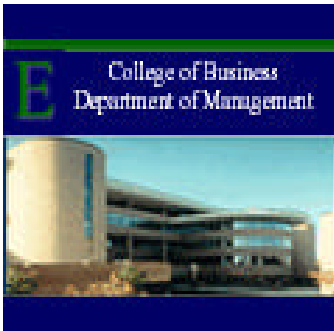


FALL 2003



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MSHROD NEWSLETTER

NOTES FROM THE PROGRAM CO-DIRECTORS

DR. FRAYA WAGNER-MARSH, SPHR &

DR. GREGORY HUSZCZO

I remember back in 7th grade (a very long time ago) when Sister Mary Margaret brought in a TV so that we could watch the inauguration of President John F. Kennedy (Do you think it was because he was the first Catholic president?). I heard him say, "Ask not what your country can do for you. Ask what you can do for your country." Our MSHROD program has a similar (though modified and balanced) request, "Ask what the MSHROD Program can do for you and what you can do for our program."

What can you do for the MSHROD Program?

* Help us with Program Review...Next year we will be expected to tell the University what our graduates are doing; what courses they believe were most valuable; what improvements to our program we should consider. Tell us!

* Help us circulate announcements regarding job openings among our alumni...Are you looking for another job? Do you know of openings others may want to consider?

* Keep sending us highly qualified applicants to our MSHROD Program. As you may already know, our program has more than doubled in recent years. We appreciate the interest and the confidence in our abilities to deliver a high quality Masters program in HR and OD. We want to make sure that the value of the degree and our reputation remains strong. Who do you know that might want advanced training in our field? Do they have the right stuff to benefit from our program?

What can the MSHROD Program do for you?

* Do you want to be made aware of job openings in HR and OD as we hear about them? What would be the easiest way we could make such information available?

* Do you want us to help you receive certification as an HR or an OD professional? We have the information about the tests you would need to pass in order to be officially certified. We also have study materials and a study course to help you prepare.

* Does your company need some free help from one of our Practicum students? We offer Practicum twice a year now. Students in that course have completed our many requirements and must deliver no less than 45 hours of HR/OD process consulting services.

Also please check our website at www.mshrod.emich.edu

Dr. Fraya Wagner-Marsh, SPHR
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734-487-3240

Dr. Gregory Huszczo
greg.huszczo@emich.edu
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So many new and exciting things are happening here. Read the rest of this newsletter to find out that our program has been selected by the government of China to be their choice for providing a Masters of Science degree in Human Resources; that all of our classes (except Practicum) are now offered at our Livonia campus as well as at the College of Business here in Ypsilanti; that we have added some new and exciting faculty members; that the “old” faculty members are still very active in the field; that some of our alumni are providing some incredible services to their employers; and so much more...

SOME ANNOUNCEMENTS!

On Thursday, November 6, a meeting will be held for students who plan to enroll in MGT 688, Practicum, in Winter 2004. The meeting will be held in Room 317 from 5:15 to 6:15 PM. Students will learn about the requirements for selecting a Practicum project so that they can explore possible clients prior to the beginning of Winter semester. If you are unable to attend, please contact Professor Mary Vielhaber at mvielhabe@emich.edu or (734)487-2468.

ALSO PLEASE NOTE THE CHANGE THAT PRACTICUM CLASS WILL BE OFFERED ON THURSDAY AND NOT ON MONDAY FROM 6:30-9:10 PM, YPSILANTI, FOR WINTER 2004.

ATTENTION ALUMNI AND STUDENTS!

Do you have an opportunity for a practicum student? We are offering the practicum course both fall and winter semesters. Students enrolled in this course are expected to complete an individual consulting project with a client. Recently, students have completed a variety of projects for both large and small businesses, profit and not-for-profit organizations. If you or someone you know would be interested in working with a graduate student, please contact: Dr. Mary Vielhaber at mvielhabe@emich.edu or (734)487-2468.

CALL FOR MSHROD ALUMNI IN CHINA!!

We would like to talk to EMU MSHROD Alumni who are working or have business contacts in China about the MSHROD Program in Tianjin, China. Please Contact: Diana Wong or Fraya Wagner-Marsh, (Email: diana.wong@emich.edu or fraya.wagner@emich.edu).

JOIN THE EMU STUDENT CHAPTER OF SHRM

If you are taking at least six credit hours in a semester, you are eligible to join the National SHRM organization as a student member for only \$35 for a year. The applications are in the Management Department Office or you can call 734-4878-3240 to have an application mailed or faxed to you. When you join the National SHRM as a student member you are automatically a member of the EMU Student Chapter of SHRM (www.emushrm.org). As an EMU Student Chapter member you can attend meetings of HRAGD and GAASHRM at discounted rates and participate in the mentoring, job shadowing, and resume book projects of the student chapter.



EMU Launches MSHROD Program in China

By: Dr. Diana Wong

The Department of Management and Continuing Education at Eastern Michigan University (EMU) formed a joint partnership with Tianjin University of Commerce (TJUC) in Tianjin, China to present a graduate program in human resources management and organization development in China. This is the first human resource management masters program approved by the Chinese government. The purposes of the Masters of Science in Human Resources Management and Organization Development (MSHROD) in China are to develop human capabilities for Chinese economic reform and modernization; to promote the economic trading relationship; and to provide cultural and educational exchanges between China and the US. At the same time, the joint venture provides mutual benefits for EMU to implement one of the six major strategic initiatives, which is to internationalize the campus. The MSHROD program is a US-based program taught in English at TJUC. While contributing to the development of human resource management capabilities in China, EMU faculty members have opportunities to learn about an important US trading partner and develop opportunities for research projects. For MSHROD alumni, the value of their degree is promoted with greater international recognition.

The MSHROD program in China involves a total of 12 HR and OD courses. EMU is responsible for sending faculty to teach seven courses and TJUC faculty will teach five courses. All courses will be taught in English. The courses taught by EMU faculty will take place in a compressed format of two five-day sessions or one ten-day session for a course with students and faculty using the internet to supplement these face-to-face sessions. Students that do not have an undergraduate degree in business are taking thirty credit hours of business foundation courses before the MSHROD courses begin.

Much of the ground work for the MSHROD China program started as early as 2002 under the leadership of the former COB Dean, Earl Potter and continued with support from the current interim Dean, Nick Blanchard. Given the pending start of the program in February, 2004, a delegation of EMU administrators and faculty members traveled to Tianjin from October 6-17, 2003 to launch the Masters of Science in Human Resources Management and Organization Development. The members included Paul Schollaert the Provost and Vice-President of Academic Affairs of EMU, Nick Blanchard the Dean of the College of Business, Fraya Wagner-Marsh the Department of Management Chair, Hung Lian Tang the Department of Computer Information Systems Chair, Daniel Gaymer and Dawn Malone, Associate Deans of Continuing Education, Dawn, and faculty members of the management department – Mary Vielhaber, Raymond Hill, Stephanie Newell, Eric Schultz, and Diana Wong. Professor Tang provided a critical bridge to translate negotiations and discussions between EMU delegates and various constituents from TJUC. Continuing Education at EMU provides critical resources related to negotiating the agreement for the MSHROD China program and on-line support. The eleven-day trip involved about 20 hours of travel time each way between Detroit and Tianjin with a hectic itinerary of activities on the ground in Tianjin and Beijing.

TJUC and EMU held an official opening ceremony to launch the MSHROD program in China on October 10. High ranking members of the local Communist Party provided representation as support from government officials. Dr. Liu Shuhan, President of Tianjin University and Dr. Paul Schollaert gave the opening speeches. In addition, Mary Vielhaber also spoke on behalf of the EMU MSHROD faculty as the “famous expert” (translation of senior faculty) of Eastern Michigan University. To represent the first Chinese MSHROD cohort, two

students delivered a brief presentation. All speeches in the MSHROD opening ceremony were conducted in both Mandarin and English. An agreement was also signed between EMU and Tianjin University to explore faculty and student exchanges as an expansion of our partnership. Plans for a second cohort for the MSHROD program were also discussed.

TJUC provided incredible warm and friendly hospitality that included Chinese banquet-like meals for both lunch and dinner everyday. The EMU delegation met with TJUC faculty members, teaching assistants, MSHROD student candidates, and members of the TJUC administration. In order to understand the human resource management challenges in China, the EMU delegation also had opportunities to meet with the entrepreneur and general manager of Hollysen (a tool and die company), a human resource manager of the historically famous Astor Hotel, and a scientist manager engaged in commercializing biotechnology research. The numerous discussions supplied the EMU faculty with some insights in developing a more context appropriate MSHROD curriculum in China.

The EMU delegation also met with an official at Tianjin Economic Development Area (TEDA) and toured the Area, which is about 51 kilometers outside of Tianjin. Many multinational corporations such as Motorola, Nokia, and Toyota have offices and plants in TEDA. The contact with TEDA provided an important start to develop relationships with companies doing business in China and gaining insights into some of the specific human resource challenges.

EMU administrators spent several days negotiating specific details for the program and reviewing applications for admission from twenty-three students who come from as far away as Inner Mongolia. In addition to the work at TJUC, the Provost and EMU's Continuing Education administrators engaged in additional discussions and negotiations related to the development of joint venture programs at several other Tianjin universities.

The MSHROD program in China is an exciting new development that contributes to the globalization of EMU and the development of human resources management capabilities in China. US alumni of the MSHROD program at EMU will have colleagues who share in the knowledge and skill base of the human resources management and organization development profession. The joint venture between EMU and TJUC presents new opportunities for the future growth and development of the MSHROD program. As a Chinese proverb states, "May you live in interesting times." The MSHROD program in China is an exciting new development that contributes to the globalization of EMU and the development of human resources management capabilities in China. US alumni of the MSHROD program at EMU will have colleagues who share in the knowledge and skill base of the human resources management and organization development profession. The joint venture between EMU and TJUC presents new opportunities for the future growth and development of the MSHROD program.

New Faculty on the Block!

Dr. Megan Lee Endres is our new faculty member in the Management department at EMU, with a specialization in Organizational Behavior and Development. She moved to the EMU area from Niwot, Colorado, a small town outside of Boulder, where she consulted in the areas of Organizational Development and Research. Most of her work included statistical analyses and reports from research both external and internal to the organization. She has always wanted to return to academia to teach and conduct research and she was thrilled to join the EMU Department of Management and have had nothing but good experiences so far.

Megan moved here with her husband, Steve, and two little boys, Ethan and Eli. All of them are enjoying the brisk Autumn weather, and this is the first time any of them have seen the leaves change to such beautiful colors (contrary to popular belief, the leaves don't change this way in Boulder!).

She teaches MGMT 386 (undergraduate Organizational Behavior) and MGMT 505 (graduate Organizational Behavior). In Winter 2004, she will be teaching MGMT 386 again, plus teach MGMT 600 (Management Skills). She looks forward to the skills class and being able to apply her consulting experience to the classroom. She has especially enjoyed the MBA class and the quality of input in class. She says 'Students have a wealth of knowledge and experience, are eager to learn and participate. These aspects make class fun'.



Faculty Focus

Greg Huszczo finished the manuscript of his next book (Tools for Team Leaders) that is scheduled for publication in 2004. He also presented a paper on "Employment Law: The Next Generation" at the SIOP conference in Florida. He will be presenting a paper with MSHROD alumni, Rick Opland at the Association for Psychological Type conference in Toronto entitled: Making a Difference: "How Type Influences Perceived Contributions at Work." Greg is enjoying teaching the OD Techniques class(MGT 602) and providing Executive Coaching Services to a couple of clients as well as providing "Change Agent Training" with MSHROD alumni, Mary Horton for the National Coalition for Community and Justice. On a personal note, Greg is proud to announce his son Sam's graduation from the University of Michigan in Economics and in Jazz Studies. Greg tried dressing Sam in Green and White for years but I guess it didn't quite take hold. Sam is now a stock broker and financial analyst for New England Financial.

Stu Tubbs received his fifth outstanding teaching award this past year time from EMU's Holman Learning Center. He received his previous awards for outstanding teaching from the University of Kansas, General Motors institute, Boise State University and Michigan State University. He recently published: A Systems Approach to Small Group Interaction (8th ed). New York: Mc Graw-Hill, 2004. In June 2004 he taught "Leadership in Organizations" in the Executive MBA program at Koc University in Istanbul, Turkey. He replaced a faculty member from Dartmouth University who had taught the course for many years.

Mary Vielhaber's case study titled "The Case of the Expert Facilitator" has been published in Case Studies for Organizational Communication: Understanding Communication Process. The editors are J.Keyton and P.Shockley-Zalabak and the publisher is Roxbury Publishing in Los Angeles, CA. Mary Vielhaber recently presented a session titled, "Communication Coaching For Executives: Ethics And Outcomes" at the Association of Business Communication's national convention in October in Albuquerque, New Mexico.

John Waltman along with Jean Bush-Bacelis made two paper presentations on: "Alternate Delivery Methods for Business Communication: Hybrids and Purebreds," and "The Ernest and

Jeanne Merlanti Ethics Initiative," delivered at the ABC International Convention in Albuquerque. In addition, Debbie Ettington, Denise Tanguay and John Waltman have a case entitled "Faculty Strike: Teach the Class or Walk the Line" to be delivered at the North American Case Research Association in Tampa. He is also taking part in a colloquium entitled "International Management Education: Learning Global Approaches to Risk Management" with Sanjib Chowdhury, Stephanie Newell, Fraya Wagner-Marsh and Diana Wong at the Southern Management Association Conference in Clearwater Beach, Fla. Waltman's contribution will be "Risk Management in Student/Faculty Exchanges between the U.S. and France and the U. S. and Germany: The Case of Eastern Michigan University."

Fraya Wagner-Marsh, SPHR attended the AACSB Continuous Improvement Conference in New Orleans in April, the SHRM-Holmes Corporation Conference in Washington, D.C. in May for universities that offer the SHRM Learning System course, the national Academy of Management meeting in Seattle, and attended the State SHRM Conference in Lansing, Michigan, September 24-26, 2003. She also attended the National SHRM Diversity Conference in New York City, October 27-29, 2003 and will be attending the National SHRM Leadership Conference in Washington, D. C. in November. She has also been very busy with the MSHROD in China program.

Pradeep Chowdhry, in his role as Director of the EMU Center for Entrepreneurship, attended numerous entrepreneurship conferences: LLEEP Price Babson Entrepreneurs Education Conference in Berkeley, California; USASBE Conference in Hilton Head; CEO National Conference in Washington, D.C.; National Franchise Show, Washington, D. C. Dr. Chowdhry also is the director for a \$30,000 Grant from Michigan Entrepreneur Education Network for developing Graduate Entrepreneurship courses.

Stephanie Newell is presenting a paper, "Who's the C-Agent? The Role of Cultural Insiders in Global Strategic Alliances," with Sanjib Chowdhry and Diana Wong at the 2003 Strategic Management Society Meetings.

Eric Schulz presented two papers at the Society of Advancement of Management, April 2003: "Signing Bonus: Myth or Reality" and "Broadbanding and the Constant Labor Cost Hypothesis."

Society for Human Resource Management 2003 **55th Annual Conference & Exposition**

By: Nicole Azzouz, PHR

The 2003 national SHRM Conference and Exposition was held in Orlando Florida this past June. Former Secretary of State, Madeleine Albright, kicked off the conference as the keynote speaker for the opening general session. Albright spoke of her life and career as a refugee girl who rose to become the world's most powerful woman. She also discussed America's indispensable role as a defender and promoter of freedom, and made recommendations for resolving the debate over globalization and its effects.

The conference continued with concurrent sessions on a host of topics, including everything from "Current and Future Trends in Benefits", to the "Disney Approach to Leadership Excellence for HR Professionals", to "Retention: Inspiring Employees to Stay". With nearly 150 different sessions, there was definitely something for every HR Student and Professional.

During the student session of the conference, EMU's own, Nicole Azzouz, was presented with the 2003 Graduate Student Leadership Award. This was one of three SHRM Foundation sponsored national awards designed to distinguish and promote the development of leadership skills in students planning to enter the human resource management profession. Nicole demonstrated leadership during her tenure as the past student chapter president at EMU as well as volunteer coordinator for the Michigan HR Games in 2002 and 2003.

Wrapping up the conference was the HR Games National Championship. The final match of the 2003 National HR Games Championship was an intense round with St. Norbert College and Mississippi State running neck-and-neck throughout the beginning of the match. A technical malfunction in the computers used to operate the game show software halted play during the match and resulted in SHRM's decision to declare co-championship teams. Each team member received a \$1000 cash scholarship. The Co-championship teams each received commemorative plaques and participants on all six area teams received a free trip to Orlando plus PHR exam scholarships worth \$170 each.

If you are an undergraduate HR student, consider competing on EMU's HR Games team this year, and compete for a spot in the National Competition! Next year, it could be you attending the conference for free and competing for a cash scholarship!

Thoughts.....

By: Ashwini Chandramouli

Coming from India, and brought up in a diverse environment facing different cultures and ethnicities, has left an indelible mark in my mind to respect diversity. What we call luck is simply making the right choice at the right time. Luck and talent alone has not been the only factors for the successes of Bill Gates, Oprah Winfrey and others. In addition to skill and perseverance they made right decisions at key moments in their lives.

Making the decision to pursue my Masters in Human Resource Management and Organizational Development (MSHROD) was one of the best decisions in my life. Having received my Bachelors in Industrial Psychology, I wanted to pursue my Masters in Organizational Behavior. While researching schools, I came across MSHROD program in EMU which was tailored to my interests. Learning from the best and training in the state-of-the-art business techniques through teamwork was my key motivator in choosing the MSHROD program and talking to alumni has only reaffirmed my decision.

I have almost completed the program and it has given me an excellent perspective into both the areas –HR and OD and has provided me with the tools and frameworks to help any organization to function efficiently.

As SHRM student chapter's Program Director and Graduate Assistant for the Management Department, I have gained the opportunity to establish contacts and build relationships with my peers. The educational experience offered by the faculty can serve as an ideal 'breeding ground' for such contacts and relationships and contribute to developing one's own self. Just like the quote "Make better decisions and you'll increase the power to control your future" by George

Washington, I would like to say that this has been the best experience in my life and will support me in the long run with my goals.

What's New from Students and Alums

Molly Shelton, SPHR, passed her SPHR examination and was also elected as President of the Greater Ann Arbor SHRM.

Matt Skrocki accepted a position as HR Assistant with Kastle Steel in Dearborn.

Karen Andrews and her husband added a precious baby daughter to their family.

Nicole Azzouz, PHR, passed her PHR examination and also was selected for the SHRM Foundation Graduate Student Leadership Award (a very competitive national SHRM award).

Hinke Jansen is now working in Compensation with Comerica Bank and is on the Executive Committee for MOCA (Michigan Ontario Compensation Association).

Jeff Tomschin, SPHR, was elected to the Board of Directors for the Human Resources Association of Greater Detroit and he is on the State SHRM 2004 Conference Committee.

Jane Ritter, PHR passed her PHR examination in December, 2002.

Michelle Streicher (Class of 95) is currently with Ford Motor Company in HR Business Operations.

Minta Hissong (VanReesma) is now working at Visteon.

Jay Ramakrishnan is a Supervisor, salaried personnel and training at Ford Livonia Transmission Plant.

Lynn Griffin is doing a performance management plan for Primrose School Corporation in Acworth, Georgia.

What is your news? Please email your news to fwagnerm@emich.edu.

Welcome to all our new MSHROD and Graduate Certificate students

Vicente Amado graduated with a Law degree from Venezuela.

Ted Amsden got his Law Degree from Harvard University and is with the law firm of Dykema Gossett PLLC.

Marie Baldwin has her bachelors in Accounting and Management information systems from Central Michigan University and is a Business Analyst with University of Michigan.

Lori Burleson got her bachelors in Packaging from Michigan State University and works in Information Systems with Plastipak Packaging.

Molly Coats got her bachelors in Finance from Western Michigan University and she is working as a Benefits Specialist for BCN services.

Trudy Cranney got her bachelors in Public Administration from Shippers Burg University.

Katherine Curtis got her bachelors in Psychology.

Jennifer Creighton got her bachelors from University of Michigan in Education and is currently a substitute teacher for Allen Park Schools.

Meghan Dell got her bachelors in management from Wayne State University and is currently employed at Turner Construction Company as HR administrator.

Michael Nechita got her bachelors from Eastern Michigan University in Marketing

Linda Omoruyi got her bachelors in Nigeria and is a Loan Administrator with Republic Bank.

Bianca Roberts got her bachelors from University of Michigan and works as HR specialist at BCN services.

Robert Salter has a bachelors in Philosophy and is currently employed with Henry Ford Health Systems as HR manager.

Amy Schultz got her bachelors in Sociology and Masters in Social Work from Wayne State University, she is currently employed as an internal consultant for organizational performance with Henry Ford Health Systems.

Beverly Sterling got his bachelors in Hotel and Restaurant Management and is currently working at Marriott, Ypsilanti as sales assistant.

Marilyn Whitney got her bachelors from Davenport University in Management.

Kimberly Willis got his bachelors from Michigan State University.

TaQia Witherspoon got her bachelors from Eastern Michigan University in Business Administration.

David Yakonich got his bachelors from Wayne State University and is the Project Manager for the HR Competency Study with University of Michigan Business School.

David Yarmuth II got his bachelors from Eastern Michigan University in Finance.

Congratulations to April – August 2003 MSHROD Graduates!!!

Anne Parry Seaman, Shad Bean, Susan Kuchera, Valerie Palazzolo, Jeffery Burham, Thomas Moore, Annie Brock and Zachary Fairchild, Desiree Penn, Prussia Hall, Tamara Myles, Kristen VanLente, Flavia Xavier, Susan Gerten, Tricia Lipke, Stephanie McFadden, Daniel Merten, Maria Montes, Mathew Parsons, Sandra Paulsen, Wipada Saichamjuntr, Krista Stafford and Karen Todd.

Focus on MSHROD Alum, Scott Fenton

By: Ashwini Chandramouli.

Scott Fenton graduated from the MSHROD program in December 1993. He has worked as a Compensation Analyst for Michigan Capital Medical Center, Lansing, Senior Compensation Analyst for UMI (now Proquest), Ann Arbor, Training Manager for XYCOM, Saline, and currently working as Senior Specialist in Training and OD for Toyota Technical Center, Ann Arbor.

What do you like most about the MSHROD program?

The nice thing about EMU's MSHROD program is that it is a very good program that ties so many things together. Some of the things I learned in my program are the principles taught by the OD experts that I am actually able to implement at work. I was amazed when I started working at Toyota that there were parallels between the methodology and the theories (Plan Change Model) that are taught in the program and the model is very well aligned with the way Toyota does its business. Many of the concepts which I learned in my Organizational Development class (MGMT 602) and Diagnoses and Quantitative Methods (MGMT 610) are helping me a lot on my job at Toyota Technical Training.

What do you like most about your present job?

In my role I create impact. Toyota believes in a broad range of responsibilities, starting at the engineering level, modeling work with suppliers, checking the process to see if it is working at different levels properly, and making sure the production materials work right. The same

engineer does everything. My role is that I pull in people I need help from in order to get consensus. An example would be the performance evaluation system which I took on as a project. It actually took me three years to make any changes to improve the existing system. This continuous improvement process aligns very well with the Plan Change Model. I coordinate change from start to finish and basically lead it and facilitate the process. We now have a key performance indicator balanced score card which indicates how well we are doing as an organization and that was driven from HR. HR creates a strategic impact on the organization and acts like a strategic partner.

What motivated you to pursue a career in HROD?

I started off as a compensation analyst right out of the program and I thought that was a good place to start because it needs a lot of discipline. In order to be thorough in compensation one has to do a thorough job analysis and understand the impact of an open system perspective. One has to understand how the compensation processes impact everything else, how it interacts with and reinforces other organizational functions. When I worked as a Compensation Analyst for Michigan Capital Medical Center, Lansing, I used most of the information from my courses and that really motivated me to venture more in to the HR field.

Which classes have been your favorites?

The Communication and OD Class with Dr. Mary Vielhaber was one of my favorite classes. We did a communication audit project for the College of Health and Human Services. I have used similar communication audits twice now and recently used it on the managers as a group to help them provide some focus and structure. We looked at issues such as the timeliness of communication from different sources, the amount of communication (whether it is too much or too little), and the effectiveness of different mediums of communication. I also enjoyed Staffing with Dr. Rick Camp where we set up an assessment center and looked at how to develop interviewing skills that can make the interview a better predictor of performance on the job. I use behavioral based interviews and they are very effective. I also use all the methods and needs assessment processes and techniques I learned in Dr. Greg Huszczo's MGMT628 class when conducting training at work.

What advice would you give the current and future students of the MSHROD program?

This program is a great blend of theory and application. Other programs provide a lot of theory and knowledge but don't provide skills or application. I would suggest that given an option to do a research project or working with a client, I would recommend anybody to work directly with a client and get hands on experience. Even if it an unpaid internship make use of an opportunity to learn and use the skills and knowledge you have learned in your classes. I would recommend students to do a lot of networking and attend SHRM meetings or local Professional chapters like ASTD, GAASHRM and establish contacts. The key thing I would recommend to all the students is to stay in touch with your professors. You can go back to them time and again and see if there are any opportunities or help they can provide. They can also often update you with current information. With my personal experience I can say that they are very helpful and provide help for anybody who approaches them.

MBA Program Changes Effective Fall 2003

MBA review process

In the Spring of 2000, a faculty task force began reviewing our MBA program to see how to strengthen and update it. The review process incorporated focus groups and surveys of students, alumni and employers; analysis of satisfaction surveys and student profile trends; benchmarking other schools; and reviewing the literature on trends and best practices in MBA education. The resulting revision of the program is built on a model of the competencies employers expect of MBA graduates. Program changes were approved by the university in Winter 2003, and implemented this fall.

What's new?

Two new courses were added (MGMT600 – Management Skills, and IS605 – Managing Information Technology) to provide skills that were rated highly by employers but not emphasized in the old curriculum. Two courses were dropped (a math requirement and a software applications course), replaced by a list of pre-enrollment competencies that students are expected to possess or develop before beginning MBA course work. Most other courses in the program were revised to better align with the competency model, to provide more emphasis on ethical reasoning and communication skills, and to provide an integrative general management perspective throughout the program.

New specializations and graduate certificates

New MBA specializations (9-15 credit hours beyond MBA core requirements) and graduate certificates (15 credit hours) were added in the following areas: E-Business, Entrepreneurship, Nonprofit Management, and Supply Chain Management. Continuing MBA specializations are Computer Information Systems, Finance, Human Resource Management, and International Business.

MBA program benefits

As part of the MBA review, we learned what students and alumni most value in EMU's MBA program. These benefits continue in the revised program:

- Convenient (locations in Ypsilanti and Livonia; evening and Saturday classes; increasing number of online and nontraditional format classes)
- Respected (prestigious AACSB accreditation; academically qualified faculty dedicated to teaching and applied research)
- Relevant (practical orientation with sound academic foundation; variety of functional and interdisciplinary elective courses)
- Student focus (diverse student body with broad range of international and industry backgrounds; oriented to adult students balancing education, work and personal lives; small classes allow personal attention from faculty and interaction among students; affordable tuition; waiver of foundation classes with appropriate undergraduate preparation; accept transfer credits from other AACSB schools)

What does it mean for MSHROD students and alumni?

MSHROD students who take new or revised MBA courses as electives will benefit from the updated curriculum. Alumni interested in further education may consider an EMU MBA or a graduate certificate in a speciality area. In your role as HR professionals, we hope you will encourage coworkers interested in an MBA program to consider EMU. More information is

available at: <http://www.emich.edu/public/cob/gradprogs/> or by calling the Graduate Advising Office (734/ 487-4444). You can also contact the **MBA Faculty Coordinator Prof. Deborah Ettington at Deborah.Ettington@emich.edu**.

CHANGES TO SCHEDULING PATTERNS FOR GRADUATE MANAGEMENT COURSES

Due to the addition of some new Management courses that are part of the revised MBA and new specializations for the MBA, the Department needed to revisit the expected scheduling patterns for all the graduate Management courses. A complete list for all Management courses can be found on the Management Department website at www.mgt.emich.edu. Below is the new expected scheduling pattern for all MSHROD core and pre-approved elective courses:

MGMT 505 - Fall in Ypsilanti and online; Winter in Ypsilanti, Livonia and online;
Spring in Ypsilanti

MGMT509 – Fall in Ypsilanti; Winter in Livonia; Spring in Ypsilanti

MGMT602 – Fall in Ypsilanti; Winter in Livonia

MGMT610 – Fall in Livonia; Winter in Ypsilanti

MGMT628 – Winter in Livonia; Winter in Ypsilanti

MGMT688 – Fall in Ypsilanti; Winter in Ypsilanti

MGMT611 – Fall in Ypsilanti odd years; Fall in Livonia even years

MGMT615 – Winter in Ypsilanti odd yrs; Winter in Livonia even yrs; Spring in Livonia odd

MGMT618 – Winter in Ypsilanti even yrs; Winter in Livonia odd yrs; Spring in Livonia even

MGMT620 – Fall in Ypsilanti even yrs; Fall in Livonia odd yrs

MGMT625 – Winter in Ypsilanti odd yrs; Winter in Livonia even yrs

MGMT638 – Fall in Ypsilanti even yrs; Fall in Livonia odd yrs

MGMT648 – Fall in Ypsilanti odd yrs; Fall in Livonia even yrs

MGMT696 – Winter in Ypsilanti; Winter in Ypsilanti and Livonia; Spring in Ypsilanti

Changes in HRCI Examinations – Computer-Based Testing Starting in 2004

Starting in 2004, the HRCI Examination for the PHR (Professional in HR) and SPHR (Senior Professional in HR) will only be given as computer-based exams. Exams will be available at 250 Prometric test centers across the United States. The two annual testing windows will be May 1-June 30 and November 15-January 15. There will be an increased exam fee schedule but preliminary pass/fail status will be available upon completion of the exam. To take a virtual tour of a Prometric test center on the HRCI Web site: www.hrci.org. Remember, if you are currently an MSHROD or Graduate Certificate in HR or OD student or recent graduate, you can check out study materials in the Management Department office.

Looking for Recertification Credits? Noncredit 6-week courses in Employment Law Review and Financial Management for HR Professionals are tentatively scheduled for February, 2004, at the Livonia Center. For more information you can contact Pat Breilein in Continuing Education at EMU at 734-487-3240 or Patricia.Breilein@emich.edu.

Practicum Projects provide HR/OD Consulting Skills to the community

Indrawati Goenawan is doing her project in Southeastern Michigan Chapter of the Red Cross enabling the new volunteers to complete their basic orientation course off the service center site by creating an electronic orientation CD-Rom and improving the current “in class” new volunteer program.

Amy Merlo is working with Southeastern Michigan Chapter of the Red Cross. They are currently looking to improve their current recruiting and selection procedures. Her project will be a handbook for interviewing, recruiting and selecting volunteers.

Dean Tygart will be assisting his current employer, STATPROBE in developing a Point Factor Compensation System. He will be analyzing each of their current descriptions, identify the compensable factors in said descriptions and assign salary ranges to each job based on the assigned points. After the Point Factor Compensation has been developed he will ensure that the current employees’ pay rates fall within the designated range assigned by the Point Factor Compensation System.

Marcia Smith is designing an employee handbook for the Dexter Public Schools.

Nancy Polega is working with a retail store to create a self directed HR manual for store level managers. The manual will allow new HR managers to gain a better understanding of various HR topics as applied to company policy. The manual will also serve as a reference to experienced HR managers.

Jane Ritter is doing her project with FM Envelope Co. in Detroit. She is developing an Employee policy Handbook.

ELECTIVES FOR WINTER 2004

Looking for electives for Winter 2004? Check out the following pre-approved and others:

Pre-Approved Electives for MSHROD:

MGMT 618 Staffing, Tuesday evenings, Dr. Linda Isenhour

MGMT 625 Management in a Unionized Setting, alternating Saturdays in Livonia, Dr. Greg Huszczo

MGMT696 Strategic Management, Wednesday or Thursday evenings, Dr. Sanjib Chowdhury or alternating Saturdays in Livonia, Len Sholtis

Election options with approval of adviser: **

MGMT550 International Management, Tuesday evenings, Dr. David Victor

MGMT570 Starting a New Venture, online, Dr. Diana Wong

MGMT600 Management Skills, Wednesday evenings, Dr. Megan Endres or alternating Saturdays at Livonia with Dr. Chris Day

MGMT613 (formerly MGMT681) Leadership, Tuesday evenings, Dr. Stu Tubbs

** Need to send an email to Fraya at fwagnerm@emich.edu for approval of these electives.

Don't Miss this Opportunity!!!

EMU SHRM Student Chapter is bringing in a wonderful speaker

Carol Breen

**Understanding Compensation Surveys and the Role of the Market
in Determining Compensation**

On November 19, 2003

In College of Business @5:15pm in Room 317 (COB)

Carol has over seventeen years of consulting experience with particular expertise dealing with numerous compensation, performance management, career development and communication issues with varied industries. She has specialized expertise in the auto supplier, health care and insurance markets.

She has worked as a consultant for both Mercer and Towers Perrin, where she led the Rewards and Management practice. She is currently working with Sedona Partners, where she has the dual roles of President and consultant.

(Carol has an MBA from the University of Michigan and is designated as a Certified Compensation Professional by World at Work. She was chair of the Human Resources Committee for the Women's Economic Club).

**Please bring new, unwrapped children's books for the Gift of Reading
Collection box in the Management Department Office
Check out www.emushrm.org for SHRM meetings in 2004**