Capstone Project

**Courses and program are subject to change.*



Class of 2018 Profile:

Age Range: 24 – 50
Average Age: 30
Average Work Experience: 5 years
Percent Working in the Human Resources Management: 85%
Male: 30%
Female: 70%

"...the program's intellectually stimulating, relevant curriculum enhanced my human resource experience, imparting classroom principles that I employed in my professional role on a day-to-day basis."

—John Quinones '01

Catherine Cleaver

EMSILR, '15

Executive Director
American Association of University
Professors, Adelphi University Chapter

"That this program was designed as an executive cohort program was the primary reason I chose to pursue an EMSILR degree at Zicklin. As an older student from the suburbs—a minority demographic among my classmates—the fact that I was among professional peers provided a level of comfort and encouragement I don't think I would have found elsewhere.

The faculty—a mix of academics and practitioners—are excellent; they have a passion for their course material and for teaching in general. Their knowledge and expertise, coupled with the opportunity to share information and ideas with classmates from various areas of management and labor, make for a robust and rewarding educational experience.

The program is designed with the knowledge that working professionals want/need to further their education but have limited time to do so. The clearly defined curriculum, consistent schedule, and support provided by a dedicated administrative staff minimized the stress and unnecessary expenditure of valuable time. Any surprises I had were pleasant ones, as this life-altering program well exceeded my expectations."



Educators with Experience

EMSILR faculty members are widely recognized and highly regarded for their scholarly and applied work, many contribute prominently to the HRM and ILR communities as consultants, arbitrators, mediators, trainers, lecturers, and authors.

Current Faculty:

Richard E. Kopelman

DBA
Harvard University

Peter Pepper

EMSILR
Baruch College, CUNY

Stephan Dilchert

PhD, Industrial/Organizational
Psychology
University of Minnesota

Molly Kern

PhD, Management & Organizations
Northwestern University

Justice Tillman

PhD, Management/Human Resources
The University of Alabama

Piotr Bialas

EdD, Mathematics Education
Columbia University

Josh Friedlander

MA in Industrial Relations
University of Minnesota

Eric Marshall

JD
New York Law School

Jan Stackhouse Award and Scholarship

Jan Stackhouse was a leader during the labor movement, organizing unions and fighting for workers' and women's rights throughout her career. In honor of her lifelong dedication, a scholarship and award were created in her name for Zicklin students to continue excelling and leading activities in industrial and labor relations.

"[The faculty's] knowledge and expertise, coupled with the opportunity to share information and ideas with classmates from various areas of management and labor, make for a robust and rewarding educational experience."

—Catherine Cleaver '15



James Noone

EMSILR '11
Director of Human Resources
First Data Corporation

"I enrolled in Zicklin's EMSILR program because I was seeking to advance to the next level in my career, and several trusted practitioners in the field endorsed the program. What I was after was a weighty credential; what I got was a whole lot more.

For me, the most important program feature was the cohort system, with its opportunities for challenging and rewarding interactions with highly motivated, driven peers. The group projects served as practical exercises in getting results from people who are not directly accountable to me but whose work would impact my outcomes—much like one experiences in the business world. No doubt, this pragmatic approach is informed by the number of industry practitioners who teach in the program—instructors who have seen it all and are motivated to share their experience and passion.

Despite more than 18 years of prior labor relations experience on both sides of the bargaining table, I learned and grew a great deal. I regularly apply many of the lessons I learned in the classroom in my professional life."

—James Noone '11

"Despite more than 18 years of prior labor relations experience on both sides of the bargaining table, I learned and grew a great deal. I regularly apply many of the lessons I learned in the classroom in my professional life."



Daniel Kearney

EMSILR '07
Director of Human Resources
Scarsdale Media Group, LLP

"My role as an HR director for a multispecialty medical practice encompasses broad responsibilities, and having an advanced degree is critical in my field. My goal in pursuing an EMSILR degree was to strengthen and sharpen my existing knowledge with regard to such areas as recruitment, benefits, compensation, employee relations, training, and payroll and apply lessons learned to my current working experiences. The program's great reputation, and the fact that I had several colleagues who were graduates, drew me to Zicklin.

I found the executive format flexible and extremely motivating; working in cohesive cohort groups made the experience a wonderful learning laboratory. The variety of different simulations of real working-world situations made the practical and conceptual learning surprisingly fun.

For me, course concentrations in law were incredibly valuable, since that is a vital component of an HR practitioner's life. The program contributed to my professional development by providing additional tools to review case law critically and apply that knowledge to daily situations in my career."

—Daniel Kearney '07

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The connections you need for **career success**

Location is everything

Integrated both physically and philosophically into the fabric of New York City, the Zicklin School of Business is located at the business and financial center of the world. Our proximity to major corporations, regulatory bodies, associations, and global businesses means more opportunity for you to gain exposure to and make connections with the major players in the world of business.

A solid return on investment—for you and your employer

When you pursue a graduate degree at Zicklin, you'll gain knowledge and experience that will position you to meet industry challenges and reach new career heights. You'll increase your marketable skills while maximizing your value as an employee—and that's good for everyone's bottom line!

Supporting your success beyond the classroom

As part of the Zicklin alumni family, you'll have access to Zicklin's Graduate Career Management Center (GCMC). The GCMC offers a suite of services to assist graduate students and alumni in building career skills through personal branding, mock interviewing, effective communication, and successful networking techniques. The GCMC's employer-relations team coordinates with many employers to offer recruitment activities on campus and post hundreds of jobs and internships each month.

Our special events expand your horizons

Conferences and events organized and hosted at Zicklin draw hundreds of attendees to hear high-profile speakers such as former United Nations Secretary General Kofi Annan and William C. Dudley, president of Federal Reserve Bank of NY, speakers who shape the conversation on today's business and societal issues.

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