

Fall  
2007

# *MSHROD Newsletter*

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

**E** College of Business  
Department of Management



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From the Co-Director, Dr. Eric Schulz

Unquestionably one of the outstanding events occurring at Eastern Michigan University during the 2006-2007 academic year was Business Ethos Week held at Eastern's College of Business. Under the strong leadership of Dean David Mielke and with the active participation of students, Ethos Week created a forum in which business leaders spoke about the importance of ethics within the profession. The event was funded by the College's Merlanti Ethics program and corporate donors.

The entire College of Business symbolically demonstrated its commitment to ethics through the creation of an ethos statement, which appeared on a banner that was signed by key stakeholders of the college. Professor John Waltman of the Management Department played a key role in coordinating grassroots efforts among the college's administrators, staff, students and faculty in the creation of this ethos statement. The Department of Management is proud of Dr. Waltman's leadership in the development of the ethos statement.

The grassroots efforts mentioned earlier identified six core values of the entire College of Business community to appear in the College of Business's ethos statement. These core values are: integrity, honesty, trustworthiness, respect, learning, and the work ethic. Behavioral expectations were identified for each core value following business faculty and staff retreats. The prominence and importance of the ethos statement is evident by its presence in all course syllabi in the College of Business.

The ethos statement has aided in the assimilation of ethics and ethical behavior as part of the culture of the College of Business. Business Ethos Week 2007 was an enormous success thanks to the strong leadership of the College of Business's Dean Mielke and the grassroots efforts of students, administrators, staff and faculty. The second annual Business Ethos Week planned for March 10-14, 2008 promises to be an even greater success thanks to their efforts.

# Professional Development Courses

## SHRM Learning System HR Management Course starting February 2008 Prepare to take the PHR/SPHR Certification Exam

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 4<sup>th</sup> in Livonia, Tuesday nights starting February 5<sup>th</sup> in Southfield and in Lansing, Wednesday nights starting February 6<sup>th</sup> in Troy, Thursday nights starting February 7<sup>th</sup> in Ypsilanti, 6 alternating Saturdays in Livonia starting February 9<sup>th</sup>, and an online course starting February 4<sup>th</sup>. The registration fee is \$935 for national SHRM members, \$975 for non-SHRM members, and \$995 for the online course. The class fee includes the SHRM Learning System and CD ROM. For more information, see the website [www.ce.emich.edu/noncredit](http://www.ce.emich.edu/noncredit), call (734) 487-9158, or email [non.credit@emich.edu](mailto:non.credit@emich.edu).

## Need to know more about Employee Benefits, Health Care Plans, Retirement Plans, & Compensation Concepts? Register for a Certified Employee Benefits Specialist (CEBS) Course Winter and Spring 2008

CEBS classes are now being offered at Eastern Michigan University-Livonia, 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 *RPA 1: Retirement Plan Design*, January 22-23; *CMS 2: Compensation Concepts & Principles*, February 19-20; *GBA 1: Employee Benefits Administration*, March 18-19; *GBA 1: Employee Benefits, Concepts & Health Care Benefits*, April 21-22; *RPA 2: Retirement Plan Management*, May 20-21; and *CMS 1: HR & Compensation Management*, August 25-26. Cost is \$350 for one class, \$325 per class if registering for 2 or more classes. The fee does not include the cost of books and materials that must be purchased through IFEBP before class starts. For more information, see the website [www.ce.emich.edu/noncredit](http://www.ce.emich.edu/noncredit), call (734) 487-9158, or email [non.credit@emich.edu](mailto:non.credit@emich.edu).

## Earn PHR/SPHR Recertification Hours Prepare for the Global Professional in HR (GPHR) Certification March and April 2008

Eastern Michigan University Continuing Education plans to offer classes in Employment Law, HR Metrics, and Essentials of HR Management at EMU-Livonia in March and April for HR professionals looking for recertification credits. The certification exam preparation class for the GPHR will also be offered at EMU-Livonia. Dates and times will be available at the website [www.ce.emich.edu/noncredit](http://www.ce.emich.edu/noncredit) in January. To be added to a mailing list to receive information about these classes, call, (734) 487-9158, or email [non.credit@emich.edu](mailto:non.credit@emich.edu).

# **Winter 2008 Course Offerings**

## **Core Classes**

MGMT 505 (Organization Behavior and Communications) Ypsilanti, Wednesday (Bush-Bacelis); Livonia, Saturday; Online (Milner)  
MGMT 509 (Strategic Human Resource Management) Livonia (Frye)  
MGMT 602 (Theory and Techniques of Organizational Development) Livonia, Saturday (Wong)  
MGMT 610 (Diagnostic Techniques and Research Methods) Ypsilanti, Tuesday (Huszczko)  
MGMT 628 (Human Resource Development) Ypsilanti, Thursday (Blanchard)  
MGMT 688 (Practicum Human Resource Management/Organizational Development) Ypsilanti, Monday (Vielhaber)

## **MSHROD Pre-Approved Electives**

MGMT 611 (HR and Technology) Online (Isenhour)  
MGMT 613 (Leadership in Business Organizations: Theory and Practice) Ypsilanti, Wednesday (Tubbs)  
MGMT 615 (Organization Design and Strategy) Livonia, Saturday (Newell)  
MGMT 618 (Staffing Organizations) Ypsilanti, Tuesday (Camp)  
MGMT 621 (Benefits Administration) Ypsilanti, Monday (Schulz)  
MGMT 625 (Management in Unionized Settings) Livonia, Saturday (Knechtges)  
MGMT 696 (Strategic Management) Ypsilanti, Tuesday (Banerji); Livonia, Saturday (Chowdury)  
LAW 540 (Employment Law) Online (Defenbaugh)

# **Tentative Spring/Summer MSHROD Pre-Approved Course Offerings**

## **Spring 2008**

MGMT 505 (Organization Behavior and Communications) Ypsilanti, Tuesday/Thursday  
MGMT 618 (Staffing Organizations) Livonia  
MGMT 648 (Communication and Organizational Development) Ypsilanti, Monday/Wednesday  
MGMT 696 (Strategic Management) Ypsilanti, Monday/Wednesday; Livonia  
LAW 540 (Employment Law) Online

## **Summer 2008**

MGMT 613 (Leadership in Business Organizations: Theory and Practice) Ypsilanti, Monday/Wednesday  
MGMT 620 (Compensation Management) Livonia  
MGMT 681 (Special Topic) tentative date—July 2008 Traverse City

# Student News

## Congratulations to New 2007 MSHROD Graduates!

Gretchen Bensch  
Xingzhi Chen  
Andrew James  
Kristen MacVicar  
Khai Nguyen  
Asako Sunda

Pasquale Caruso  
Maher Jafar  
Amanda Lefeld  
Stefanie Neuser  
Maria Stranges

## Congratulations on Completing the Graduate Certificate Program in HR!

Veronica Beard  
Maria Chalbaud  
Barbara Pott

Shirley Brown  
Barbara Gentner  
Kim Reeves-Matthews

## And Welcome to the New MSHROD and HR and OD Graduate Certificate Students!

Mahdi Mouda Alqahtani	Bachelor of Public Administration from King Abdul Aziz University
Michelle N. Bagby	BA from Concordia University
Carolyn Martine Barden	MBA from Wayne State University
Glenn Lee Barner	Masters in Science in Fish and Wildlife Biology from Michigan State University
Catharina Bestehorn	BBA from Eastern Michigan University
Jack William Bidlack	BBA from Eastern Michigan University
Joanna Chance Bidlack	BFA from Eastern Michigan University
Heidi Kay Brewer	Bachelor of Business Administration from Siena Heights University
Robert Buehler	BA from University of Toledo
Dawn Renee Burger	BS from Central Michigan University
Brigitte Anna Burke	BA in Spanish and Communications from Michigan State University
George Campbell, Jr.	BBA from Eastern Michigan University
Fannie L Craft	Bachelor of Legal Administration from University of Detroit Mercy
Kristan Cherron Darty	BS from Western Michigan University
Wendy F Davis	Bachelor of Business Management-Human Resources from Franklin University
Crystal Lynn Dunt	BS from Eastern Michigan University
Maureen Dixon	BBA-Management from Eastern Michigan University
Angela Dudley	BA in Sociology from the University of Michigan
Bonnie Marie Emrick	BS from Eastern Michigan University
Corinne Jane Flynn	MS from Central Michigan University
Tracy Garland	BBA-Human Resources from Eastern Michigan University
Ana M. Grbic	International Bachelors degree from University of Toronto
Kerry Ann Griffith	Bachelor of Human Resource Management from Michigan State University
Monet Michell Harris	MBA from University of Phoenix
Steven George Hourdakis	BS from Eastern Michigan University
Aniseh Abdaiaziz Issa	BBA from Eastern Michigan University

Nicole Cheri Johnson	BA from Eastern Michigan University
Joshua Hokama Keil	BA from University of Michigan-Dearborn
Brian Klonowski	BS from Eastern Michigan University
Shannon Kribbs	BBA from Eastern Michigan University
Erica Adah Krolik	BA in Management and Sociology from Hope College
Susan Kay Kulp	BS in Communications from Grand Valley State University
Erika Lane	BBA from Eastern Michigan University
David Thomas Lehnert	BBA from Eastern Michigan University
Chin-Yi Lin	BA degree from Shin Hsin University
Sarah Elizabeth Lunn	BA from Michigan State University
Lisa Maria McIlquham	Bachelors degree in Communication from University of Michigan Dearborn
Michael Scott McKellar	BS from Eastern Michigan University
Gordon Tracy Miles III	BA in Psychology from Michigan State University
Sandra Renee Newby	BBA from Davenport University
Delmeer Oliver	BBA from Eastern Michigan University
Laura Anne Rajt	BA in Sociology from University of Michigan
Helen T Riley	BA from University of Michigan
Kristen Michelle Schmiedel	BS from Eastern Michigan University
Amanda Scroi	BBA from Eastern Michigan University
Sharisse Marguerite Sell	BBA from Florida Metropolitan University-Tampa
Susan Stokes	BS from Eastern Michigan University
Brian Stout	MA from Eastern Michigan University
Kimberly Tath	BBA from Eastern Michigan University
Rebecca Taylor	BA from University of Michigan
Alicia Thomas	BBA from Eastern Michigan University
Kim Marie Thomas	BS from Eastern Michigan University
Jeanette Renee Williams	BBA from Eastern Michigan University
Michael John Wright	Degree in Journalism from Michigan State University
Ghazala Zahid	BBA from Eastern Michigan University

If you have been left off of this list, please let us know so you can be included in the Winter MSHROD newsletter.

## **News from MSHROD Students and Alumni**

**Ana Grbic** started her full-time job as Corporate HR Advisor with Merillat Industries (Masco Company) in Adrian, MI, on October 8, 2007.

**Andrew James** is working as an Area Service Supervisor for DHL, Inc.

**Dante Maynor** works as a Corporate Recruiter for Borders Group.

**Erin Salhaney** is a Human Resource Manager at Shar Products Company in Ann Arbor.

**Hui Shen** is working as a recruiter at a local privately-owned company in Tennessee.

**Kostas Voutsas** has been doing great things and won several teaching awards at Dickinson State University including Outstanding Teacher of the Year Award for 2005 for the College of Education, Business, and Applied Science and DSU's 2007 Distinguished Teacher of the Year award. This prestigious honor means Kostas will be presenting at DSU's commencement.

We had outstanding representation from our graduates at the Michigan State HR Conference in Kalamazoo. **Gretchen Bensch, Bob Salter, Jeff Tomlinson, Sue Rantz, Molly Shelton Michaels, Margaret Hazlett, Tim Cornelium, Sue Gerten, Erin Salhaney, and Bill Hendry** were present.

## **Traverse City Course Summer 2007: Developing a High Performance Learning Organization**

By Dr. Christine Day

The Traverse City course (#681 Special Topics) focused on developing a high performance learning organization. Twenty-eight students participated in the high energy class, which explored Peter Senge's learning strategies described in his book [The Fifth Discipline](#). The class also learned about appreciative coaching techniques based on a specific appreciative inquiry model.

After hours, students enjoyed Traverse City in the summertime by participating in such activities as walking, running, golfing, bicycling, sailing, strolling downtown, cheering at baseball games, watching sunsets across the lake, and visiting the sites on the peninsula. Well, there was lots of eating, too! Students stayed in dorms, with relatives, in hotels, and one even camped at a local park.

A special aspect of the class was connecting with a similar class at DePaul University, sharing with them ideas about implementation. The course instructor, Christine Day, had previously taken Peter Senge's class on The Fifth Discipline, at MIT in Boston. There is a notebook describing the Traverse City class available in the Management Department.

Watch for more information regarding Summer 2008 Traverse City courses. You may want to join this unique learning opportunity.

## PHR/SPHR/GPHR Certification

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

HRCI offers four certifications for HR professionals:

- PHR<sup>®</sup> (Professional in Human Resources)
- SPHR<sup>®</sup> (Senior Professional in Human Resources)
- GPHR<sup>®</sup> (Global Professional in Human Resources)
- PHR-CA and SPHR-CA (PHR with state certification in California and SPHR with state certification in California)

Many students like to take the PHR exam prior to graduation.

### 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.

For more information contact Fraya Wagner-Marsh at [fwagnerm@emich.edu](mailto:fwagnerm@emich.edu)

## MGMT 688 Practicum Orientations

If you are planning on enrolling for the MGMT688 Practicum course for Winter 2008 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 will hold a Practicum Orientation on Wednesday, October 24<sup>th</sup> from 5:15-6:00 pm in Room 315 Owen and a second one at the EMU Livonia Center on Saturday, October 27<sup>th</sup> from 12:00-12:45 pm in Room 412. Graduate students planning to take MGMT 688 Practicum in Winter 2008 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.

Please contact Kyle Rhoad by e-mail at [krhoad@emich.edu](mailto:krhoad@emich.edu) or by phone at 734-487-3444 to let us know which session you can attend. IF YOU CANNOT ATTEND, please contact Professor Vielhaber by e-mail at [mvielhabe@emich.edu](mailto:mvielhabe@emich.edu).

# **MSHROD Student Interview: Glenn Barner**

By: Rebecca Clark de Castillo

Glenn Barner is a new addition to the MSHROD program since beginning this summer with a course in Traverse City. He has a Bachelors of Science in Resource Development and a Masters in Science in Fish and Wildlife Biology from Michigan State University (MSU).

His professional background began with the U.S. Fish and Wildlife Service while attending MSU. He worked as a Student Trainee at the Marquette Biological Station as a fisheries technician. After graduating from MSU, Glenn worked full-time at Marquette as a Fisheries Biologist as part of the international Sea Lamprey Control program. He later moved to northwest British Columbia to help Canadian fishermen, particularly the Nisga'a First Nation people, located on the northwest Canadian coast on the Alaskan border. He worked on several projects that included catch monitoring, salmon population assessments, and two ocean-going patrol boats. He later volunteered to create the first modern Nisga'a-owned fish buying and processing business. This involved making numerous HR decisions in addition to the many decisions about day-to-day operations of Nisga'a Fisheries Limited.

He has joined the MSHROD program after accomplishing his goal of helping the Nisga'a fishermen by taking Nisga'a Fisheries Limited and the new fishery as far as he could. He wanted to take the most rewarding and transferable aspects of his work with the Nisga'a—working with people and find a degree to utilize his experience and interest. He researched and narrowed different possibilities to an MBA or a Masters degree in Human Resources. He was happy to learn that EMU had an excellent MSHROD program.

Glenn believes that all MSHROD courses will benefit him. As a manager for a small business, he learned that management decisions constantly uncover more questions than answers. Every course has been challenging and he has learned a great deal in a very short time! Over the summer, Glenn took a week-long Management course, Learning Organizations given by Dr. Christine Day, in Traverse City. It was not an easy task, but where else can one take a course and be free from after hour responsibilities at home? He took his bicycle, visited different brewpubs as 'research' for his beer brewing hobby, camped out in the Traverse City State Park, and met some great people, including other MSHROD students and faculty member, Dr. Christine Day.

Although only beginning his MSHROD degree, Glenn has been impressed by the caliber of faculty members he has worked with (Day, Blanchard, and Isenhour). He feels that all faculty will greatly influence his career while he learns at an accelerated pace with high retention of the materials and concepts. He would like to see more MSHROD course opportunities provided for students in Traverse City as a way of enhancing the MSHROD program even more!

## Faculty Focus

**Dr. Jean Bush-Bacelis** and **Dr. John Waltman** had their paper “Internal Persuasive Communication: Gaining stakeholder buy-in for ethical reform” accepted for the 72<sup>nd</sup> Association for Business Communication Annual Convention in Washington, D.C., October 10-12, 2007.

**Dr. Bush-Bacelis** had a second paper “Influencing through Innovation: Meeting the Challenge of Literacy Decline” accepted for the conference and will also serve on a panel discussion of “A cross-cultural perspective on teaching overseas.”

**Dr. Rick Camp**, **Dr. Eric Schulz**, and **Dr. John Waltman** had their paper, “Incremental Effectiveness of Two Key IT Recruitment Methods” accepted for publication in the *Journal of Managerial Issues*.

**Dr. Sanjib Chowdhury** and **Dr. Megan Endres** had their paper “Customer Involvement in Service Operation and its Impact on Job Stress and Workplace Injury” accepted for presentation at the Academy of Management.

In addition, **Dr. Chowdhury**, **Dr. Endres**, and **Dr. Crissie Frye** also were notified that their paper “Does Gender Moderate Knowledge, Education, and Entrepreneurial Self-Efficacy Relationships?” had been accepted for presentation at the Academy of Management.

**Dr. Christine R. Day** had her play, Chasing Perfection, produced this summer in Onsted, Michigan. The play focuses on the issues surrounding people trying to be perfect and the cost of “chasing perfection” in their lives. This is the second play that Chris has had produced in 2007. Her first play, 24 Feet, focused on servant leadership.

**Dr. Megan Endres** and **Dr. Sanjib Chowdhury** worked with one of their students, Intakhab Alam, and have had their article “Gender Effects on Bias in Complex Financial Decisions” accepted for publication in the *Journal of Managerial Issues*.

**Dr. Endres** and **Dr. Chowdhury**, collaborating with **Dr. Morgan Milner**, received notification that their paper, “Ambiguity Tolerance and Accurate Assessment of Self-Efficacy in a Complex Decision Task,” was also accepted for presentation at the Academy of Management.

**Dr. Linda Isenhour** and **Dr. Fraya Wagner-Marsh** received notification from the Human Resource Certification Institute in May that each had successfully passed its examination and earned international recognition as a Global Professional in Human Resources (GPHR), reflecting their mastery of international HR processes and procedures required to operate successfully in a global environment.

**Dr. Jean McEnery**, **Dr. Jean Bush-Bacelis**, and **Dr. Crissie Frye** had their paper “Practicing what we Preach: Using the Action Research Model to Assess and Revise Curriculum” published in Issue 2 of the 2007 *Insights to a Changing World Quarterly Journal*.

In addition, **Dr. McEnery** is serving half-time as EMU’s Director of Assessment, while co-chairing (with Dr. Sharon Erenburg in Economics) a committee to pilot General Education assessment using e-portfolios. **Dr. McEnery** was selected and trained to serve as a Consultant/Evaluator (member of team to visit colleges applying for accreditation) and AQIP (Quality Improvement) to continue accreditation for Higher Learning Commission, North Central Association of Colleges and Schools. She is already preparing to make visits in November, 2007, and February, 2008, as part of her duties. Dr. McEnery is also serving on the Board of Directors of Michigan Ability Partners (MAP), a non-profit that serves the homeless as well as providing

employment skills for those with mental disabilities, and provides consulting on performance and program evaluation.

**Dr. Eric Schulz, Dr. Stewart Tubbs, and Dr. Crissie Frye** published their paper “Compensation, Leadership, and Organizational Effectiveness” in Issue 2 of the 2006 *Insights to a Changing World Quarterly*.

In addition, **Dr. Tubbs** and **Dr. Pradeep Chowdhry** had their paper “Leadership and Spirituality in Business: The Contribution of Eastern Philosophies” published in the proceedings of the International Conference on Business in Honolulu, Hawaii, in May, 2007.

**Dr. John Waltman** and **Dr. Sandra Defebaugh** had their article “Developing and Implementing an Ethos Program in a College of Business” accepted for the September, 2007, edition of *Ethos and Critical Thinking*.

## **MSHROD Alumni Interview: Sally Ann Cooke**

By Dr. Eric Schulz

Sally Ann Cooke is a 2006 graduate of the MSHROD program. She received her Bachelor’s degree from York University in Toronto before coming to the MSHROD program. She completed the MSHROD program in 2 and one-half years and following receipt of her degree earned her Professional Human Resource (PHR) designation. She is currently employed as an HR consultant for RECON Management Systems. RECON Management Systems serves as a vendor of Human Resource services to other organizations. Applications they bring to other organizations include the delivery of organizational development and needs analysis of their clients.

Among the duties that Sally Ann performs for RECON Management Systems are advising clients on employee background checks and reporting the findings of these background checks. Sally Ann also conducts employee personality assessments for her clients. Sally Ann was initially drawn to Eastern Michigan’s MSHROD program because of its emphasis on Organizational Development and incorporation with Human Resource Management courses. She enjoyed the hands-on nature of the program as exemplified by her development and application of a survey at work for the Diagnostic Techniques and Research Methods class.

Specific advice that Sally Ann suggests for all current MSHROD students is to get involved in as many volunteer activities as possible for purposes of networking. Volunteer groups that Sally Ann has been active with since graduation from the MSHROD program include the MSHROD Alumni Association and the Human Resource Association of Greater Detroit. On a personal note, Sally Ann is very excited that she is expecting a child in January. Sally Ann will take Family and Medical Leave (FMLA) after delivery and then return to RECON. While on FMLA, Sally Ann’s position will be filled by MSHROD graduate Amanda Lefeld.

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

**Deedra Climer Bass** is developing an Employee Health & Safety program for a provider of waste water management services. The company started out as the brain child of a local entrepreneur and has grown extensively in the past year. With approximately 200 employees in Michigan, Ohio, and California and an HR staff of one, this company is actively participating in the project and grateful for the guidance in developing a world-class program for their employees.

**K.C. Geary** is gathering data and assessing the current guidelines and policies in place at a book publisher, in order to design an Employee Handbook for the organization. The handbook will be used to ensure that the organization is in legal compliance and will provide a framework for more consistent employee relations.

**Zachary Menges** is assisting the OHRD Department at Henry Ford Health System by designing a Management Mentoring Program targeted at improving the assimilation of new managers into positions of leadership.

**Delmeer Oliver** is working with a non-profit organization in Detroit, to help develop a new performance evaluation system. This new system will help tie performance ratings with pay increases.

**Gaye Ozdemir** is working with Turkish American Cultural Association of Michigan (TACAM), a non-profit organization. The study will concentrate on two concern areas: internally among Board members and externally with TACAM membership. The goal is to help TACAM work more effectively in standardizing its event preparations so internal resources can better be utilized. In addition, the project aims to increase the number of annual members and active participants so more people from the community can be involved.

**Janet Shepherd** is conducting an HR audit examining the complete range of HR/OD practice. The company, headquartered in Lenawee County, is the nation's leading processor and distributor of its particular commercial food product.

**Tanesha Martin** is working with the University of Michigan's Institute for Social Research, helping to develop an exit interview process for temporary staff in the Survey Research Center. This entails doing a literature review on exit interviewing processes and procedures and developing a list of questions and a process flow chart.

**Alicia Thomas** will be creating a New Hire Orientation for Company XYZ (the company chooses to remain confidential).

# Greetings from China

By Dr. Linda Isenhour and Dr. Stephanie Newell

If this is October 14<sup>th</sup>, we must be flying to China...and we are! It is hard to believe that we will be teaching our third cohort in the MSHROD program in China between October 18<sup>th</sup> and 22<sup>nd</sup>, consecutively. Dr. Linda Isenhour is teaching MGMT618, Staffing Organizations, and Dr. Stephanie Newell is teaching MGMT610, Research Methods. In addition to the thrill of visiting China approximately every 15 months, we find that teaching the MSHROD program in China has truly opened our eyes to the global demand for Human Resource Management professionals. China is predicted to be the fastest growing global economy during the next 10 years, and we see evidence of it everywhere in Beijing and Tianjin. Bolstered by the upcoming 2008 Summer Olympics in Beijing, massive construction projects are lining the capital's skyline to accommodate athletes and visitors. Many of the structures being built will ultimately serve as housing for new residents who are moving from towns and villages to the larger metropolitan areas in China. With that massive job growth comes an increasing demand for HR professionals to join the multinational and Chinese companies striving to participate in this economic boom. Our recent MSHROD graduates are already playing a role in meeting this demand and we are proud of their accomplishments. Whether working in multinational firms or Chinese enterprises, our graduates are making a difference in helping China professionalize its HRM practices and grapple with the rapid change that is sweeping this nation.

Our students in China are seeking the same things you are from your MSHROD program: professional training and expertise in HRM and OD taught by a committed faculty that cares about each student and wants to help him/her achieve professional career goals. Facilitating the personal and professional growth of our students in China is as rewarding as working with each of you has been. Although the courses are taught in two 5-day sessions (yes, we are coming back in December!), the MGMT618 students still must develop and use an interview guide during the class time we have. Students use *Strategic Interviewing* (Camp, Vielhaber, & Simonetti, 2001) as one of their texts, along with Gatewood & Field's *Human Resource Selection*. It is interesting to discuss the types of staffing issues facing China, compared to those in the U.S. For example, there are thousands of potential applicants for every job because China's population is still growing, and younger Chinese citizens are more likely to consider jobs in business than their parents did. However, attracting top talent is challenging for HR recruiters in Chinese companies who must vie with high-paying multinationals for the most sought-after, trained, and experienced managers regardless of business specialty (e.g., marketing, HRM, technology). English language skills are important to the success of our Chinese students, and we include a variety of oral and written experiences in both MGMT618 and MGMT610 to help the students increase their proficiency. MSHROD students armed with knowledge, skills, and abilities from our program, as well an enhanced English proficiency, are doubly attractive in the Chinese job market.

Our airplane is nearing the Beijing airport, where the next leg of our trip begins. We will stay in Beijing overnight and then drive with representatives from Tianjin University of Commerce to the building on campus where we both stay and teach. During the first five-day segment, Linda will teach in the morning, and Stephanie will teach in the afternoon. As you can imagine, the program is intense and concentrated because of the scheduling. Students work long hours after class to complete assignments for the following day. Fortunately, we are staying here with them in the same building and can offer guidance as needed. It is not unusual for several students to appear at our doors to seek clarification or just talk about class activities. Despite the jet lag of the 15-hour trip from Detroit to Tokyo to Beijing, we are excited by the certainty that we will once again experience the personally enriching opportunity that teaching in a foreign country presents. We know that our week with this cohort will be as memorable in its own way as those in the past.

Our program in China adds to the luster of your degree. Our MSHROD program, taught jointly with Tianjin University of Commerce, has received the highest recognition in reviews conducted by China's national Education Ministry and is the only Master's level HRM program in the country. Indeed, EMU was specifically

asked to bring the program here to train HR professionals to help guide Chinese businesses during the rapid change the country is undergoing. Eastern Michigan University's MSHROD program is no longer a well-kept secret for U.S. businesses seeking superior HR professionals who can lead the way in change management; now we are international and proud of it!

## **2007 MISHRM State Conference in Kalamazoo**

By Kasia Czajka

In September I was honored to be invited to the 19<sup>th</sup> Michigan SHRM State Conference in Kalamazoo. The conference was an unforgettable learning experience and an opportunity to meet many successful HR professionals from a variety of industries. During the three day conference, I attended multiple workshop sessions pertaining to a variety of Human Resources areas, such as recruitment, HR legislation, Diversity Management, and Employee Development. As my final session, I chose "Subtle Manners That Advance Your Career", where I had a chance to learn the rudimentary principles of business etiquette ranging from a proper introduction to the correct way of handling cutlery. It was very constructive, surprisingly challenging, and entertaining.

As part of the event, I had the opportunity to listen to several conference keynote speakers. These outstanding individuals shared with us not only their knowledge and notable attainments but also their failures. First, I had the opportunity to listen to a live interview with the CEO of the Kellogg's Company, Brad J. Davidson, and the CEO of Lake Michigan Financial Corporation, Richard M. Lievens. Later, Randall J. Beck, a Regional Managing Partner with The Gallup Organization, presented how engaged employees can bring value to organizations. The capstone keynote speaker was David Ulrich, professor at the University of Michigan and a partner of The RBL Group, a consulting firm. He specializes in the area of building an organization's capabilities for speed, learning, collaboration, and leadership through leveraging Human Resources. His engaging presentation was aimed at encouraging and convincing conference participants to make full use of the knowledge gained throughout the conference and how to incorporate it in their organizations.

As a MSHROD student and an HR practitioner myself, I see how much of a difference this conference has made in my outlook regarding the HR profession and my career. I strongly encourage all students to take advantage of this type of event and actively engage in SHRM. Moreover, the great news is that the next Michigan SHRM State Conference of 2008 will be held in Dearborn. I invite all of you to attend this event and find out for yourselves that we, HR professionals, are able to bring about changes in our organizations and learn how we can make it happen.

## **MSHROD 25<sup>th</sup> Anniversary Celebration**

This past June the MSHROD program celebrated its 25<sup>th</sup> anniversary since its inception in 1982. Over 50 people gathered at the Ypsilanti Marriot Eagle Crest to celebrate this notable occasion. Dr. Greg Huszczo and the MSHROD Alumni Association were responsible for the planning and hard work that made the occasion such a success. Alumni of the program traveled from as far as Washington, DC to join with current students of the program to celebrate the anniversary. The evening was spent looking at photographs from the program's history, and was sprinkled with remembrances of earlier times with discussions of how the MSHROD program has changed through the years. Along with current and past students of the MSHROD program, celebrants of the anniversary from the College of Business included: Dean David Mielke; Associate Dean Denise Tanguay; Professor Emeritus James Conley and Professors Rick Camp, Greg Huszczo, Jean McEnery, and Eric Schulz.

# **2007 National SHRM Conference in Las Vegas, NV**

By Erika Lane

If I were to recommend any conference for HR, the annual SHRM Conference is it. It offers insight for all levels of HR. Also, this is an excellent way to network with many top companies.

Before the conference is in full swing, there is a student conference with speakers aimed towards students and their career within HR. The speakers told us what companies are looking for and the future trends within the HR field. I met a lot of new and exciting people that I stay in contact with to this day!

There are also many opportunities for students to get exposure to different companies around the country. Multiple booths are available with information about their companies which offers insight on how you can become a potential employee of their company. I can't wait until the next conference held in Chicago. You bet I will be there!

## **Looking for a Worthwhile Tax Deduction? Donate to 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, GPHR at 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!!

## **MSHROD ALUMNI ASSOCIATION**

If you are a MSHROD alumni and interesting in finding out more about the MSHROD Alumni Association, please contact Jennifer Mack at [jmack@mckinley.com](mailto:jmack@mckinley.com) or Dr. Eric Schulz at [eric.schulz@emich.edu](mailto:eric.schulz@emich.edu).