

**For more information about our program, please contact Program Coordinators, Dr. Fraya Wagner-Marsh, SPHR at [fraya.wagner@emich.edu](mailto:fraya.wagner@emich.edu) or Dr. Mary Vielhaber at [mary.vielhaber@emich.edu](mailto:mary.vielhaber@emich.edu)**

We are off to a good start for the new academic year. In early September, we held a New Student Orientation for those students who are just beginning their graduate programs in Human Resources and Organizational Development. We gave the students an overview of the program requirements and answered questions. If you are a new student and could not attend the Orientation, please contact one of the Co-Directors. We will be glad to share materials with you and answer your questions. We also will help you plan your graduate program.

In early November, we also held an Orientation for students who will be enrolled in the Practicum class in Winter 2001. Since field projects take time to line up, we meet with students to give them ideas on making contacts and selecting projects. We expect students to complete field projects that allow them to demonstrate the knowledge and skills they have developed in their graduate programs. We also describe the Portfolio requirements that all students must complete before graduation. This year's practicum class will be one of the largest that we have had in several years.

If you know of businesses or not-for-profits that may have human resources or organizational development needs that practicum students could address, please contact Mary Vielhaber. We will see if we can find a match between the organization's needs and our student's competencies.

In the College of Business, we have new leadership this year. In May, Dr. Earl Potter became our new Dean. Dr. Potter who has a background in Organizational Development comes to EMU after serving as a Dean at Leslie College in Boston. Nick Blanchard, who many of you know from his contributions as a faculty member in the HROD program, is our new Associate Dean in the College of Business.

We also have added a new faculty member in the Department of Management. Dr. Eric Schulz will be teaching courses in Compensation, Human Resources, and Organizational Behavior. Eric has a Ph.D. from Rutgers University and served as a compensation consultant for William Mercer in Louisville, Kentucky. We hope to be adding two new additional faculty members next academic year.

We will be offering the following Electives in the Winter Semester:

*MGMT 615* Organization Design & Strategy– Dr S. Newell, Tuesdays 6.30 pm

*MGMT 638* Continuous Improvement Teams– Dr. J.Bush-Bacelis, Wednesdays 6.30 pm

*MGMT 620* (Livonia) Compensation– Dr. E. Schulz, Saturdays 9.00 am

*MGMT 592* Diversity in the Workplace– Dr. D. Victor, Thursdays 6.30 pm

*MGMT 696* Strategy & Business Policy– Dr. D. Ettington, Thursdays 6.30 pm Dr. J. Danak, Wednesdays 6.30 pm and Prof. L. Sholtis, Saturdays 9.00 am

Finally, we wanted to remind you that we are now offering a graduate certificate in Human Resources at our Livonia campus on Saturdays. When you look over the future schedule of graduate classes, please note that these classes are the same offerings as the classes at the COB. If taking classes on Saturdays in Livonia works for you, you may want to consider this option.

As always, we are interested in your feedback and questions.

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*Interview with Jo Ellen Roe, 1998 graduate of the EMU HROD Master's program. She is currently a Communications Planner at Detroit Edison in Detroit, MI.*

- Can you tell me something about your new book?

“My” new book is really “our” new book, as it was written in collaboration with co-author Renée Merchant, a graduate of the EMU Organizational Development program. The book is called *Checkered Flag Teams: Driving Your Workplace Into the Winner's Circle*. It's published by Gold and Silver Press of Ann Arbor, MI, which is my own small publishing company.

- Where did you get the idea of writing a book?

A back-of-the-cereal-box reader from way back, I've *always* wanted to write books.

Specifically for this book, I met Renée Merchant at Dr. Greg Huszczo's book signing at Borders a few years ago. She, Rosalie Bargmann (another EMU HROD graduate) and I met for lunch one day. As I listened to Renée talk about her business, I heard three themes: her strong interest in cars and racing; her focus on teams and teamwork; and an additional business focus on bottom line results. Her message of entrepreneurial success because of knowing *exactly* what her niche was came through crystal clear—and I wanted to help tell her story. My memory is that I kept on pursuing the idea with Renée until she finally agreed to take on the project with me. She might remember it differently.

- I believe that in your book you talk about racecars, so what is the link between racecars and the theme of the book?

Racing teams *have* to work together as teams to win races. We thought business teams could benefit from what racing teams have learned and constantly practice. Therefore, the book uses a metaphor of auto racing and pulls wit and wisdom from the National Association of Stock Car Racing (NASCAR) and other racing groups to illustrate teamwork principles. It also introduces a brand new Communication Style inventory, CARStyles™, based on the kind of car people prefer to drive.

- When you were writing this book, did ideas just come to you?

I had the basic idea in my head from the beginning. But I soon ran into trouble when I tried to create the car metaphor first and “stuff” teamwork in, so to speak. I struggled a while, and often thought, “What a crazy idea—this book will never get done!”

Finally, though, I saw that I needed to do the *teamwork* part first, and then place the car racing metaphor *around* it. It was somewhat like turning a telescope around and looking through the opposite end—you see the same thing, but it looks quite different. Having that insight was like having a light bulb come on in my head. From that point, the words and ideas just poured out. I couldn't drag myself away from my computer.

The whole process of writing and publishing a book has been an exciting learning process for me. I had to learn all about the book industry and how it works. Now I'm learning about the whole marketing process—and that's a whole different kind of challenge.

- Is this book a joint collaboration or this is your sole idea?

Renée Merchant and I wrote it together. It's based primarily on her successful 18-year teambuilding practice as the owner of Delta Systems, with clients such as Ford Motor Company, Visteon, Aeroquip, the University of Michigan, TENNECO, the state of Michigan, and the Texas Workforce Commission. Many of the examples and stories come from her, though the book does include material from my workplaces as well.

The book takes teams from the beginning stage of getting acquainted, through focusing on task and relationships simultaneously, developing synergy, getting the job done, and finally, to reflecting on what's been done and how for the purpose of continuous improvement.

We believe that teams in the workplace sometimes don't pay enough attention to basic teambuilding principles. Our book offers an easy-to-read and easy-to-use guide that can help businesses using teamwork as a strategy take care of essential and sometimes overlooked steps in the teambuilding process.

- Were there any specific challenges you faced, and if so, how did you resolve them?

We needed an artist and didn't know where to find one. My sister suggested that I contact the art department of a university. I

called EMU's art department. They directed me to a man who teaches art in a high school in Livonia. He in turn sent me to a graphics designer at the *Detroit Free Press*. This guy knew of *another* graphics person who could draw freehand. This young man, Robert Hudgins, also works at the *Free Press*. Robert listened to our ideas and provided us with some neat drawings that, in my opinion, add a lot of interest to the book. Though I had to go through a long, drawn-out process to get in touch with him, the results were worth it.

- How can people buy the book?

There are lots of ways. They can call me at 734.426.5872; send an order to me at 4313 Joy Road West, Ann Arbor, MI 48105; fax an order to 734.426.3938; email me at joellenroe@cs.com; or they can go to any one of the three different websites listed below:

www.goldandsilverpress.com  
www.4deltasystems.com  
www.checkeredflagteams.com

They can also order from Amazon.com or bn.com (Barnes and Nobles), or pick up a copy at Nicola's Books in Ann Arbor or Christine's in Dexter. The price of the book is \$19.95, plus sales tax if you live in Michigan, for a total of \$20.15. Discounts are available for larger orders.

- What's your next project?

Renée and I plan to work on another book, *Checkered Flag Teams in Our Communities*, which will be a collection of successful teamwork stories that people send in. If you have such a story and would like to contribute, please check out the websites listed above for more information.

As for me, I want to continue to write and publish books about organizations, the workplace, and new organizational development projects. *Checkered Flag Teams* is my first book—but it won't be my last!

ANN ARBOR CHAPTER OF ASTD PRESENTS

*Training Tools, Techniques and Tips*

**Please check the website at <http://community.mlive.com/cc/a2astd> and click News**

**WHO:** For those with limited knowledge and experience of training

- WHEN:** Monday, Dec. 4 and Tuesday, Dec. 5, 2000  
8:30 am until 4:30 pm  
2 days of information and practice
- WHERE:** Washtenaw Community College – Morris Lawrence Building, Room 101,  
Ypsilanti, Michigan
- WHAT:** Module A: **How Adults Learn**
- Establish rapport
  - Use adult learning principles for effective training
  - Prepare the training environment
- Module B: **Design of Training**
- Write performance and learning objectives
  - Sequence topics and vary instructional methodology
  - Link evaluation and measurement of learning to the objectives
- Module C: **Media and Methods**
- Prepare and use a variety of visual aids
  - Ensure learning from training films and videos
  - Use icebreakers, games, role-plays and simulations
- Module D: **Engaging Participants**
- Utilize the Tell, Show, Do, Check method
  - Use humor and gestures appropriately
  - Facilitate questions and answers
  - Identify attributes of successful trainers
- COST:** \$150 per participant for two-day session  
Checks made payable to: Ann Arbor ASTD, Sent to: P.O. Box 8203, Ann Arbor,  
Michigan 48107
- FREEBIES:** Lunch and refreshments daily, 3 ring binders of materials, ASTD prizes
- REGISTRATION:** To register or to answer questions, please call Carol Thornell at 313-225-0483  
or Miriam Shaw at 313-225-5578 or email cthornell@bcbsm.com

## **F o c u s o n F a c u l t y :**

*Jean McEnery* is currently involved with RR Donnelley & Sons (printing firm) in examining the impact of a continuous improvement process. The results will include the design of creative compensation approaches for plant teams. She will also be doing research this year regarding the new simulation (Food corps) used to assess management skills in MGMT 460. Over the last year on leave, she obtained her real estate broker license and intends to maintain a small business in real estate investment.

*Denise Tanguay* was a member of the EMU-AAUP negotiations teams, and looks forward to sharing some of her recent experience with mutual gains negotiations in MGMT 625 this spring. In addition, she served as an expert witness, in fact-finding proceedings for the California Faculty Association, testifying regarding their merit pay system. She and new faculty member, Eric Schulz, will be working with the faculty at Rutgers University designing a pay equity study, which will examine impact and attitudes of the merit pay system.

*Stu Tubbs* presented a paper at the International Conference on Work Teams in September in Dallas on the topic, “Mind stretching: Using Creativity to Improve Leadership and Organizational Competitiveness.” He will also be presenting a paper in Kaohsiung, Taiwan later this semester entitled “Developing a Model of Global Leadership Competencies,” at the International Conference on Comparative Management (co-authored with Chen Oi Chin-Hsieh, originally from Singapore and John Gu, originally from Shanghai, China). This article has been accepted for publication in the *Journal of Leadership Studies*. McGraw-Hill has also published the 7th edition of Stu’s book, *A Systems Approach to Small Group Interaction* and Stu is writing a book on inspirational leadership.

**Stephanie Newell** co-chaired (with Dr. Dianna Stone U of Central Florida) “Gente del Corazon” at the Academy of Management Meetings in Toronto in August. This session brought together a group of Hispanic faculty to discuss the impact of the growing number of Hispanics on organizational cultures and systems in the U.S.

**Rick Camp** is happy that Mary and he (along with Jack Simonetti) have completed a book on interviewing and it is in production. He likes the Perspectives sections at the end of each chapter of the book where practitioners comment on how they have implemented strategic interviewing in their respective organizations. He recently returned from Zurich Switzerland where he was involved in some consulting on selection with an international firm. He also recently had the opportunity to train the Chairman and Board of Directors of a Fortune 50 company on interviewing. He was apprehensive about it since he felt that they would be very reluctant to change, but they were much more open than he anticipated. Finally, he is serving on two search committees, one for a new strategy faculty member and the other for someone who might contribute to the HROD program.

**Eric Schulz** is currently launching a research project looking at the prevalence and predictors of signing bonuses, and a look at Call Center service pay. His book chapter on “Occupational and Industrial Determinates of Pay” in *The Executive Handbook of Compensation* was just formally released.

**Mary Vielhaber** has been appointed to the University Strategic Planning Committee by President Sam Kirkpatrick, the new President of EMU. Rick Camp and Mary have also been working on completing a book, *Strategic Interviewing: How to Hire Good People*. The book will be available from Jossey-Bass in April 2001.

**Fraya Wagner-Marsh** was the co-chair of the State SHRM Conference held September 27-29 at the Eagle Crest Conference Center. Over 400 HR practitioners attended from around the state and there were over 100 exhibitors. At the conference, Howard Bunsis, a faculty member in the Department of Accounting, presented a workshop on Financial Management for HR Professionals that had over 150 attendees. Also, Kerry Laycock (MSHROD alum) presented a workshop on Effective Facilitation Techniques for HR Professionals and Mary Ellen Dolan (MSHROD alum) presented a workshop on Employee Feedback. Students from the EMU Student Chapter of SHRM, Molly Shelton and Poonam Singh helped with conference registration.

The non-credit Certificate in Professional HR Management classes started the week of September 11 at Ypsilanti, Southfield, Livonia, and Troy. These classes are offered jointly by EMU Continuing Ed, the HRA of Greater Detroit, and SHRM. Fraya Wagner-Marsh is the Program Coordinator. This term there are 142 HR professionals attending these classes.

**Fraya Wagner-Marsh and Denise Tanguay** are teaching interactive distance learning classes for GMU (General Motors University). The classes are the seven modules on HR from the SHRM Learning System materials (Management Practices, General Employment Practices, Staffing, HRD, Compensation/Benefits, Employee/Labor Relations, and Health/Safety/Security). The satellite broadcasts go to over twenty GM facilities in the U.S. and typically include 50-75 GM HR professionals.



## Schedule of Upcoming Classes

### Core Courses: Student must complete 18 hours 12 hours

MGMT 602-Theory and Techniques of OD  
Prerequisite: MGT 605  
Offered: Fall

MGMT 605-Organizational Theory and Behavior  
Offered: Fall, Winter, and Spring  
Offered: Fall, Livonia Campus

MGMT 609-Human Resource Management  
Offered: Fall and Spring  
Offered: Winter, Livonia Campus

MGMT 610-Diagnostic and Quantitative Methods  
Prerequisites: MGT 605 and DS 501  
Offered: Winter

MGMT- 628-Human Resource Development  
Prerequisite: MGT 605  
Offered: Fall, Livonia Campus  
Offered: Winter

MGMT 688-Practicum  
Offered: Winter  
Prerequisites: All core course and 2  
Electives.

### Elective Courses: Student must complete

MGMT 615-Organizational Design and Strategy  
Prerequisite: MGT 605  
Offered: Winter, odd years

MGMT 618-Staffing  
Prerequisite: MGT 609  
Offered: Winter, even years  
Offered: Spring, Livonia Campus

MGMT 620-Compensation  
Prerequisite: MGMT 609  
Offered: Fall  
Offered: Winter, Livonia Campus

MGMT 625-Management in Unionized Settings  
Prerequisite: MGT 609  
Offered: Spring

MGMT 638-Continuous Improvement Teams  
Prerequisite: MGT 605  
Offered: Winter

MGMT 648-Communication and OD  
Offered: Fall, even years

MGMT 696-Management Strategy and Policy  
Offered: Fall, Winter and Spring

### News from HROD Students and Alums

Angela Goudreau, SPHR, is now the HR Director for Isuzu Motors America, Inc. and Kenneth Szmigiel, PHR, is an Employee Relations Rep for Isuzu.

Cheryl Lauzon is working as an HR Associate for Visteon Corporation in Saline.

Karen Andrews, SPHR, is Vice President of Human Resources for McKinley Associates, Inc. in Ann Arbor. Karen also was a facilitator for the Professional HR classes in Livonia this Fall.

Hinke Posthuma and her husband have a new baby girl, Eva.

Debbie Hofsess is the Human Resource Manager for Mid-Michigan Physicians, P.C. in Lansing. Her responsibilities are to establish the HR function and oversee Organizational Development.

Three EMU COB alums have been elected as Presidents of their local SHRM chapters in the state. Jackie Washington, PHR, was elected President of HRA of Greater Detroit, Shelly Pfister, was elected President

of the Greater Ann Arbor SHRM, and Bill Hendry, SPHR, was elected President of the Traverse Area Personnel Association.

The EMU Student Chapter of SHRM was honored at the September 21 meeting of the HRA of Greater Detroit for winning the 1999-2000 SHRM Superior Merit Award. In attendance was Fraya Wagner-Marsh, Chapter Advisor, and the 1999-2000 officers: Trisha Kvasnak, Angie Kandah, and Molly Shelton. The EMU Student Chapter received a \$200 check for the purchase of HR books from the SHRM Bookstore.

### **Michigan SHRM Conference a Huge Success**

**Molly Shelton and Poonam Singh**

The premier human resources conference “Opening Roads to Organizational Excellence” in Michigan is the Michigan SHRM Conference, attended by hundreds of HR professionals, educators, vendors and students each year. This year’s conference, held at the Ypsilanti Marriott and Eagle Crest Conference Center, was hosted by the Human Resources Association of Greater Detroit and co-chaired by Eastern’s own Management Department Head, Dr. Fraya Wagner-Marsh, SPHR.

Our day started with the registration early at 7.30 am. Molly and myself volunteered to help and handed over the bags with the binders to the participants. I had the opportunity to attend several interesting sessions. The first one was by Joan Moore and Margaret M. Munzel. They spoke on “HR Success Strategies during Mergers and Acquisitions”. The second session was on “Financial Management Practices for HR Professionals” by Howard Bunsis and finally “You are Going International” by G. Michael Loewe. I would say that all the sessions were really informative. The participants were engaged in taking down notes and asking questions and found the conference worth their time!

Throughout the two-day conference, attendees had four learning tracks to choose from: legal, introductory, specialized, and master tracks. The comments throughout the conference were very positive. I heard many people say that they thoroughly enjoyed the presenters, who were knowledgeable and informative, and everyone I spoke to was inspired and motivated by the keynote speakers, Ron Bachman and Donna Tyson. Between sessions, we had the opportunity to visit exhibitors and network during meals. An interesting feature this year was the two pre-conference activities, a team-building exercise called “Ropes” and an afternoon on the Eagle Crest Golf Course, allowing attendees to get to know some of their HR colleagues socially before the conference began.

The entire Conference Committee worked very hard to create a wonderful conference, and I believe all in attendance would agree that they were hugely successful!

### **Focus on Students: Rocky Ellens**

**Rocky Ellens**

*Would you like to be in charge of a 170-person training support organization? That is exactly what I was recently assigned to do in the U.S. Army Reserves in Columbus, OH.*

I will take a moment to give you a sense of what this training support does, strategically how this structure impacts the U.S. Army as an organization and briefly why the Army chose to structure this way. Finally, I will provide a discussion of how the MSHROD program contributed to my selection to the position of commander.

My Training Support Battalion’s mission is to ensure that all National Guard and Reserve units in the state of Ohio are trained to Army standard in their wartime tasks – to ensure they can go to war and win. Additionally, we ensure that these same units are “mobilizable” – they can get to the fight intact.

The Army consists of the Active Component (AC) and the Reserve Component (RC). The RC breaks down into the National Guard and the Army Reserves. Differences between the National Guard and the Army Reserves are not within the scope of this discussion. However, it is enough to say that the AC cannot go to war without the RC because the RC has nearly all the Army’s logistical support. The AC can get to war and

even fight for three days without the Army reserves. But it cannot survive an extended deployment without the logistical resources being brought in. One telling figure is that units of the RC have had more mobilizations in the past 10 years than in its 215 years prior history. Therefore, the AC has a vested interest in the training status of the RC.

Ten years ago during Operation Desert Storm, a few units from the National Guard were called up to fight. It was discovered that despite all the readiness documentation, not all units mobilized were ready to fight. These units remained in training during the duration of the war. Sending them into theater would have cost lives. The overstated training status was reflection on the unit not training to established Army standards and the AC officer not reporting ratings accurately.

As a result, the Army tried a multi-component structure where RC units were integrated into AC units. The lines of authority and dependence were shorter but it was discovered that training required the entire unit to be available for training at all times. For example, when the AC forces went to the field to train, the RC medics were needed. RC forces are made up of people who hold civilian jobs and also conduct periodic training in the Army. This structure failed.

One year ago the Army attempted the multi-component structure again. This time it surfaced in a Training Support capacity. It is this kind of unit that I command. My unit consists of 20 AC soldiers and 150 RC soldiers.

This newly organized unit brings with it many firsts. Some of the key issues are to develop a blending of these two assets (AC & RC) into one cohesive mission-focused unit. In many cases no model exists to help solve these new initiatives. Some of the issues include:

- How do you establish a performance-rating scheme (who is evaluated by whom), which is equitable to both AC and RC soldiers, and remove any perception of differences? Does an AC soldier, who works for the Army 7 days a week, have the same rater and is rated based on the same criteria as a RC soldier?
- Should the legal handling of discipline be the same for AC and RC? If not, does this create a perception problem? This implies that the Judge Advocate Corps (JAG), the lawyers, must provide consistent support.
- Should the job assignment within the unit be the same for AC and RC? How does this affect the rating chain?
- Should we expect less out of a soldier who works 2 days a month verses a soldier who works 7 days? Does this require a double standard? Can the Army afford to train to two standards?
- How does all of this impact on the training assistance/expertise we provide to the supported units?

I am discovering daily new HROD issues that need to be addressed. So far I am trying to prioritize the issues as best I can as they are identified. Then I conduct my research, develop recommended courses of action and seek approval when needed.

I believe that my training at EMU in the HROD program has a direct bearing on my selection to this position. I was considered along with several others for this position. I believe that I was selected above all the others because I have this specialized training. These core skills are identified as critical for this type unit at this time.

I was once involved in starting an ROTC program at a small college in Midland, MI. At a student forum some questioned the wisdom of conducting Army training at this location. I responded with a quote from a General Officer: "Think not of this program as the Army influencing the school, rather, of the school's influence on the Army."

### **National SHRM Conference an Eye-Opening Experience**

**Molly Shelton**

For me, the conference began with a Saturday evening flight from Detroit to Las Vegas, a 45-minute ride down The Strip to my hotel in a stretch limousine (would you believe it only cost \$4.00?), and a late-night

dinner in the city where the ringing of slot machines echoes everywhere you go. It's true about the heat. It is dry. You can actually walk the entire Strip in 90° heat and not break a sweat!

This was the first time I'd attended the National SHRM Conference, which was held in late June at the Las Vegas Convention Center and the Las Vegas Hilton. It turned out to be the largest SHRM conference ever, with roughly 17,000 members, exhibitors and guests in attendance. A few of the more notable speakers at the conference included Archbishop Desmond Tutu, Dr. David Ulrich, and Jay Leno, who provided an evening of comic relief.

While the conference officially kicked off on Sunday afternoon, a handful of pre-conference workshops were available, including an all-day student meeting. The meeting gave students and advisors an opportunity to network, receive updates from SHRM's College Relations Committee, and hear some exciting speakers. In addition, award winners and teams competing in the HR Games were announced. Finally, the student meeting provided first-time attendees with a conference orientation, including the Do's and Don'ts and how to network successfully. Armed with that information, we were sent on our way, conference planners in hand.

The number of session choices was incredible, with something for professionals and students at every level, from "HR and the Law" to "Rewarding and Recognizing Employees" to "Strategic Thinking Tools." I surprised myself the first full day by making it to the 7:00 am "Rise and Shine" session about HR in the Hospitality Industry. From there, it was sessions about discipline and wrongful termination, work and family balance, generational differences among employees, how to support and train supervisors, and the list goes on.

Participating in the sessions and hearing famous speakers was only part of the overall conference experience. Just as valuable were the opportunities to meet new people in the HR profession, like the HR manager from Alaska who sat next to me on the shuttle bus and showed me where to register at the convention center, and the group of HR professionals who met for the first time at a dinner arranged for attendees who traveled to the conference alone. Everyone I met was extremely friendly, helpful, and eager to discuss their experiences with HR students.

And finally, here are some tips I learned for future success in the logistics of conference going (I was warned about some of these but still managed to learn them the hard way):

Wear comfortable shoes, even if they don't match your outfit perfectly. It felt like I was

1. one end of the convention center to the other.
2. Visit exhibitors, but don't pick up a bunch of promotional freebies unless you brought or plan to buy an extra suitcase.
3. Visit the on-site SHRM bookstore, but go easy on the hardcovers. See Tip #2. If you do get carried away, remember that convention centers offer shipping services.
4. Initiate conversations with new people, but not if it's to ask if you can cut in the shuttle bus line, lunch line, restroom line, etc.
5. Participate in the planned social activities and see the city sites as time allows. But remember Tip #1.
6. Relax and have fun!

Next year's national conference will be in San Francisco. I'll be the one in the sensible shoes.

### *CERTIFICATION IN HUMAN RESOURCES MANAGEMENT*

Human Resource Certification is the symbol of professional achievement. Beyond experience and education, the PHR or SPHR designation signifies that you have mastered the HR body of knowledge. The Human Resource Certification Institute (HRCI®) maintains the nationally recognized standards set by individuals working in the profession. Certification exams are administered two times per year in major

cities around the United States. There are currently over 40,000 certified HR professionals. For more details on certification check out the SHRM website: [www.shrm.org](http://www.shrm.org).

Did you know that students can also take the certification exam? If you are within one year of graduation or if you have graduated within the last year, you can sit for the HRCI exam as a student for \$90. You then will have five years to get the two years of HR-related exempt experience that you need to become a PHR, Professional in Human Resources. The MSHROD Development fund has purchased study materials that can be checked out by our students. If you need more information, contact Fraya Wagner-Marsh, at [fraya.wagner@emich.edu](mailto:fraya.wagner@emich.edu).

### **Scholarship Award**

The Employment Management Association Foundation (EMAF) Fellowship aids and encourages students of demonstrated ability who are preparing for careers in Human Resources in a generalist or employment/staffing capacity to apply for a \$5000 fellowship.

In addition to \$5000, recipients are given a one-year membership in the Society for Human Resources Management/Employment Management Association, the opportunity to attend the EMA Annual Conference and Exposition which will be held in Chicago, IL, April 25-27, 2001 and much more. Students are eligible to apply if they are full time students enrolled in their senior year at a four year college or university, currently enrolled in the graduate program leading to a career in Human Resources, or experienced degree holders who are returning to school for the purpose of re-careering or career advancement. Applicants must be U.S. citizens. The EMAF awards five fellowships annually to deserving students. Guidelines/requirements for the fellowship can be found at [www.shrm.org/ema](http://www.shrm.org/ema), click on EMA Foundation. Deadline for applications is January 5, 2001.

### *CAREER DEVELOPMENT GRANTS*

Advance your career with assistance from a Career Development Grant from the American Association of University Women (AAUW) Educational Foundation. Women holding a bachelor's degree who seek additional credentials for career development are invited to apply for grants of \$2,000 to \$8,000. Academic grants support course work toward a master's degree, second bachelor's degree, or specialized training in a technical or professional field. Professional Development Institute Grants support women's participation in professional institutes that are academically based and have a focused, specific program of study with identified faculty and fixed schedules of short-term duration. Application deadline is December 15, 2000. For more information contact [www.aauw.org](http://www.aauw.org) and click on Fellowships, Grants, Awards.

### **EMU SHRM Chapter**

**Poonam Singh**

EMU's student chapter of the Society for Human Resource Management has been playing an active role in inviting speakers from different fields of Human Resources. These speakers have been very helpful in motivating our students to gain an insight in HR. Thanks to Dr. Fraya Wagner-Marsh for inviting these speakers, our SHRM EMU chapter's membership has increased! If you are interested in knowing more about membership and monthly speaker meeting, please contact the chapter advisor, Dr. Fraya Wagner-Marsh, SPHR at (734) 487-3240 or email [fraya.wagner@emich.edu](mailto:fraya.wagner@emich.edu)



## PROFESSIONAL ORGANIZATIONS

### SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)

SHRM is a national association of over 150,000 HR professionals that encourages students to become members. Eligibility requirements now require that you be a college student taking at least six credit hours per term in a degree-seeking program and that your course work supports a demonstrated interest in the field of HR. When you become a national SHRM member, you are automatically a member of EMU's Student Chapter of SHRM. EMU's chapter has won national superior merit awards and offers a lot of opportunities to network with other HR students and HR professionals in the area. Student services and benefits include monthly issues of HRMagazine, HRNews, scholarships and awards, research assistance, a great web page (<http://www.shrm.org>), and much more. Student membership is \$35 a year and professional membership is approximately \$160 (or \$145 if sponsored by a SHRM member). For more information on joining, please contact Dr. Fraya Wagner-Marsh, SPHR (734) 487-3240, or [fraya.wagner@emich.edu](mailto:fraya.wagner@emich.edu)

### HUMAN RESOURCES ASSOCIATION OF GREATER DETROIT (HRA)

HRA is one of the local chapters of national SHRM and is comprised of over 1,000 HR professionals in the Greater Detroit area. HRA has speaker meetings on the third Thursday of each month. If you are a member of EMU's student chapter of SHRM, you can attend the meeting at a reduced rate. Additionally, you have access to HRA's on-line job bank. Please contact Dr. Fraya Wagner-Marsh, SPHR if you are interested in joining HRA or attending any of its meetings or for more information go to their web page at <http://www.hragd.org>. Professional membership costs \$70 for 1 year.

### GREATER ANN ARBOR SHRM (GAASHRM)

GAASHRM is another local chapter of the national SHRM and is comprised of about 100 HR professionals in the Ann Arbor area. GAASHRM has speaker meetings on the second Tuesday of each month and rotates between breakfast and luncheon meetings. The EMU Chapter of SHRM has a corporate membership and members of EMU's student chapter of SHRM can attend the meetings FOR \$10. Corporate membership is \$60 and individual professional membership is \$45 per year. If you are interested in membership go to [www.gaashrm.org](http://www.gaashrm.org) or contact Dr. Fraya Wagner-Marsh, SPHR (734) 487-3240.

### AMERICAN SOCIETY OF TRAINING AND DEVELOPMENT (ASTD)

ASTD's membership includes more than 65,000 individuals and organizations from every level of the field of workplace performance in more than 100 countries. ASTD is the world's premiere professional association in the field of workplace learning and performance. ASTD offers student membership for \$75 per year, which is ½ the professional membership of \$150. ASTD requires proof that the student is full-time and also not employed on a full-time basis. There are two local chapters of ASTD in the area: Greater Detroit ASTD and the Ann Arbor Chapter of ASTD. For more information on the Detroit chapter, contact Renecia Lowery-Jeter at (313) 226-9375 or log onto their web site at <http://www.detroitastd.org>. For more information on the Ann Arbor chapter call Jennie Needleman at (248) 474-8855 or (248) 332-2221 or log onto their web page at <http://community.mlive.com/cc/a2astd>

### OTHER ORGANIZATIONS

Other professional organizations in the area include: the Michigan/Ontario Compensation Association (MOCA), which is the local chapter of World at Work (formerly the ACA, web site - <http://www.acaonline.org>), the International Association of Human Resource Information Management (HRIM) Great Lakes Chapter, and the Michigan OD Network. We often receive notices about speaker

meetings these and other organizations are having. If you are interested in any of these groups, please contact your advisor or one of the co-directors and we will try to get information for you or get you in contact with a member of the organization.