

**MSHROD Newsletter  
Fall 2001**

**Notes from the Program Co-Directors  
Dr. Fraya Wagner-Marsh, SPHR &  
Dr. Mary Vielhaber**

**Welcome New and Returning MSHR/OD students!**

We are delighted to have a new school year starting! The fall weather always suggests a new start, interesting challenges, and the promise of growth and development. This may sound only true for academics, but a recent article suggested that many of us, even if we are years out of school, view September as the beginning of the new year. So, enjoy and be inspired! If you have any concerns or difficulties about the program, please feel free to contact Dr. Fraya Wagner-Marsh at (734) 487-240/fraya.wagner@emich.edu, or Dr. Jean McEnery at (734) 487-0224/Jean.McEnery@emich.edu.

There have been changes in the **foundation requirements** for the program. The number of credits required has been decreased, as well as changes in the specific courses. So, if you are currently working on your foundation requirements (those courses you are required to take in Business before you work on your program core courses), it would be a good idea to review what you have and what you need with Dr. Wagner-Marsh.

Consider the opportunities available to become more **involved in your profession** through professional organizations and volunteer work. These opportunities can provide you with additional skills and exposure to new people and information that you might not get taking courses. We have an excellent student chapter of SHRM (Society for Human Resource Management). Last year, it was ranked in the top ten student chapters in the country and this year, they are working on being number one! Both graduate and undergraduate students are very involved with a variety of activities such as planning and attending events with speakers on campus, attending conferences of the state and national SHRM, attending local HR organizations' meetings, and many others. To get more information, check [www.emushrm.org](http://www.emushrm.org).

We also have **volunteer opportunities in the department**. We are always looking for volunteers to serve as observers for our undergraduate simulation Foodcorps. Undergraduate students "manage" an international food production and distribution company for one day a semester. We provide training for observers, who provide feedback to students about a 8<sup>th</sup>. You gain skills relative to providing feedback as well as skills in performance appraisal, selecting, and developing people. We have been told that potential employers have commented very favorably about this experience. If interested, contact Jean McEnery (see first paragraph above). We would also be delighted to have alumni serve in this capacity, too.

We are building a **library of professional resources** (books, abstracts on recent relevant articles) that are available for you to check out in 465 (the Management Department conference room). Please feel free to browse-our secretaries will let you know how to borrow materials. Please note the section in this newsletter on **new graduate courses**. We revised our curriculum

to reflect the changing demands for new information and skills requested by our students and employers. Consider these opportunities when you register. Please watch for our speaker event in the Winter, jointly sponsored with the SHRM student chapter. This is not only a good opportunity for acquiring interesting information, but also a time to network with students and faculty.

### **An Interview with Rick Camp and Mary Vielhaber**

Two HR/OD faculty (Rick Camp and Mary Vielhaber) recently co-authored a book (with Jack Simonetti) titled *Strategic Interviewing: How to Hire Good People*. The book is part of the University of Michigan Business School Management Series and is published by Jossey Bass. We interviewed Rick and Mary about their book.

#### ***What led you to write this book?***

For the last 15 years we have co-taught a program at the University of Michigan Business School titled “Strategic Interviewing”. This book really reflects the approach we take to that program and our perspectives on employment interviewing.

#### ***How is your approach different than other interviewing approaches?***

Like most contemporary approaches, we take a behavioral approach to training people how to conduct effective employment interviews. However, we think that our approach has several unique differences. We feel that it is not enough just to ask about behavior--you must ask about the *right* behaviors. Our approach teaches people how to define success and link their questions to those key success indicators. Additionally our approach focuses on actually making a behaviorally-based decision and not just going with a gut feeling. Finally, we suggest a variety of strategies to manage the communication and measurement objectives of the interview.

#### ***Is there support for the approach that you suggest?***

Within the book we provide research evidence to support our perspective, but perhaps the best evidence comes from the interviews with practitioners that we have at the end of each chapter. These practitioners (along with others that we cite within the text) illustrate how the process has worked effectively for them.

#### ***How has your book impacted the HR/OD program?***

Last spring the book was used as one of the required texts for Staffing (Mgt 618) and we got some very positive feedback from the students in the class. Additionally both of us have used examples from the book in other classes that we teach.

#### ***What was the hardest part in writing the book?***

We wrote this book in just about one year. That may seem like a long time, but given our other responsibilities and the time for editorial review, it was a challenge. Naturally, as in any creative process, we had some times when we had different views on an issue, but we have worked together for a long time and each of us has benefited from the other’s perspective on different issues.

### ***What is the coolest thing about the book?***

It was fun to go into Borders around the country and find it on the bookshelf or on Amazon.com. Another cool thing is that we have found out that it will be translated into Chinese and Spanish. But the coolest thing is the feedback we get from managers or professionals in the staffing field who have told us that the book has helped them and enhanced how they do their work. That is really why we wrote it and it made us feel very good that it has had an impact.

### **The Arbor Awards For Excellence: Best Practices in Human Resources**

Nominations are now being accepted for the sixth annual **Arbor Awards For Excellence**– the most prestigious award in the field of Human Resources in Michigan. Sponsored by The Arbor Consulting Group, Inc. and Eastern Michigan University, Masters of Science in HR/OD Program, the Arbor Awards recognize organizations who have implemented best practices in Human Resources. **Each winner will receive:**

- A specially designed Waterford Crystal award
- Distinction as an “Award-Winning HR Department”
- Recognition from peers in the HR community
- A special letter to the President or CEO with an invitation to the Awards Ceremony
- An invitation to speak about the program and attend Roundtables on the award-winning program.

For more information contact Maggie Sullivan via email at [msullivan@arborhr.com](mailto:msullivan@arborhr.com) or call (248)349-9002 to request an official Arbor Award for Excellence Nomination Packet.

### **New Special Topics Course for Summer 2002**

Stu Tubbs will be offering a new course in the summer of 2002 on *‘Negotiation and Influence Strategies.’* It will be listed as a MGMT 681 Special Topics course and those who have had one other 681 class are eligible to take this course for credit (up to a maximum of six credit hours for 681 classes).

The course will be based in part on a program of the same name that Stu took at Stanford Graduate School of Business last April. It will focus on all forms of Negotiation and Influence Strategies, except for Labor Relations. If interested, or if you have questions, you can contact Stu at [Stu.Tubbs@emich.edu](mailto:Stu.Tubbs@emich.edu).

### **Looking for an HR Elective in Traverse City for Summer 2002?**

Dr. Mary Vielhaber, Professor of Management will be teaching a week long graduate course next summer in Traverse City. The course *‘Strategies for Managing Employee Performance’* would be an elective for any graduate student, including those in the HR/OD program.

The course is an applied course designed to help supervisors, managers, and administrators manage the performance of their employees. Dr. Vielhaber will emphasize coaching models and strategies. If you are interested in knowing more about the course, email Mary at [mary.vielhaber@emich.edu](mailto:mary.vielhaber@emich.edu).

## **Practicum Orientation**

All students who intend to register for Mgmt. 688 for Winter 2002 are encouraged to attend the Orientation on Nov 27, 2001 in the Dean's Conference Room. The Orientation will start at 5:15 pm and will last for an hour.

## **HR Games**

In February 2002, the Eastern Michigan University SHRM student chapter will be hosting the first ever Michigan HR Games, also known as the Human Resources Collegiate Competition. It's a Jeopardy-style quiz game (minus Alex Trebec!) that tests contestants' comprehension of a broad array of HR topics. This is a perfect opportunity for students to exhibit their knowledge learned in the classroom, and it's also a great way to help students prepare for the Human Resources certification exam. Best of all, winners of the state competition move on to the SHRM Area III (10 states in the northern Midwest region) HR Games at the University of Toledo in March 2002. The area winners (one winning team from each of the 6 areas) compete in the national championship games in June during the 54<sup>th</sup> Annual National SHRM Conference in Philadelphia!

On Saturday, February 16th, Michigan's HR Games will begin with team member training at 8:00 am and end with an awards dinner with guest speaker, Kevin Olmstead, winner of the largest game show prize in history (\$2.2 million on "Who Wants to be a Millionaire").

If you are interested in volunteering to help with the HR Games, contact Molly Shelton at [molly.shelton@ttmps.com](mailto:molly.shelton@ttmps.com)

## **EMU Student Chapter of SHRM hosts successful half-day conference**

The EMU Student Chapter of SHRM co-hosted a half-day conference, HR Challenges of the Changing Global Economy, with the Greater Ann Arbor Society of SHRM on Friday, November 2, at the Owen College of Business. About 50 HR professionals and students attended. The opening session was "Integrating Companies Across Borders: Top 10 People Factors for Successful Global Post-merger Integration" presented by Carol Henriques with Anderson Consulting. Concurrent sessions included "Corporate Downsizing: What You Need to Know" with Toni Knechtges, SPHR; "Security and Crisis Management – the Growing HR Challenge" with Mike Loewe, SPHR, Lion Mobility Consulting Services; "Cultural Diversity in Organizations Given Global Landscape" with Karla Kretschmer, The Gale Group; and "There They Go: I Must Be Their Leader! Developing Talent Globally From the Inside Out" with Tom Emerson, Flint Ink. Funding for the conference was provided by a student grant received by the Michigan Council of SHRM.

## **New Faculty**

We have two new faculty members in the Management Department: Drs. *Sanjib Chowdhury* and *Crissie Frye*.

Dr. Chowdhury was teaching at the University of Tennessee at Martin, where he'd been teaching since graduating from the University of North Texas in 1999. He is teaching MGT 490,

Business Policy, as well as MGT 696, Management Strategy and Policy. He is also working with other faculty members to develop a new graduate entrepreneurship course.

Dr. Frye is a native of Toledo and is also in her first year at the COB. Frye is teaching MGT 386 and MGT 605 this year. She was awarded her Ph.D. in Human Resource Management from the University of Iowa and has taught there, as well as the University of Northern Iowa, Virginia Polytechnic Institute and State University, and the University of Toledo.

### **Focus on Faculty**

**Dr. Fraya Wagner-Marsh, SPHR** was elected to the national SHRM College Relations Committee this summer and she served as one of three national judges at the student HR Games competitions in San Francisco in June. Fraya was also elected as Co-Chair of the Student Outreach Committee of the Women's Economic Club of Detroit. Fraya's recent presentations include "How To Jump Start Your HR Career" at the September Greater Ann Arbor SHRM meeting, "HR Professional Certification" at the State SHRM Conference in Traverse City on October 5, and "How To Deal With Difficult People" at Congresswoman Rivers and Congressman Dingell's Women's Forum in Ann Arbor on October 20. Fraya also was one of ten SHRM Certification facilitators in the country to attend a special SHRM Train-the-Trainer workshop in Washington, D.C. October 10-13. Fraya also is coordinating and facilitating one of the sessions for the SHRM Learning System on-site course for about 30 HR professionals with the City of Detroit.

**Dr. Greg Huszczo** is back from his full-year sabbatical leave. During his sabbatical, he undertook a number of interesting and challenging projects. He was an OD consultant for Ford Motor Company and traveled to 25 different locations. His assignments varied from executive coaching to Leadership Team Development, enhancing shop floor teams and team leaders, and organizing workshops for conflict mediation, stress and work load reduction. He learned about OD public sector settings through adventures with YCUA, the Ann Arbor firefighters, and the city of Hamtramck. He did some volunteer work to establish the two Labor-Management Associations (one at the state level, MLMA and the other in SE Michigan, SEMLMA). He now serves on the Board of Directors of both the latter organizations, along with federal and state mediators and union and company leaders from a fascinating array of organizations.

He presented at the international conference of the Association for Psychological Type (the Myers-Briggs association) on personality type biases of OD consulting. He completed an article on Collective Bargaining Issues related to the use of teams in Lean Manufacturing efforts. He published a book review on Teams from the Inside Out for Personnel Psychology. He even had a letter published in Tennis magazine. The majority of his writing time was spent working on materials for his upcoming book Leadership in a Team Environment, which is expected to be completed by March 2002. Life wasn't just work for Greg, he played lots of tennis and did a lot of cycling. He investigated Buddhism and Catholicism and gained insights. He even read some interesting books- The Tipping Point by Malcolm Knowles, and The Art of Speedreading People by Tiegger and Tiegger. He bought and sold a house and is finally moving this month!

**Dr. Debbie Ettington** is on sabbatical for the 2001-2002 school year. She is working on two types of projects and would be interested in hearing from alumni interested in participating in either project. The first is to write cases about Michigan companies, showing how they are using electronic technologies (Internet, Intranet) to change or support their business strategies. The second project is to interview entrepreneurs in the early stages of launching their new businesses. The focus of this project is on the interaction between business decisions and decisions about other aspects of life. For more information or to participate, contact her at: [deborah.ettington@emich.edu](mailto:deborah.ettington@emich.edu). Debbie also presented her case "Aardvarck.com" at the North American Case Research Association annual case workshop in Memphis, TN on Oct 6, 2001. She received the 2001 Best Reviewer Award from the editor of the Case Research Journal at the annual meeting of the North American Case Research Association (NACRA).

**Dr. Jean McEnery and Dr. Jean Bush-Bacelis** presented a paper on integrating organizational development and assessment strategies at the Midwest Academy of Management in Toledo, OH in April, 2001.

**Dr. Stu Tubbs** recently completed the 9<sup>th</sup> edition of his book Human Communication (co-authored with Sylvia Moss), New York: McGraw-Hill, 2003. It will be published next summer. He was invited by McGraw-Hill to present a summary of the new book's features to their sales staff at the recent National Communication Association Convention in Atlanta. On November 9, 2001 Stu received "The Crystal Apple Award" at Michigan State University. The award is "A tribute to Outstanding Educators." This is Stu's fourth award for his outstanding teaching at The University of Kansas, General Motors Institute, Boise State University, and Eastern Michigan University. He was also re-elected as Chair of the Board of Regents for Baker College's Center for Graduate and On-Line Studies in Flint

**Dr. David Victor** presented a 3-hour workshop on "Doing business in Germany" for the Advanced Productivity Exposition of the Society of Automotive Engineers at Cobo Arena on Oct 26, 2001. David was a featured speaker for the special conference of the Professional Developers of Iowa entitled "International Marketplace: How Global Opportunities Develop Local Development" in Des Moines, Iowa, October 31 - November 2, 2001. He held two hour-long sessions on "Cultural Awareness and Immigration" on November 1, 2001.

**Dr. Eric Schulz** is consulting regarding Effective Recruitment and Retention Practices in Information Technology. The topic of the project that John Waltman, Rick Camp and Eric are examining is "What are the most effective recruiting and retention practices in attracting and retaining IT workers." The analysis is finished and now the interviewing practices are being conducted to provide quotes to support the findings. For a signing bonus study, Eric is currently analyzing data on a survey collecting information about signing bonuses. The report will detail how common these bonuses are and what predicts whether people receive them or not. Eric is also working on a project with William M. Mercer, a consulting firm. The firm will examine the merit pay increases IT workers have received in the past four years from a data set of 300 common firms. The expectation is that IT workers are receiving much higher merit pay increases than the 4% merit hike an average worker can expect. Eric is also working with the Detroit Police Force Association in setting compensation recommendations regarding their upcoming labor negotiations.

**Dr. John Waltman** recently attended the 8th annual International Conference Promoting Business Ethics at DePaul University in Chicago. On October 1, 2001, he was named Program Director of the new ethics program initiative in the College of Business. Details on this program are to be released in mid-December. In the spring of this year, Waltman also presented a paper on his experiences teaching online courses at EMU at the CITE (Center for Internet Technology in Education). During the past three years, Waltman has initiated two online courses at EMU (through eCollege) as well as developing course-supplement websites using eCollege's eCompanion. He also recently represented EMU during a visit to the Fachhochschule Karlsruhe in Germany. There he discussed details of a possible joint degree program between EMU and the FH Karlsruhe.

**Dr. Stephanie Newell** was a discussant for a session at the Southern Management Association meetings in November on "Extending Research on Culture and Diversity in Organizations". Stephanie co-chaired a session at the Academy of Management Meetings in August on "Diminishing the Digital Divide: Women, Minorities and Information Technology." She published a paper (with D.L. Stone) in Organization "Punishing Excellence/Rewarding Mediocrity: The impact of the dominant culture on the creation and dissemination of knowledge" (May 2001). Stephanie is currently researching top management decision-making.

**Dr. Rick Camp**, John Waltman, and Eric are working on an article on recruiting and retention techniques for IT employees. They would like to interview some people for the article, so if anyone is highly involved in recruiting for IT jobs they would appreciate it if interested candidates would give Rick a call at 734-487-0453. Additionally, Fraya, Mary and Rick are working on an article on team interviews. If anyone is heavily involved in doing team/panel interviews and would be interested in being interviewed for our article, please contact Rick. Recently he spoke to the UM Business School Alumni Group on employment interviewing.

**Dr. Mary Vielhaber** is on sabbatical for this academic school year. Her research is focused on the outcomes of executive coaching on the leadership development of senior women executives. She is also providing executive coaching for senior level women in three organizations in Los Angeles. In June, Mary presented a program on male and female communication styles for the Michigan American Council on Education National Network for Women Leaders. In October, she presented a program on Executive Coaching for the Michigan-Ontario Compensation Association. This November, she will be presenting a program on Behavioral Interviewing at the Association for Business Communication national meeting. Rick Camp, Fraya Wagner-Marsh and Mary are collecting data on team interviewing practices in organizations today.

**Dr. Sanjib Chowdhury** will attend next year's annual conference of the Federation of Business Discipline to be held in St. Louis. Three of his manuscripts are under review for three refereed journals (Journal of Organization Behavior, Journal of Management Studies, Academy of Entrepreneurship Journal) and two of his papers are under review for two conference proceedings (Southwestern Academy of Management and Association of Small Business and Entrepreneurship).

**Dr. Denise Tanguay** is working on a survey of faculty attitudes and experiences with the merit pay system at Rutgers University, which involves several levels of administrators in assessment of performance and allotment of reward. There are 2300 faculty on 3 campuses and she is developing a web-based survey for them. Part of the outcome will be information that will aid the union in preparation for negotiations, as the survey also assesses faculty satisfaction with various elements of the system.

### **Focus on Part-Time Faculty**

**Dr. Chris Day's** new assignment at Ford is to work on a Training Curriculum for the 2003 Negotiations. As part of that process, she attended "Teaching Negotiation" at Harvard University, sponsored by the Program on Negotiation at the Harvard Law School. Also related to the 2003 Negotiations, Chris is working on a knowledge retention system to help leverage corporate negotiation experience. Another project Chris is working on, related to e-hr, is an electronic competency roadmap, which allows employees to assess their skills and match learning opportunities to competency gaps. On the personal side, Chris is working on a start-up web company related to facilitating new ways to create radical learning for individuals and companies.

**Philip Abraham** has just completed a 3.5 year fully funded research project for General Motors at the request of Mr. Harry Pearce, Vice Chairman of the company. He was selected while he was in Grad School at EMU (MLS Program). The task was to help GM develop three new companies: Covisint, Vector, and Project Sydney (a 5th party logistics company). Phil is a frequent speaker in the area about integrating emerging new technologies into complex organizations, especially as it relates to the supply chain. He is currently consulting for a company named infoaccess.com, which provides the needed technology to transition the purchasing process into a seamless Internet function for companies. He is slated to speak three times this year for the Council of Logistics Management (CLM) about topics regarding Covisint, 5th party logistics, and the automotive industry.

### Schedule of Upcoming Classes

<b>Core Courses: Student must complete 18 hours</b>	<b>Elective Courses: Student must complete 12 hours</b>
MGMT 602-Theory and Techniques of OD Prerequisite: MGT 605 Offered: Fall	MGMT 615-Organizational Design and Strategy Prerequisite: MGT 605 Offered: Winter, odd years Spring: Even years, Livonia Campus
MGMT 605-Organizational Theory and Behavior Offered: Fall, Winter, and Spring Offered: Fall, Livonia Campus	MGMT 618-Staffing Offered: Winter, even years Offered: Spring, odd years, Livonia Campus
MGMT 609-Human Resource Management Offered: Fall and Spring Offered: Winter, Livonia Campus	MGMT 620 – Compensation Offered: Fall Offered: Winter, odd years, Livonia Campus
MGMT 610-Diagnostic and Quantitative Methods Prerequisites: MGT 602 Offered: Winter	MGMT 625-Management in Unionized Settings Prerequisite: MGT 609 Offered: Spring, odd years: Winter: Even years, Livonia
MGMT- 628-Human Resource Development Prerequisite: MGT 605 Offered: Fall, Livonia Campus Offered: Winter	MGMT 638-Continuous Improvement Teams Prerequisite: MGT 605 Offered: Winter
MGMT 688-Practicum Offered: Winter Prerequisites: All core course and 2 Electives	MGMT 648-Communication and OD Offered: Fall
	MGMT 681– Special Topics, Human Resources Offered: Spring, even years, Livonia Campus
	MGMT 696-Management Strategy and Policy Offered: Fall, Winter and Spring

## **New Website Address**

We are very happy to announce that we've created a new web address that is now active. Please add these to your “favorites” list: **MSHROD website:** <http://www.mshrod.emich.edu> and the **Management Department website:** <http://www.mgt.emich.edu>

## **Interview with an HR/OD Student**

*By Poonam Singh*

Karen Frier Andrews, SPHR, was in the MSHR/OD class of Winter 1994. She is currently the Chief People Officer for McKinley Associates, which is a national real estate and property management company with headquarters in Ann Arbor. During a recent interview, I asked Karen about her job and her experiences in the HR/OD graduate program.

### ***Could you tell us something about your present job?***

My unique title, Chief People Officer, is a reflection of the commitment to “people management” issues at McKinley. I am fortunate to work for such a people-oriented organization with a senior leadership that values and respects the contributions HR can bring to the table.

I am responsible for all aspects of Human Resources, Payroll, Education & Development (Training) and I am a member of McKinley’s Executive Committee. In the year and a half I’ve been with McKinley, I have built an exceptional team of HR practitioners and together we have accomplished many goals that have assisted us in building a solid HR foundation at McKinley including:

- Development of a recruitment strategy that saved the organization \$500,000 in 12 months
- Redesign of employee benefits offerings, greatly enhancing selection, reducing employee contributions by as much as 53% while only increasing the employer contribution by 10%. We now have a market competitive plan, which has aided with recruitment and retention
- Formulation of a curriculum of leadership development classes to complement the set of core competencies for all leaders, drafted and approved by the Executive Committee
- Redesign of our Employee Handbook to function as more of a management tool, including an Arbitration Agreement, which has eliminated new lawsuits to date.

### ***What is your typical day like?***

Looking at the accomplishments listed above you would think my typical day is hip-deep in HR programming, but it is not. I spend most of my day delivering executive coaching. I am involved in operational meetings at the senior executive level, which gives me a good idea of each leader’s goals, objectives, issues and concerns. My primary mission is to assist them in achieving their goals, and I can usually offer suggestions as to how best accomplish them through staffing strategies, staff development, reward or incentive programs or other human

resource strategies. I also offer advice from a property management perspective, too, as I have worked hard to learn the business as well.

As HR Practitioners, we are crafters and nurturers of organizational culture, and I find myself often advocating for our day-to-day behavior to mirror what we said our values were going to be. This has been a role that has been well received, as many times it is easy to lose sight of the forest for the trees. Good leaders appreciate someone who has a “big picture” focus, and I can deliver this.

***Which classes here at Eastern had been your favorite?***

I really enjoyed all my classes at Eastern. I feel fortunate to have participated in the MSHR/OD program because I know it has prepared me well for the challenges I face. Particularly the foundation business classes that were required have assisted me in being able to contribute fully at an Executive Committee level. Knowing how to read a financial statement has made me a much more credible advocate when requesting dollars for employee programs.

I have had the good fortune to be involved with the Professional HR (SHRM) course offered through Eastern the past year and a half in a facilitator’s role, and I have found teaching to other HR professionals to be as rewarding for me as it is for them. It’s always great to hear about what others are doing, as there is much that can be learned from the best practices of others.

***What do you think was (or is) most important in your performance development?***

Without a doubt, the most important element in my development has been a direct result of other people willing to share feedback with me. I truly believe feedback is a gift and am grateful for both the formal and informal mentors I’ve had who shared with me developmental feedback. This, coupled with my passion for lifelong learning has served me well. I feel like I learn something new every week, and this is important. If you are learning, you are developing.

***What advice do you have for our new graduates?***

I would encourage you to explore the various areas of HR before you graduate. This can be done through internships, informational interviews or finding a mentor. Once you have an idea of what you’re interested in, continue to explore. The field of HR is constantly evolving and it is important to stay abreast of new trends, legislation and technology. Having a well-developed skill set as it pertains to technology and financial operations has been as important to me as my HR acumen. I would recommend new grads seek out these skills as well. I would also recommend joining national SHRM as well as local SHRM chapters and taking advantage of the many informational and educational resources offered.

**Light-Hearted Learning at the SHRM 53<sup>rd</sup> Annual Conference**      *By Nicole C. Beaudoin*

The 53<sup>rd</sup> Annual Conference and Exposition, HR: The Sky’s The Limit, was held by The Society for Human Resource Management this past June at The Moscone Convention Center in San Francisco. As a first time attendee, my experience at the conference was magnificent! The conference began on Sunday, June 23<sup>rd</sup> with the student session. During this all-day program, 250 students participated in a team building exercise and had the opportunity to

hear some fascinating speakers. In addition, Eastern Michigan University hosted a workshop for student chapter officers on what it takes to become a successful chapter. Overall, the student conference was an excellent developmental and networking opportunity.

The conference and exposition officially kicked off with an exhilarating speech about leadership, given by General Norman Schwarzkopf on Sunday afternoon. Schwarzkopf instantaneously captured the audience with humorous and compelling stories of his experiences. He then continued on to describe what it takes to become a good leader, claiming that good leaders “..must realize that there is room for improvement.” He also advised that “...when placed in command, take charge!” and to just “make a decision, even if it is a bad one.” The conference continued with over 150 concurrent sessions on a variety of Human Resource related issues. With topics ranging from “Current and Future Trends in Benefits” to “Yoga for the Workplace,” there was virtually something for everyone. The concurrent sessions matrix assisted in mapping out a personal itinerary to suit individual interests. It was difficult selecting which sessions to attend, as there were so many interesting topics to choose from.

In addition to the educational and developmental sessions, the conference also provided entertainment. Sinbad, world famous comedian, performed two shows at the Moscone Convention Center on Tuesday night. Sinbad delivered an excellent show, with impromptu comedy. All in all, it proved to be a very entertaining evening. Overall, the conference provided a wonderful learning experience in an entertaining environment. With 180 speakers and over 300 concurrent sessions, there was definitely a wealth of knowledge to be gained by attending the conference. I look forward to attending the 54<sup>th</sup> Annual Conference & Exposition in Philadelphia.

### **Upcoming SHRM Meetings and Special Events**

- \* Jan 15, 2002- How to Stand OUT in a Crowd: Janet Drass, AM General (*Room 315, Time 5:00 pm*)
- \* Jan 23, 2002- Specializations in Human Resources: Speaker TBA (*Room 315, Time 5:00 pm*)

### **New Graduate Certificate in HR Students**

- **Lisa Borowicz**, works at University of Michigan Health Systems as a Patient Account Representative.
- **Angela Figura**, BS in Psychology from EMU, works in the HR Department at Conway Central Express.
- **Tina Hiner**, BA in Political Science from Wayne State University.
- **Latasha Joplin-Russell**, BA in Health Studies from U of M, Dearborn.
- **Amy Michael**, MA in Education Psychology from EMU, and works in customer service for Governor Computer Products.

### **New Furniture for Teams Classroom (217 Owen)**

We have Dr. Greg Huszczo to thank for the round tables and new chairs that will be delivered for the Teams Room, 217 Owen. He provided consulting services to EMU's Physical Plant's top leadership. Greg did a workshop with them on team building in Northern Michigan and a workshop in Systematic Problem solving. We are also grateful to Melinda Ostrander, Physical Plant, for being flexible and willing to provide the furniture for Greg's services!

## News from HR/OD Students and Alums

- **Bill Cooley's** (1991) current position is Human Resource Manager for Ford Motor Credit Company in Colorado Springs.
- **Page Peters Temple** (1993) is HR Leader for GE Financial Assurance in Seattle, WA. She is also completing her certification as a personal/professional life coach at the Academy of Coach Training in Bellevue, WA.
- **Margaret Hazlett** (1986) recently secured a new position with the Holly Area Schools as the Director of HR/Personnel.
- **Shelly Pfister** (1997) is an Off-Site Human Resources Consultant with Phoenix Group in Farmington Hills.
- **Erin Warne** (2000) is now working as an HR Generalist for Polynorm North America in Novi.
- **Michael Sullivan** (1999) is now working as a HR Rep for Metavante Corporation, a technology subsidiary of Marshall & Ilsley Corporation, in Ann Arbor.
- **Nancy Madigan** (1988) is now leading the Change Leadership and Learning Practices division at Deloitte Consulting in Detroit.
- **Paul Sturgis** (1993) is now Director of HR for Phoenix Group in Farmington Hills.
- **Renee** (1995) and Jerry Dubrowski welcomed son, Lewis (7 pounds, 19 inches), on October 3, 2001. He joins big brother, Douglas, at home in Metuchen, New Jersey.
- **Valerie Palazzolo** gave birth to a beautiful baby girl in April and is back on track with the MSHR/OD program.
- Congratulations to MSHR/OD student, **Annie Brock**, for winning the Barton Scholarship. Annie is presently working as a graduate assistant in Academic HR at EMU.
- **Ken Szmigiel** is working for University of Michigan, Institute for Survey Research.
- **Line Kofoed** (1997) is starting as a consultant in Cap Gemini Ernst and Young working with an accounting system.
- **Bill Hendry** (1989) has been Director of Human Resources at Northwestern Michigan College for the past 4 years. He was recently elected President of the Michigan Community College Human Resource Association.
- **Kristen VanLente** recently was promoted to a Training Supervisor with Wayne County.

### Looking for a Very Worthwhile Tax Deduction?

If you are looking for a very worthwhile tax deduction before the end of the year, please consider a donation to the MSHR/OD Development Fund. The money that we receive is used to help sponsor student and alumni events such as the new student orientation, the practicum orientation, and the annual alumni speaker event. The money is also used to support the MSHR/OD newsletter, our MSHR/OD brochure, and the annual MSHR/OD student award. These events and activities help us attract students and help alums stay in touch. Any amount is welcome! Just make a check out to MSHR/OD Development Fund and mail to Dr. Fraya Wagner-Marsh, SPHR, Eastern Michigan University, College of Business, Management Department, 300 W. Michigan Avenue, Room 466, Ypsilanti, MI 48197. You can also make

donations on-line by going to [www.emich.edu](http://www.emich.edu) and clicking on Foundation. Be sure to designate the MSHR/OD Development Fund. Thanks!

### **Welcome New MSHR/OD Students**

- **Annie Brock**, BBA in Management and Spanish from EMU, works as GA in Academic HR at EMU.
- **Jeffrey Barham**, HRD Degree from Oakland University, works as HR Recruiting Specialist for Valassis Communications.
- **Shad Bean**, BS in Labor and Industrial Relations from Penn State, works as a supervisor for Visteon.
- **Zachary Fairchild**, BBA in Management from Western Michigan University.
- **Susan Kuchera**, BS in Biology from EMU, works as HR Assistant for AM General.
- **Deborah Laverty**, BBA in Management from EMU, works as HR Process Specialist for Alcoa Fujikura Limited.
- **Jacinda Lowery**, BBA from Davenport University
- **Kristen MacVicar**, undergraduate degree from University of Michigan, works as Training Development Leader at MSX International
- **Valerie Palazzolo**, degree in social work and works as a social worker for the Hemophilia Foundation of Michigan.
- **Lainie Perl**, BS in Social Work from Ohio State University and studied abroad in New Zealand; is a licensed social worker.
- **Molly Shelton**, BA in Psychology from University of Maryland, works as HR Administrator at Tetra Tech MPS.
- **Marsha Walker-Thomas**, BA in Developmental Psychology from University of Detroit, Mercy.