

Fall
2006

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College of Business
Department of Management



Inside This Issue:

Notes from Co-Director - 1

Announcements - 2

MSHROD Graduates – 3

MSHROD Student
Interview – 6

Faculty Focus – 7

Practicum Projects – 8

MSHROD in China – 9

SHRM Annual Conference
– 10

MSHROD Newsletter

www.mshrod.emich.edu

Welcome Back - by Dr. Eric Schulz, MSHROD Co-Director

We are now mid-way through the Fall 2006 university semester. The intensity of work we all experience makes it difficult to pause and reflect on the fact that next year the MSHROD program will celebrate its 25th year of existence.

The role of HR/OD professionals has notably changed from 1982 to the present. Initially, work for HR and OD professionals occurred almost strictly at the transactional level of processing and record keeping; this reinforced HR/OD professional's reputation as lower level contributors of the organization. In 2006, HR/OD professionals are increasingly asked to function as business partners to senior leadership. This strategic business level necessitates that the HR/OD professional comprehend business needs and operationalize the human resource strategies to provide what the organization requires. Skill sets necessary for the HR/OD professional include a passion for business and targeting effective people strategies to meet business needs. HR/OD professionals today need to develop HR management programs that demonstrate some real contribution to the organization's bottom line.

Our MSHROD program has successfully striven to adapt to the business world of 2006 from its beginnings back in 1982. The goals of the MSHROD program remain the same since the program's initiation. What is striking about the program goals that were written in 1982 is how they anticipated the skill sets HR/OD professionals require in 2006. The 5 goals of the program are as follows:

- Prepare professionals who understand and are able to plan; implement and manage change processes, whether in positions internal to an organization or as an external consultant.
- Prepare professionals who understand the need to match organizational needs with human resource needs
- Prepare professionals who understand and apply human resource and organizational development techniques in ways that lead to greater organizational effectiveness.
- Prepare professionals who recognize the interrelationships among the fields of human resource management and organizational development, and who because of this recognition, can use HR to improve the practice of OD, and OD to improve the practice of HR.
- Provide the community with access to the expertise of both faculty and students.

All of these goals stress internal or external organizational consulting skills, among those are active listening and asking the right questions to aid MSHROD graduates identification of primary problems that underlie organizational difficulties. So as we think back to the program's origin, it is with gratitude to those five founding faculty who were there from the beginning: Nick Blanchard, Richard Camp, Greg Huszczo, Jean McEnery, and Mary Vielhaber, for having the forethought for perceiving what skill sets our graduates of the MSHROD program need twenty five years later.

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. 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*, February 26-27, 2007; *Comp1: Compensation Concepts & Principles*, April 16-17, 2007; and *Course 1: Employee Benefits: Concepts and Health Care Benefits*, September 12-13, 2007. 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, non.credit@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: For more information about these or other non-credit HR classes, contact Pat Breilein, EMU CE, 734-487-9158, non.credit@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 5, 2007 in Ypsilanti, Tuesday nights starting February 6 in Southfield, Wednesday nights starting February 7 in Troy, Thursday nights starting February 8 in Livonia, 6 alternating Saturdays in Livonia starting February 10, and an online course starting February 5. 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, non.credit@emich.edu.

Winter 2007 Course Offerings

Core Classes

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

MSHROD Pre-approved Electives

MGMT 613 (Leadership in Bus. Org., Theory & Prac.) – Livonia (Tubbs)
MGMT 614 (Entrepreneurship: Growth Strategies.) – Livonia, Tues. (Banerji)
MGMT 615 (Organization Design & Strategy) – Ypsilanti, Wed. (Newell)
MGMT 618 (Staffing Organizations) – Livonia (Camp)
MGMT 625 (Management in Unionized Settings) – Ypsilanti, Wed. (Staff)
MGMT 696(Management Strategy & Policy) Ypsilanti, Mon. (Chowdhury); Livonia (Chowdhury)
LAW540 (Employment Law) online (Defebaugh)

Other Electives that need approval to be used for MSHROD or Grad Certificates in HR/OD:

MGMT 513 (Business Communication Seminar) – Ypsilanti, Thurs. (Day) One Credit Hour course
MGMT 550 (International Management: a Cultural Perspective) – Ypsilanti, Tues. (Victor)
MGMT 570 (New Venture Creation) – Online (Newell)
MGMT 592 (Managing Innovations) – Ypsilanti, Mon. (Bodner)
MGMT 600 (Management Skills) – Ypsilanti (Milner); Livonia/Online (McEnergy)
MGMT 604 (Strategy Comm. & Ethics) – Ypsilanti, Mon. (Tubbs); Online (Waltman)

Tentative Spring 2007 Course Offerings:

MGMT505 (Org Theory and Behavior) – online
MGMT509 (HR Management) – Ypsilanti, MW
MGMT615 (Org Design & Strategy) – Livonia
MGMT621 (Benefits) – Ypsilanti, TR
MGMT696 (Management Strategy & Policy) – Ypsilanti, TR
MGMT696 (Management Strategy & Policy) – Livonia

Student News

Congratulations to New 2006 MSHROD Graduates!!

Tiffany Alexander- (MSHROD)
 Andrea Anderson- (MSHROD)
 Marie Baldwin- (MSHROD)
 Timothy Cornelius- (MSHROD)
 Sarah Bauman- (MSHROD)
 Sandhya Bhupathi- (MSHROD)
 Sally-Ann Cooke- (MSHROD)
 Katheryn Dumbra- (MSHROD)
 Kristine Dunn- (MSHROD)
 Ryann Kilgore- (MSHROD)
 Barbara Koenig- (MSHROD)
 Jennifer Knowles- (MSHROD)
 Ryan Lintner- (MSHROD)

Jacinda Lowery- (MSHROD)
 Jamie Matheson- (MSHROD)
 Adrian Lay Ong- (MSHROD)
 Adam McCombs- (MSHROD)
 Amy Michael- (MSHROD)
 Sikavami Rajendran- (MSHROD)
 Kevin Robertson- (MSHROD)
 Lynn Rosenthal- (MSHROD)
 Hui Shen- (MSHROD)
 James Sperr- (MSHROD)
 Karen Szkutnik- (MSHROD)
 Beth Teal- (MSHROD)



Congratulations on Completing the Grad Certificate Program!!

Sara Frankish- (Certificate in HR)

Natalie Mason- (Certificate in HR)

New MSHROD and Graduate Certificate Students

Jessica Alger	Received her bachelor's degree from University of Michigan in Arts, works at TCF Bank in HR.
Eric Bacigal	Received his bachelor's degree from Wayne State University in Psychology. Works at St. John's Heath Systems.
Suzanne Baker	Received her bachelor's degree from Northwood University in Management. Works at Maslo Corporation as Real Estate Platform Manager.
Roy Beck	Graduated from EMU with a bachelor degree in Business Administration.
Mary Bopp	Received her Bachelor's degree from Olivet College in Education, works at University of Michigan.
Brandie Boucher	Received her degree from Michigan State University in ISD-Human Resources; works for Lear Corporation as HR Specialist.
Tameka Bow	Received her bachelor's degree from Davenport University
Sherry Brown	Received her Bachelor's degree from Eastern Michigan University, works at Ford Motor Co. as education training Coordinator.
Shirley Brown	Received her bachelor's degree from Concordia College.
Jennifer Carrier	Received her bachelor's degree from Madonna University in Arts
Maria Chalbaud	Received her bachelor's degree from Universidad Carabobo-Venezuela in Law; works at Prime Research.
Rebecca Clark de Castillo	Received her BA in International Relations and Pre-Medicine at the University of Notre Dame
Deedra Climer	Received her bachelor's degree from University of Memphis, Organizational Leadership; works at Hewitt Associates as Quality Manager.
Robin Clukey	Received her bachelor's degree from Webster University in Business; works for Mercy Memorial Hospital, as employee relations Coordinator.

Sacha Cowell	Received her BA in Psychology and Labor Studies in Canada.
Katarzyna Czajka	Received her bachelor's degree in International Relations from Academy of Int'l Studies and a Master in Political Science from State University of Lotz - Poland
Kami Ector	Received her bachelor's degree from Wayne State University in Science.
Kimberly Emery	Graduated from Cleary College with a bachelor degree in Science.
Sophia Enang	Received her bachelor's degree from EMU in Business Administration.
Chevetta Grantham	Received her bachelor's degree from Cleary University in Marketing; works for Quality Container as HR Manager.
Kela Green	Graduated from EMU with a bachelor degree in Science.
Matthew Gundick	Received his bachelor's degree from EMU in Business Administration.
Amber Gwynn-Powell	Received her bachelor's degree from Marygrove College in Sociology. Works at the Fountains of Franklin, as Director of Community Relations
Michelle Hartung	Received her bachelor's degree from EMU in Art History.
LaDawna Johnson	Received her bachelor's degree from EMU in Marketing; works at National City Bank as Sales Officer
Darrin Johnson	Graduated from University of Michigan – Flint with a bachelor degree in Arts, and a Master's degree in Arts from EMU.
Irfan Kausar	Received MBA from Grand Valley State University; works at Days Inn Downtown Grand Rapids
Biatrız Lopez	Received her bachelor degree from Spring Arbor University; works for Delta College as Career Advisor
Leslie Myszkier	Graduated from EMU with a bachelor degree in Sociology; works at Wilson White Company.
Susan Napiantek	Received her bachelor's degree from EMU and works at Cinnaworks as Bakery Manager
Stefanie Neuser	Obtained her bachelor's degree from CMU in Business Administration, works at Advics North America, as senior HR Specialist.
Gaye Ozdemir	Received her bachelor's degree from Başkent University-Turkey in Business Administration
Shelina Powells	Received her bachelor's degree from EMU in Business Administration; works for Option Care.
Kim Reeves-Matthews	Graduated from EMU with a bachelor degree in Science.
Jeremiah Richardson	Received his bachelor's degree from EMU in Criminal Justice; works for EMU's Housing and Police Departments.
Rina Sandhu	Received her bachelor's degree from MSU in Psychology. Works at Ryken Tube Manufacturing.
Robert Sexton	Graduated from EMU with a bachelor degree in Business Administration. Works for Ford Motor Co.
Robin Spivey	Received her bachelor's degree from University of Detroit Mercy in Business Science.
Emily Sutherland	Graduated from Bowling Green State University with a bachelor degree in Interpersonal Comm.
Alicia Thomas	Received her bachelor's degree from EMU in Business Administration; works for KPMG Llp.
Aimee Topacio	Graduate from Kalamazoo College with a bachelor degree in Arts.
Andrea Ursuy	Received her bachelor's degree from Northwood University in Business Administration
Kathy Waltz	Received her bachelor's degree from MSU in Animal Science/Agribusiness Management

News From MSHROD Students and Alums!

Sanhya Bhupathi gave birth to a baby son over the summer.

Bill Hendry presented at the MISHRM Conference on Performance Management

Erin Hoffman has accepted a position as an HR Generalist for McKinley Associates in Ann Arbor.

Adrian Ong traveled during the summer to Sao Paulo Brazil for workforce training in mandatory reporting training for Detroit Diesel.

Molly Shelton married Sean Michaels (another EMU alum) in the summer.

Kostas Voustas added another baby to his family over the summer.

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.

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.
- **For more information contact Fraya Wagner-Marsh at fwagnerm@emich.edu**

MGMT 688 Practicum Orientation

If you are planning on enrolling for the MGMT688 Practicum course for Winter 2007 please remember that you must have completed all your core courses and at least two MSHROD electives, completed your business foundations, and taken your GMAT or GRE.

Dr. Vielhaber held a Practicum Orientation on Wednesday, November 1st and will hold a second one at the EMU Livonia Center on Saturday, November 11 from 12:00-12:45 pm in room 427. Graduate students planning to take MGMT 688 Practicum in winter 2007 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 or by phone at 734-665-9319.

Focus on a Student: Lindsay Waskmundski

By: Moreno Taylor II

Lindsay graduated from EMU with a BBA in Business Management. She is currently enrolled at the MSHROD program. She works at American Axle and Manufacturing in Human Resources and she has also been a part of EMU SHRM for 3 years (2 years on the board).

How do you think you'll benefit from the MSHROD Program at EMU? Does it give you a "leg-up" on the competition?

The MSHROD program at EMU allows me to apply what I am learning directly to my current position in HR. This had made the program incredibly valuable to me. I believe I'll have an edge over my competition once I graduate because I will have completed a variety of classes dealing with current HR issues such as Organizational Development and Training. Many of the professors in the program work in the HR or OD field, which provides students with real-life examples to supplement what we are learning.

How do you think this program differs from conventional H.R. MGMT programs? (MBA & Grad Certificate)

Students do not get this type of specialized HR and OD knowledge from the MBA program. Those who have completed the MSHROD program are eligible to work in a wide variety of HR areas that include, but are not limited to, Compensation, Training, Benefits, Operations, and Recruiting

Faculty Focus:

Dr. Nick Blanchard's 3rd edition of his book, *Effective Training: Strategies, Systems and Practices*, was published last June by Pearson Prentice-Hall.

Dr. Megan Endres had her article "The Effectiveness of Assigned Goals in Complex Financial Decision Making and the Importance of Gender" published in the September, 2006 Issue of *Theory and Decision Journal*.

Dr. Greg Huszczo has begun to teach in an Executive master's degree program in Alternative Dispute Resolution at Southern Methodist University in Dallas, Texas. Dr. Huszczo continues to conduct research on what it means to make a difference and has completed his third study on this topic. He is now signing a contract with Consulting Psychologists Press to write a book on how the 16 personality types of the MBTI make a difference in work situations, in relationships and in their communities. Dr. Huszczo also spoke at the National Labor-Management Association annual conference this past summer in Chicago on the topic of "Tools for Turnarounds." Dr. Huszczo, Lee Sanborn from Ford Motor Company and Roland Loup from Dannemiller-Tyson and Associates are writing a book on ways to help managers with major change efforts.

Dr. Linda Isenhour's paper won the "Best Paper Award" at the Western Business Management Conference. The conference focuses on HR in the digital world. The paper on e-recruiting will also be published in the *Western Human Resource Management Journal*. Dr. Isenhour also had her paper titled "Lessons Learned from Assessment at Two Universities" co-authored with **Dr. Stephanie Newell** and **Dr. Fraya Wagner-Marsh** accepted for presentation at the Southern Management Association Conference in Florida this coming November.

Dr. Jean McEnery has been appointed Director of Assessment at the university level. The position is half time. She will also shortly be attending training to serve as a peer evaluator for the accrediting agency, the Northcentral Association. This will involve campus visits within a team to colleges and universities applying for accreditation.

Dr. Stephanie Newell and **Dr. Fraya Wagner-Marsh** had the paper, "Reconciling Changing Generations: The Role of the Faculty and Administrators" accepted at the Southern Management Association Conference in Florida this coming November. Dr. Newell also presented her paper, "Organizational Identity as a Strategic Response to a Changing Environment: Examples from Ford and Toyota" at the 7th International Conference on Organizational Discourse last July in Amsterdam. She also will be presenting "Self-Theory as a Frame of Reference in Strategic Decision-Making: A Proposed Model" at the 26th Annual International Strategic Management Society Meetings which will be held from October 29 through November 01 in Vienna, Austria. Dr. Newell's application has been accepted for the 2006-07 Senior Faculty Support Initiative (SFSI). She will be working with **Dr. Kunal Banerji** as his Senior Faculty Support person

Dr. Eric Schulz, Dr. Stu Tubbs and **Dr. Crissie Frye** had their article "Compensation, Leadership and Organizational Effectiveness," published in the peer reviewed journal *Insights to a Changing World Quarterly Journal* in their summer issue.

Dr. Stu Tubbs was the keynote speaker for the International Business and Research Conference in Honolulu in June.

Dr. Diana Wong was elected as the Chair of Graduate Council at the university level for a term of two years. Dr. Wong is also the interim Chair of the Academic Development sub-Committee of Grad Council to review proposals for new graduate programs at EMU. Dr. Wong is also currently, the Past President of the American

Society for Training and Development of Ann Arbor. Dr. Wong's article "Outsourcing versus Insourcing the Human Resource Supply Chain: A Comparison of Five Generic Models." was published this fall by Personnel Review. Dr. Wong is facilitating and coaching for the Professional Education Center and Inforum' Center for Leadership in leveraging emotional intelligence in women leaders. This is her second time in working with the program. Dr. Wong had the following three conference presentations over the summer and fall: "Shifting Demands for Intellectual Capital Through Different Ages of Innovation" at the Association of Chinese Management Educators Conference, Honolulu Hawaii, July 2006; "Contesting Boundaries: The Shifting Borders of Globalization" at the Critical Management Research Workshop, Atlanta GA. Aug. 2006; and "Framing Leadership and Globalization: Pedagogical Applications of Photography" at the Midwest Academy of Management Conference, Louisville, KY, Oct. 2006. Dr. Wong was the invited Speaker at the Ypsilanti Rotary Club, "Globalization and EMU: Education to Create Future Competitiveness", September 19, 2006.

Practicum Projects Provide HR/OD Consulting Skills to the Community

Sandy Barkman has contracted with an automotive supplier to evaluate a process that reaches across functions. The project evaluates communication and information flows, provides for feedback, and culminates with an implementation of a process improvement.

Janeane Cato is doing Interdepartmental Cross-training at M-Care where every department that comes in contact with Customer Service will receive an *extremely high level overview* of how each department works and how each job affects each other. Training task sheets will be created and followed through the training step and an evaluation of the overall training.

Bal Channe-Lall is researching, analyzing and co-writing a paper with Dr. McEnery and Dr. Newell from the College of Business at EMU. The purpose of the project is to statistically measure critical competencies and behavior of undergraduate business students during a Global Marketplace business simulation.

Jeremy Delozier's consulting project is with Michigan Glass Depot administering job analysis, constructing job descriptions, developing hiring policies and procedures for future growth.

Vivian Eyster is working with TRW to benchmark their internship program against other organizations, develop job descriptions for intern positions, and provide recommendations on how to evaluate and improve the current TRW internship program.

Roz Edmondson and **Carolyn Cespino** worked with Quicken Loans HR department along with Dr. Camp as behavior-based interview consultants. They were responsible for developing a competency model for the mortgage banker position, developing an interview guide of behavior-based questions, and training the recruiters to use the guides.

Noelle Hufnagel has contracted with an automotive organization to conduct a job analysis for non-exempt positions and create a training matrix that will guide training and certification initiatives within the company. She will also develop and document plans for future job evaluation proposals.

Stephanie Lambers is working with a nation-wide Land Development Consulting Company to create, conduct and evaluate Individual Career Development Plans (ICDP's) for all of their 420 employees. .

Patricia MacDermott will work with a local hospital on a project focusing on employee retention for nurses who have worked at the hospital for 1 to 3 years. She will conduct a literature review, identify issues, compare them with a sample retention program from another local hospital and then, make recommendations.

Wendy Nastovski is working with a local appliance business on exploring benefit plan options for its employees. The project involves research, analysis, and recommendations for a benefit plan structure that would meet the needs of a small business with less than 10 employees.

Trish Wendling is contracting with TRW Corporation to evaluate their current career website, compare it to other "best in class" career sites and provide recommendations with a focus on promoting their internship/co-op programs.

Interview With MSHROD Alumni: Adrian Ong

By: Eric Schulz

Adrian Ong graduated from the MSHROD program in April, 2006. Prior to entering the MSHROD program, Adrian received his B.A. from Eastern Michigan University. During his time in the MSHROD program, Adrian served as the student President of the SHRM chapter of EMU. Adrian found his tenure as president of the SHRM chapter particularly valuable for gaining practical experience about human resources and for networking with other human resource professionals.

Adrian currently serves as a workforce analyst for Detroit Diesel. In his capacity as an analyst, Adrian examines HR data involving age, salary and service requirements. He then creates monthly reports for purposes of workforce planning. Other duties that Adrian has performed as part of his duties at Detroit Diesel include conducting job analyses, examining job positions, and benchmarking salary surveys.

Adrian found the most valuable aspect of the MSHROD program to be the real world subject matter experience of the faculty and the practical nature of the content matter. He found the learning environment to be very friendly and conducive to learning. Adrian found Dr. Fraya Wagner-Marsh to be the most helpful staff member to him while he was in the program. Adrian's advice to students currently within the MSHROD program are to work toward all the expressed goals of the program, to get to know their professors and to completely engage oneself in the program.

Teaching in Tianjin

By Eric Schulz

This past September I had the good fortune to return to Tianjin China where I taught compensation administration at Tianjin University of Commerce to the second cohort of Chinese graduate students earning their MSHROD degree. I traveled to Tianjin with my Management Department colleague, Fraya Wagner-Marsh. The compensation administration class was organized to be taught in two sections. The first section, which was taught in September, concentrated on the mechanisms that go into creating a pay structure: job analyses, job descriptions, internal job evaluations, external benchmarking through salary surveys, and creating pay structures. The second part of the class, which will be taught in December, will be devoted to special topics in compensation and discussing the group projects upon which the students are working.

I thoroughly enjoyed teaching this cohort of students. Like the first cohort of Tianjin University Commerce students, these students were very hard-working, personable and sincerely interested in gaining knowledge about the field of human resources and organizational development. The second cohort of students from Tianjin lack the level of previous professional experience that the first cohort enjoyed, but in contrast the command of English of the second cohort of students surpassed that of the first cohort. This cohort of Tianjin students is keenly interested in applying the theory from the compensation and other human resource and organizational development classes to practical management matters. To a person, the primary hope of those enrolled in the MSHROD program in China is to further their career prospects and find employment at a multi-

national organization. Based on the success of the first cohort in securing enhanced employment this appears to be a very realistic goal.

The entire teaching time at Tianjin University of Commerce continues to be a great opportunity for myself and others involved in the MSHROD program. While always a thoroughly tiring event to teach there, the exposure to the students and culture continues to be an exceptionally rewarding experience. I am looking forward to returning with Dr. Wagner-Marsh and Dr. Jean Bush-Bacelis in December to complete the second part of the compensation class, while my two colleagues aid the students in completion of their practicum projects.

June 2006 SHRM Annual Conference – Washington D.C.

By: MoReno Taylor II

As the incoming President of SHRM at Eastern Michigan University I was honored to be invited to attend the National SHRM Student Conference in Washington, D.C. The Society for Human Resource Management is very welcoming to student members and they offer a variety of great benefits. The student membership for SHRM is very affordable to any college student at only \$35. When you join SHRM as a student member you are immediately exposed to a professional network that extends around the globe.

The National SHRM Student Conference is held the day before the National SHRM Conference. Students are exposed to a variety of professionals in the H.R. profession and afforded the opportunity to network with individuals from large, small, public and private organizations. During the student conference world-class speakers are brought in to speak with the students and chapter advisors as well as hold special seminars focused on the current and future issues in H.R. At the conference in Washington, D.C. we were treated as VIP's and the information provided will benefit us in our future endeavors into Human Resources and life.

I enjoyed the National SHRM Student Conference because it was a great opportunity to learn in a comfortable environment of my peers as well work on my own professional development. The speakers provided us with practical advice as well as information that would benefit us in our student and professional life. I would recommend to any SHRM members that you visit the National Student Conference at least once during your student years. The student discount for the National SHRM Conference is also substantial; the student price is about \$1000 less than the price the professionals have to pay. Once you are out of classes you no longer receive the student rate. Take advantage while you can; I promise you will not regret it.

2006 MISHRM State Conference – Grand Rapids!

Three-in-One: New Ideas, Networking, and Fun

By Xingzhi Chen & Oksana Keno

Last October, we had an opportunity to attend the Michigan SHRM State Conference in Grand Rapids. This was the first time for both of us to attend such a big conference. Prior to going, we thought the conference only meant long and boring meetings or lectures. On the contrary, it turned out to be time spent where we learned lots of new ideas in HR, met many HR professionals, and even had fun. This experience was far more rewarding than we could believe!

New Ideas - During these three days we became acquainted with new ideas. Among the fifteen sessions, we could easily find something of individual interest to us. One of the most memorable sessions was World-Class Recruitment tactics-2006! The speaker demonstrated the importance of developing professional networks and the effects it has in one's career as well as in personal life. He also equipped us with creative techniques which we could put to test the minute we were out of the session.

Networking - As we had such an abundance of networking opportunities it is really difficult for us to remember how many people we met and talked with during the conference. We could network with professionals who had similar interests, after the individual sessions. Other excellent possibilities were during the meals or during the cocktail party in a more casual environment. Also, the HR expo, which had about a hundred companies, was

another tremendous opportunity to walk around the booths and talk with the exhibitors. We could not think about other ways, which would give us more chances to network than this time.

Fun - The conference took place in the new DeVos Place Convention Center where the environment was so comfortable. During the cocktail reception, we were surprised to find that the organizer invited a band to provide entertainment. More than that, our bags were filled with small gifts given by the exhibitors. At the end of the conference, the lottery drawing was just so exciting.

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 and clicking on Foundation. Be sure to designate the MSHROD Development Fund. Thanks!!

MSHROD ALUMNI ASSOCIATION

If you are a MSHROD alumni and interesting in finding out more about the MSHROD Alumni Association, please contact Sue Gerten, President at sgerten@smartworkforce.com. The new officers for the MSHROD Alumni Association are Sue Gerten, President, Zachary Fairchild, Vice President, and Jennifer Johnson, Treasurer.

Positions are open for Secretary and Activities Director. If you are alum and interested, please contact Sue.