

Fall  
2005

# ***MSHROD Newsletter***

[www.mshrod.emich.edu](http://www.mshrod.emich.edu)

**E** College of Business  
Department of Management



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## **Welcome Back to the Fall Semester: Dr. Fraya Wagner-Marsh**

It has been a very busy year around here for most of us in the Management Department. We completed our major Program Review process for the Masters of Science in HR and OD, and our undergraduate majors in Management, General Business, and Entrepreneurship. We presented our university-wide roundtable presentations in June and received excellent ratings on all of our programs, including feedback that our Program Review materials were the best that had been done in the university. Thanks to Dr. Jean McEnery for her leadership on this project, her Graduate Assistant on the project, Erin Hoffman, and to the many faculty that contributed to an excellent team project.

We were also successful in hiring an excellent new faculty member to the Management Department team, Dr. Kunal Banerji. Dr. Banerji came to us from Florida Atlantic University and his discipline areas are entrepreneurship and strategy. You will learn more about Dr. Banerji later in the newsletter.

We were sad to lose one of our wonderful faculty members, Dr. Debbie Ettington. Dr. Ettington left EMU to take a position with Penn State University working with their doctoral students to improve instructional effectiveness. It is an exciting opportunity for Debbie, but we certainly miss her contributions to the department and the college. In replacing Debbie, we were authorized to conduct a faculty search for a strategy faculty member during the 2005-2006 academic year. Dr. Sanjib Chowdhury is chairing the search committee and we will start bringing in candidates later this month.

The Masters of Science in HR and OD in China (our off-site degree in partnership with Tianjin University of Commerce in Tianjin, China) program has also been moving forward very successfully. The first cohort of 22 students graduated, and the ceremony was conducted at Tianjin in July. At that time, an opening ceremony was held for the second cohort of students. There are 21 students currently in the new cohort and they began their first classes the first week of September.

By: Dr. Fraya Wagner-Marsh  
Management Department Head

## Looking for Professional Development Opportunities??

**Need to know more about Employee Benefits, Health Care Plans, Retirement Plans, & Compensation Concepts? Why not register for a CEBS non-credit course?**

CEBS (Certified Employee Benefit Specialist) classes are now being offered at Eastern Michigan University, Livonia Center, 38777 West Six Mile. The CEBS program provides certification choices for employee benefit and compensation professionals. You can earn specialty designations in group benefits (GBA), retirement (RPA) and compensation (CMS), or establish yourself as a total compensation professional by attaining the CEBS designation. For more information about the certification see [www.ifebp.org/cebs](http://www.ifebp.org/cebs). Upcoming classes for the winter and spring are *Course 4: Retirement Plans: Defined Benefit Approaches and Plan Administration* being offered November 28-29, 8:30 a.m. - 5:00 p.m.; *Course 2: Employee Benefits: Design, Administration & Other Welfare Benefits*, March 7-8, 2006; and *Comp1: Compensation Concepts & Principles*, April 24-25, 2006. These courses can be used for PHR/SPHR recertification credits. Cost is \$350 for one class, \$325 per class if registering for 2 or more classes. (Fee does not include the cost of books and materials that must be purchased through IFEBP before class starts. For more information, contact: Pat Breilein, EMU CE, 734-487-9158, [pbreilein@emich.edu](mailto:pbreilein@emich.edu).

### Strategic HR Management Non-Credit Courses

Plans are now being made to offer professional development classes at the EMU Livonia Center in March and April, especially for HR professionals looking for recertification credits: Financial Management for HR Professionals, HR Metrics, and Essentials of HR Management are planned to be offered. For more information about these or other non-credit HR classes, contact Pat Breilein, EMU CE, 734-487-9158, [pbreilein@emich.edu](mailto:pbreilein@emich.edu).

### SHRM Learning System Professional HR Management Course

Enhance your career potential and professional status by completing the professional development program utilizing the SHRM Learning System. Designed for HR practitioners, this course is officially sanctioned by SHRM as study material for the PHR and SPHR examinations. The 11 week class will be offered at the following sites: Monday nights starting February 6 in Ypsilanti, Tuesday nights starting February 7 in Southfield, Wednesday nights starting February 8 in Troy, Thursday nights starting February 9 in Livonia, 6 alternating Saturdays in Livonia starting February 11, and an online course starting February 6. The registration fee is \$895 for national SHRM members, \$935 for non-SHRM members; and includes the SHRM Learning System and CD Rom. The online fee is \$995. For more information, contact: Pat Breilein, EMU CE, 734-487-9158, [pbreilein@emich.edu](mailto:pbreilein@emich.edu).

## Winter 2005 Course Offerings

### *Core Classes*

- MGMT 505(Organization Theory & Behavior)-** Ypsilanti, Thurs. (Milner); Livonia, (Hill); Online, (Bush-Bacelis)
- MGMT 509(Human Resource Management)-** Livonia (Frye)
- MGMT 602(Theory & Techniques of OD)-** Livonia (Huszczo)
- MGMT 610(Diagnostic & Quantitative Methods)-** Ypsilanti, Wed. (Schulz)
- MGMT 628(HR Development-Training)-** Ypsilanti, Thurs. (Blanchard)
- MGMT 688(Practicum in HR Management/ Organizational Development)** Ypsilanti, Mon. (Vielhaber)

### *Electives*

- LAW 540(Employment Law)** Online (Defebaugh)
- MGMT 611(HR and Technology)** Online (Isenhour)
- MGMT 615(Organizational Design & Strategy)** Livonia (Newell)
- MGMT 618(Staffing)** Ypsilanti, Tues. (Camp)
- MGMT 625(Management in Unionized Settings)** Livonia (Haddad)
- MGMT 696(Management Strategy & Policy)** Ypsilanti, Wed. (Banerji); Livonia (Wong)

## Spring 2006 Course Offerings

### *Core*

**MGMT 505(Organization Theory & Behavior)** Ypsilanti, T TR (Hill)

**MGMT 509(Human Resource Management)** Online (Camp)

### *Electives*

**LAW 540(Employment Law)** Online (Defebaugh)

**MGMT 618(Staffing)** Livonia (Camp)

**MGMT 681(Benefits)** Ypsilanti, M W (Schulz)

**MGMT 696(Management Strategy & Policy)** Ypsilanti, M W (S. Chowdhury)

### **Please Welcome Our Newest Faculty Member to the Management Team !!!**

Please join me in welcoming Dr. Kunal Banerji as the newest member of the Management Department. Dr. Banerji obtained his bachelor degree in Accounting/Finance from the University of Calcutta, and received his PhD in Strategic Management from the University of Kentucky. Prior to making his decision to teach at EMU, Dr. Banerji taught at West Virginia University, Fairleigh Dickinson University, and most recently at Florida Atlantic University.

Dr. Banerji currently lives in Ypsilanti and is in the process of moving his wife from Florida where she works as a Clinical Dietician. In his spare time, he enjoys attending car shows and traveling. His favorite vacation spot is Amsterdam. Dr. Banerji's research consists mainly of Supply Chain Management within the automotive industry. He has been published in a number of different articles, including the *Journal of International Management*, the *Journal of International Business Studies*, and the *Journal of Total Quality Management*.

This fall, Dr. Banerji is teaching the capstone classes in both the undergraduate and graduate programs, which are MGMT 490 and MGMT 696 (Management Strategy & Policy).

## *Student News*

### **Congratulations to New 2005 MSHROD Graduates!!**

Douglas Bunce- (MSHROD)

Molly Coats- (MSHROD)

David Griffore- (MSHROD)

Erica Healander- (MSHROD)

Erin Hoffman- (MSHROD)

Jamie Huebler- (MSHROD)

Norma Ibarra-Palmer- (MSHROD)

Jill Kercher- (MSHROD)

Mary Martin- (MSHROD)

Talin Mishigian- (MSHROD)

Karen Pryor- (MSHROD)

Rebecca Rangel-Mullin- (MSHROD)

Amy Rhode- (MSHROD)

Bianca Roberts- (MSHROD)

Robert Salter- (MSHROD)

Didem Sarioglu- (MSHROD)

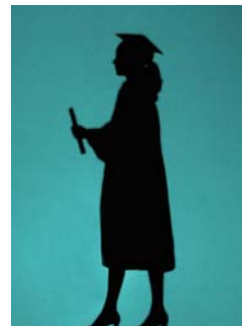
Amy Schultz- (MSHROD)

Bhavya Tummala- (MSHROD)

Erin Willsie- (MSHROD)

David Yakonich- (MSHROD)

Frank Zenner Jr.- (MSHROD)



## Congratulations to New 2005 Chinese Cohort MSHROD Graduates!!

Jingjing Chang- (MSHROD)	Li Liu- (MSHROD)
Xiang Gao- (MSHROD)	Zhen Luo- (MSHROD)
Yong Xia Guo- (MSHROD)	Na Ni- (MSHROD)
Cheng Xia Hu- (MSHROD)	Yuejiang Qiao- (MSHROD)
Qing Ji- (MSHROD)	Yan Qu- (MSHROD)
Hui Jin- (MSHROD)	Yan Bing Shi- (MSHROD)
Bo Chun Li- (MSHROD)	Meng Hua Song- (MSHROD)
Yu Chen Li- (MSHROD)	Jie Tian- (MSHROD)
Chun Lu Liang- (MSHROD)	Liu Yin Wang- (MSHROD)
Hong Sheng Liang- (MSHROD)	He Zhang- (MSHROD)
Jun Hua Liang- (MSHROD)	Jing Zhang- (MSHROD)

## Congratulations on Completing the Grad Certificate Program!!

Sharon Ceci- (Certificate in HR)	Sherry Pace- (Certificate in HR)
Sarah Steinmetz- (Certificate in HR)	Gloria Love- (Certificate in HR)
Elisa Trevino- (Certificate in OD)	Kaoru Moyer- (Certificate in HR)

## New MSHROD and Graduate Certificate Students

<b>Nikki Andrews</b>	Obtained a bachelor of arts degree from Wilberforce University
<b>Gretchen Bensch</b>	Received her bachelor degree in Psychology from EMU and worked for Design Research Engineering. She currently works as a Graduate Assistant in the management department.
<b>Beth Bozicevich</b>	Received her undergraduate degree in Health Administration form Eastern Michigan University and works at EMU as a Concessions Supervisor and at the University of Michigan as a temporary office assistant.
<b>Anglesia Brown</b>	Received her bachelors degree from EMU in Individual Studies and currently works in the office of diversity at Eastern as a Senior Secretary.
<b>Guy Conti</b>	Has a bachelor degree from Pace University in computer science and also holds a law degree from Ave Maria School of Law in Ann Arbor. Guy currently works at the University of Michigan as a sports official.
<b>Joseph Dipzinski</b>	Obtained his undergraduate degree from the University of Michigan and currently works at the U of M hospital as a supervisor.
<b>Vivian Eyster</b>	Graduated from University of Michigan-Dearborn.
<b>Lisa Herring</b>	Received a bachelor degree from Concordia University.
<b>Kesha Hobley</b>	Obtained her degree from EMU in Computer Information Systems.
<b>Kristie Hodges</b>	Received her bachelor's degree from EMU in business administration and is employed by Comerica Bank as an assistant manager.
<b>Jeanette Hoefer</b>	Jeanette received her undergraduate degree from EMU and now works for Via Information Tools as a Staff Coordinator/H.R. Assistant
<b>Kathryn Huyghe</b>	Graduated from University of Michigan-Dearborn with a Bachelor of Science degree in Education. Kathryn currently works for Parisian.
<b>Jill Kercher</b>	Obtained a bachelors degree in Business Administration from Northwood University
<b>Barb Koenig</b>	Barb received a Bachelor of Science in Chemistry from Centre College. She is now self-employed as a Training Consultant.
<b>Elizabeth Laginess</b>	Received her bachelors degree from EMU

<b>Amanda Lefeld</b>	Received her bachelor's degree from EMU in Health Administration. She works at both Snow Health Center and in Dining Services as a student employee.
<b>Patricia MacDermott</b>	Graduated from the University of Michigan and works as an academic specialist.
<b>Zachary Menges</b>	Received his bachelor degree from Michigan State University.
<b>Wendy Nastovski</b>	Received her bachelor degree in Business Administration at EMU. Wendy is employed by Flint Ink as a Human Resource Representative.
<b>Delmeer Oliver</b>	Graduated with a bachelor degree from EMU in Business Administration. She is employed by the University of Michigan.
<b>Barbara Pott</b>	Obtained her Bachelor of Science from the University of Michigan-Ann Arbor.
<b>Jeff Riedy</b>	Received his bachelor degree in Business Administration from Baldwin-Wallace College and worked at AAA Travel Agency as a manager before obtaining a position as a Graduate Assistant in the management department at EMU.
<b>Marla Slocum</b>	Graduated from Concordia with a bachelor degree in Healthcare Administration. She is employed by Community Orthopedic Surgery and works in the field of Operations Management.
<b>Jason Sonnenschein</b>	Obtained a bachelor degree from the University of Michigan and is employed by U of M as a Computer Administrator and Team Building Facilitator.
<b>Susan Stokes</b>	Received her undergraduate degree from EMU.
<b>Maria Stranges</b>	Received a bachelor degree in HR Management from Madonna University. Currently works as an Office Administrator for Boss Systems.
<b>Jamie Tomlinson</b>	Received an undergraduate degree from EMU in Management and works for Altarum Institute as a Human Resource Generalist.
<b>Tiffany Wilson</b>	Graduated from EMU with a bachelor degree in Business Administration. She works for Insulspan Incorporated as a Benefits Administrator.
<b>Bria Woods</b>	Obtained her degree from EMU.

## **News From MSHROD Students and Alums!**

**Adrian Ong** accepted a HR Internship position with Detroit Diesel.

**Karen Gale** accepted a position as a College Recruiter for Quicken Loans/Rock Financial.

**Wendy Jones** accepted a position as a HR Consultant with EMU's HR Department.

**Bill Hendry** has been appointed Assistant Director of Legislative Affairs for the Michigan Society for Human Resource Management (MISHRM) and recently attended the Employment Law and Legislative Affairs Conference in Washington D.C. He will also be presenting at the MISHRM Conference in September in Bay City, MI. on Performance Management.

**Kenneth Szmigiel** has been named volunteer of the year for the Detroit Institute of Arts 2004/2005 year.

**Dan Merten** took a position with Comerica Bank in their HR Department in November 2004 as a Senior Employment Relations Specialist. Dan and his wife are expecting a baby shortly.

**Molly Shelton** got engaged October 8 to Sean Michaels (another EMU alum) and are planning a late summer 2006 wedding.

# **PHR/SPHR/GPHR Certification**

Did you Know?

The Human Resource Certification Institute Web Site at <http://www.hrci.org> contains many areas of interest for potential Certification test takers including Students?

Many students like to take the PHR exam prior to graduation. Some of requirements are as follows:

## **STUDENT/RECENT GRADUATE ELIGIBILITY REQUIREMENTS**

- Students and recent graduates can take the PHR exam at an initial registration rate of U.S. \$120. Passing students and recent graduates must pay the balance of the PHR exam fee once they have graduated and documented two years of exempt-level (professional) HR work experience. They have five years from the date of passing the exam to obtain the two years of exempt-level (professional) HR work experience. Student/recent graduate candidates are not eligible to take the SPHR certification exam.
- Student/recent graduate candidates must take the exam no earlier than 12 months before their graduation date and no later than 12 months after graduation from a bachelor's or graduate degree program.
- Students/recent graduates who meet the two-year exempt-level (professional) HR work experience requirement must apply as an HR professional and pay the full exam fee.

## **Completing the Student/Recent Graduate Verification Form**

To determine eligibility, students/recent graduates must submit a completed *Student/Recent Graduate Verification* form in lieu of completing the work experience section of the application.

**Students** should complete the top portion of the *Student/Recent Graduate Verification* form and have it signed by a college or university official.

**Recent graduates** should sign the *Student/Recent Graduate Verification* form and attach a copy of their diploma or a transcript showing that the degree was granted.

Candidates who have changed their names since graduation should indicate their former name on the *Student/Recent Graduate Verification* form and follow the instructions in the "Name Change" section in this handbook.

Students who obtain a degree from a college or university outside of the United States or Canada must provide an equivalency certificate in order to take the exam as a student/recent graduate. For a list of organizations that offer this service, please go to [www.hrci.org](http://www.hrci.org).

**Completed *Student/Recent Graduate Verification* forms should be mailed with the completed scannable application or a copy of the summary page from the online application to PES.** To avoid a resubmission fee (see "Resubmission Fees" in this handbook), students/recent graduates who apply online must mail or fax a completed form and any other required supporting documentation to PES within five business days from the date they submit the online application to PES.

### **Submitting Proof of Work Experience**

Students/recent graduates have five years from passing the exam to obtain two years of exempt-level (professional) HR work experience. The PHR certification is awarded after students/recent graduate candidates:

- Obtain and document two years of exempt-level (professional) HR work experience;
- Provide proof of graduation (an official transcript or a copy of the diploma); and
- Pay the balance of the exam fee.

Passing students will receive more information about how to submit this information when they receive their score report.

For more information about completing the application form as a student/recent graduate, please see "Completing the Application" in Appendix B.

### **Student Use of the PHR Designation**

Passing students/recent graduates cannot use the PHR designation until they obtain the required work experience, provide proof of graduation and pay the balance of the exam fee.

Students and recent graduates can let prospective employers know they passed the exam and will become certified once they obtain the work experience.

### ***Why Certify?***

It may occur to you that you need to examine some reasons why Certification may be right for you before you take the steps to undertake this important step in your career. Here are some responses of previous test takers:

- It gives me recognition in the profession.
- It gave me an edge in advancing my career.
- I see more and more HR job advertisements requiring certification.
- It was a personal goal for me. I was the first in my company to take and pass the exam!
- I felt that I was in good company.
- It reinforced what I already knew and helped me learn the value of keeping current on what is new in the profession.

### **2005 Testing Window**

**December 1, 2005 through January 31, 2005.**

**Registration Deadline Sept. 30, 2005.**

**For on-line registration go to [www.hrci.org](http://www.hrci.org).**

**\* For more information contact Fraya at [fwagnerm@emich.edu](mailto:fwagnerm@emich.edu)**

## **Winter 2006**

### **MGMT 688 Practicum Orientation**

**Wednesday, October 26**

**5:15 to 6:15 p.m. in Room 315**

**Graduate students planning to take MGMT 688 Practicum in Winter 2006 should attend this Orientation. Course requirements including guidelines for selecting clients for individual consulting projects will be discussed. Students are encouraged to begin identifying projects before January.**

**If you are unable to attend, please contact Professor Vielhaber by e-mail at [mary.vielhaber@emich.edu](mailto:mary.vielhaber@emich.edu) or by phone at 734-665-9319.**

## **Focus on a Student: Adrian Ong**

**By: Jeff Riedy**

Adrian Ong was born in Kuala Lumpur, Malaysia and graduated from high school there in 1996. Upon graduation, he enrolled at Purdue University, where he attended school from 1998-2001 and majored in Computer Science. In the process, he realized Computer Science was not what he wanted to pursue as a career. In May of 2001, he decided to move back to Malaysia and attend community college. He was then visited by a recruit from Eastern Michigan University, named Amelia Chan. Subsequently, in January of 2003, Adrian enrolled in the College of Business and obtained an undergraduate management degree in April of 2004. The following semester he was admitted to the MSHROD program and was given a job working as a Graduate Assistant in the Management Department, where he is now beginning his third semester of work.

In May of this year, Detroit Diesel offered Adrian an internship working in their compensation department. His focus was to perform market surveys, aid in rolling out the merit pay formula, and performed job analysis' to determine whether or not a job could be classified as exempt or non-exempt. His internship continues this fall into December, but his focus will change. He will examine diversity within the hiring process, looking at things such as affirmative action, and Equal Employment Opportunity laws. Currently, he is required to make sure the pool of candidates interviewed for each position is diversely proportionate.

In addition to his internship, Adrian is also the President of the student chapter of SHRM and APICS( American Production and Inventory Control Systems). Most recently, he chaired the latest edition of the HR Games held here at Eastern Michigan University. Meetings for the EMU student chapter are held bi-monthly on Mondays at 5:15 in the College of Business.

Adrian chose three courses that stood out to him while working his way through the masters program. They were: MGMT 611 (HR Technology) with Dr. Linda Isenhour, MGMT 602 (Organizational Development) with Dr. Diana Wong, and MGMT 628 (Training) with Dr. Toni Knechtges. Adrian felt MGMT 611 helped him learn how to incorporate technology into everyday HR practices and helped make HR more efficient. He felt MGMT 602 has been his most challenging course up to this point. He explained how the course involved a lot of reading and stretched a student's limits as to what he/she thought they could accomplish. He explained how this was his most beneficial course in his learning process thus far. Finally, in MGMT 628, he learned how vital the training process is to an organization's effectiveness.

In closing, Adrian highly recommends obtaining an internship if possible. He feels it is invaluable experience and boosts a student's credibility when applying for full time work. He also believes in networking with professionals, becoming involved with SHRM, and exploring the mentor program that some companies in the area provide.

The Department of Management is updating the MSHROD student database. We would like all of our alumni and the current students to forward your addresses and numbers if they have changed to [carole.morello@emich.edu](mailto:carole.morello@emich.edu) or [fwagnerm@emich.edu](mailto:fwagnerm@emich.edu).

## **Dr. Fraya Wagner-Marsh Recognized as Top SHRM Chapter Advisor!!!**

Dr. Fraya Wagner-Marsh, Head of the Management Department at Eastern Michigan University was awarded the student chapter Advisor of the Year Award on June 18<sup>th</sup> at the Annual Student Conference in San Diego, CA. The award was given in recognition of her leadership over the past ten years. The students and human resource professionals who nominated Wagner-Marsh for her award stated her as "an invaluable member of our team" and someone who can "push the students beyond what they believe they can do."

Wagner-Marsh has been the advisor of Eastern Michigan University's student chapter for ten years and in that time, the chapter won the Superior Merit Award from SHRM four times, and with each time also being recognized as one of the top ten student chapters in the country. Molly Shelton, Manager of Human Resources at CFI Group USA, LLC stated, "I'm inspired by the

dedication Fraya shows to her student chapter, giving so much of her personal time and mental energy.” This statement is a microcosm of what the community feels she brings to it. Dr. Wagner-Marsh has been such an integral part of the Management Department at Eastern Michigan University and the business community alike for so many years. It is fitting that she was acknowledged on a grand stage and received the award over the other 430 student chapter advisors that were eligible to receive it.

## Faculty Focus:

**Nick Blanchard** returned to the Management Department after serving as Interim Dean and Associate Dean over the last five years. He continues to work with the Professional Education center at the College of Business. Dr. Blanchard published a new training book that is focused on HRD practices in Canada titled “Effective Training”. It is part of the Prentice Hall HRM series in Canada.

**Dr. Sanjib Chowdhury** was recognized with the outstanding faculty research award for 2004-2005 by the Eastern Michigan College of Business.

**Megan Enders** presented her paper “The Multifaced Nature of Online MBA Student Satisfaction and Impacts on Behavioral Intentions” co-authored with Sanjib Chowdhury and Crissie Frye at the Academy of Management Conference in Honolulu, Hawaii this August. Dr. Enders had her paper “Effort in Complex Task Performance and the Difficulty of Extending Current Research to the Field” accepted for publication in the SCSM Journal of Indian Management.

**Crissie Frye** had her paper “Team Emotional Intelligence and Team Interpersonal Process Effectiveness” accepted for publication in the Mid-American Journal of Business. Dr. Frye had her paper “Emotional Intelligence and Cultural Intelligence: Essential Abilities in Culturally Diverse Environments” accepted for presentation at the Biennial International Conference on Cultural Diversity conference. Dr. Frye was recognized with the outstanding faculty service award for 2004-2005 by the Eastern Michigan College of Business.

**Jean McEnery** presented her paper “E-hr and Shared Services as Strategic Tools: Is Human Resources missing another opportunity?” at the National Business and Economics Society Conference in Key West, Florida. She also went to China to teach Strategic Human Resource Management in the MSHROD program at Tianjin University.

**Stu Tubbs** presented a paper with Eric Schulz entitled, “Leadership Competencies: Can they be Learned?” at the International Business and Research Conference in Honolulu in June. This paper was selected as the cover story for the conference proceedings. Dr. Tubbs also published Human Communication: Principles and Contexts (10<sup>th</sup> ed.). The publisher is McGraw-Hill.

**Fraya Wagner-Marsh** – Dr. Wagner-Marsh attended the National SHRM Conference in San Diego where she received the national SHRM advisor of the year award (see article). She also attended the state SHRM conference in Bay City in September and will be attending the national SHRM Diversity Conference in Las Vegas in October. Fraya will be participating in a Symposium at the Southern Management Association meetings in Charleston, South Carolina, in November. The Symposium is entitled “Teaching in Collective Cultures: Lessons from the Field.” Fraya also served on a panel as a consultant and subject matter expert for national SHRM for “Global Essentials of HR in China.” This is a new SHRM training program intended for HR Professionals in China.

**John Waltman** – Dr. Waltman presented his paper on “International Business Ethics and Melding U.S. and Mexican Perspectives” at the Institute of Technology at Monterey Conference in Monterey, Mexico this October.

**Diana Wong** had her book chapter, which was co-authored with Mary Vielhaber and Fraya Wagner-Marsh, “Managing Learning and Learning to Manage: Pedagogies for HR and OD Graduate education in China” published in the management book Business and Management Education in China. The book was recently published by World Scientific Publishing Company. Dr. Wong was also recently elected President of the Ann Arbor Chapter of the American Society for Training and Development.

## Practicum Sponsorship

If you and your organization are interested in sponsoring a practicum project, let us know. Students who will be taking Practicum in Winter 2006 are starting now to line up clients. Contact Mary Vielhaber by email at [mary.vielhaber@emich.edu](mailto:mary.vielhaber@emich.edu) or by phone at 734-487-2468 and we will try to match your project up with a graduate student.

### Practicum Projects Provide HR/OD Consulting Skills to the Community

**Barbara Koenig** will design a Level 3 (behavior change) evaluation for DaimlerChrysler International Service Parts training. The goal of the project is to evaluate the transfer of knowledge between the Train-the-trainer sessions at corporate with those sessions conducted for the front-line service technicians around the world.

**Danielle Latimer** has contracted with the U.S. Army TACOM to research the effectiveness of their Intern Program.

**Jacinda Lowery** has contracted with Academic Advising of Eastern Michigan University to research retention efforts of first year students placed on academic probation.

**Dante Maynor** will develop a workshop based on research concerning job search aptitudes for the College of Business of Eastern Michigan University. The workshop will help undergraduate students transition to the workplace and help prepare students for job searching.

**Linda Omoruyi** has contracted with Detroit Diesel to provide benchmark data on religion in the workplace to ensure best practices.

**Beth Patil** is working for Arco Service Corporation to determine the performance requirements for the position of Business Manager and developing a strategic interviewing approach to select candidates for this position.

**Karyn Rand** will be constructing a safety program for InterClean. She will put together a safety survey, compile information for a safety manual, train the trainer on how to use this information, and put together a presentation for the company.

**Jim Speer** has contracted with the Dean of Undergraduate Studies at Eastern Michigan University to study the retention efforts of undergraduate commuter students at the university.

**Cynthia Stump** will be creating a wellness program for International Transmission Company. This program will include researching benchmark data, launching the program at open benefits and creating a wellness toolkit manual for employees.

**Bob Wagner** is creating a policy and procedure manual for Healthy Lifestyles, which is a health and wellness consulting firm.

## **Internship Pool Announcement**

If you are a current MSHROD student and would like to have your name placed on a list of students interested in being referred by MSHROD program faculty for potential internships, please inform Jeff Riedy (jriedy@emich.edu) of your interest. Jeff will add your name to the referral distribution list of students within the MSHROD program.

### **Interview With MSHROD Alumni: Sue Gerten By: Eric Schulz**

Sue Gerten graduated from the MSHROD program in April, 2003. Prior to entering the MSHROD program, Sue received her B.A. in business from Eastern Michigan University. In the interim between receiving her bachelor's degree and her entrance into the MSHROD program, Sue worked for the Detroit Tigers as an Event Staff Operations Manager.

Sue currently works as an internal recruiter for Resource Technology located in Troy Michigan. In her current role as an internal recruiter, Sue helps to identify and screen specialists capable of performing in a variety of sales and accounts receivable positions. Sue fills these vacancies in the Troy office of Resource Technology as well as the organization's offices in Florida and Texas.

Sue found the most valuable aspect of the MSHROD program to be the real world staffing techniques she learned with particular regard to interviewing practices. Professors whom Sue found particularly helpful in conveying principles of organization development and human resources included Jean McEnery and Mary Vielhaber.

Sue's future career goals are to continue progressing and learning as much as possible in the role of a recruiting specialist. She aspires to open her own recruiting organization one day as its chief. Sue advises current MSHROD students to be open to any new learning experience and learn as much in the program as you possibly can. She remarked that from personal experience she knows that as a student even when a topic in class appears to be very theoretical or obscure there is an excellent chance you will need to know that information in your career. She also advises current students to get to know their professors and fellow graduate students in the program because they will lead to excellent networking connections and lasting friendships.

## Teaching in Tianjin By Eric Schulz

This past May I had the pleasure of teaching compensation administration at Tianjin University of Commerce to a group of Chinese graduate students earning their MSHROD degree. The ten day experience was one of the more memorable and enjoyable experiences of my life. I had traveled to Tianjin with my Management Department colleagues, Fraya Wagner-Marsh and Jean Bush-Bacellis. The purpose of our trip was to conclude the teaching experience of our first cohort of MSHROD students in Tianjin before their graduation. Drs. Wagner-Marsh and Bush-Bacellis led the students through practicum, while I simultaneously taught compensation to the students.

Like their counterparts that take courses in Michigan, I found the students in Tianjin to be personable, hard-working, and practical-minded. The earnestness of the Tianjin students to their course-work was everything that I had been led to expect and more. By necessity of the schedule on two occasions, the compensation class lasted eight hours in one day. Strikingly by the end of these eight hour days, the MSHROD students appeared as fresh and alert as they had at the beginning of the day. I, in contrast, was in dire need of caffeine and oxygen by the end of the day. While this alone was impressive, what I found astonishing was that one day after concluding one of these marathon teaching days I happened to walk by my classroom several hours after the class had concluded and found to my amazement that nearly every student had remained to continue working on their group compensation project. The dedication to their studies of these MSHROD students was of an epoch nature.

Two notable points about the Tianjin students also emerged during my stay in China. The first was how far the students English had progressed since October of 2003 when I had first met them during our initial orientation meeting. This progression was partly a credit to the instructional skills of our faculty, but primarily to the hard work of the students to improve their English. The second distinctive point about the Tianjin students was how similar their hopes, interests and concerns mirrored the MSHROD students in Michigan. The Tianjin students were very interested in applying the theory from class to practical management matters, they had formed close friends within the program which would undoubtedly last a lifetime, and they were acutely concerned with advancing their career prospects. I found it comforting to see the similarity between students across the globe. The entire teaching experience was immensely rewarding to me. I found myself in the great company of my two management colleagues and with very charming and engaging students during the stretch of ten exhilarating and exhausting days. I am looking most forward to returning next September to Tianjin to meet the second cohort of students.

## **2005 SHRM Annual Conference – San Diego!** **Five Favorite Picks!**

By: Adrian Ong

In the month of June, I had the opportunity to attend this year's SHRM Annual Conference in San Diego, California. This was my first time going to San Diego and it was in conjunction with my birthday. The entire conference was so huge and well planned that it surpassed all of my expectations. If you have the opportunity to attend any of the Annual Conferences, I suggest that you do so because it is really worth it!

5. ***The Exposition:*** There were more than a thousand exhibitors at the conference this year. Not only was I able to collect a ton of collectibles like pens, key chains and some custom creations, I was exposed to the vast types of companies that offer all sorts of HR services. I would have never known that there were so many companies out there giving out support to HR. One company stood out in my view because they sponsored a Hootie and the Blowfish concert at the San Diego zoo. There were hundreds of people who attended this and we were served dinner prior to the concert.

4. ***The City itself:*** This was my first time visiting San Diego and I know now why it is called the ‘Sunshine City’. San Diego is also known for the Irish town, the bay and its zoo. San Diego is so close to the border that you can take a 30-minute trip south to get to Mexico. This city almost does not sleep and there is always something to do all day round.

3. ***General Session with Malcolm Gladwell:*** Malcolm Gladwell is the author of the best-selling book, *The Tipping Point*. He reminded us to be aware of biases in the community and not to pass judgment about a person’s character and ability without understanding them first. He said that if we want someone to make an intelligent, thoughtful and careful judgment about another human being, we have to give him or her some help. Our hands are not tied up that we cannot do anything about it. There is a big difference between an organization wanting to be world class and an organization that IS world class.

2. ***The All-Day Student Chapter Conference:*** This event also included meeting with other student, interactive sessions, a keynote speaker and the award presentation. I managed to meet with other student chapter leaders and shared ideas on how to build membership drives and keep the chapter running smoothly. During the student Conference, our very own EMU SHRM chapter was presented with the Top Ten Student Chapter Merit Award. Congratulations to the EMU chapter for this impressive achievement!

1. ***Opening General Session with Bill Cosby:*** We all know who Bill Cosby is and I personally feel that he is a great role model. Bill Cosby started out his presentation by saying that God create humans and that was where he is STILL having trouble. That is why we have Human Resources. He made as though God was the CEO of a small business, and Adam and Eve are his workers. It was the greatest presentation and it was funny. That made it memorable.

## **Looking for a Worthwhile Tax Deduction? What About the MSHROD Development Fund?**

If you are looking for a very worthwhile tax deduction before the end of the year, please consider a donation to the MSHROD 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 MSHROD newsletter and the annual MSHROD 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 MSHROD 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 MSHROD Development Fund. Thanks!!

Editors: Dr. Fraya Wagner-Marsh, Dr. Eric Schulz, and Jeff Riedy