



Fall 2009

MSHROD Newsletter

www.mshrod.emich.edu

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Edited by:

Dr. Linda Isenhour, GPHR,

Dr. Eric Schulz, and

Daniel C. Jones

From the Co-Director, Dr. Eric Schulz

Keeping employees focused during a period of economic turmoil, such as we are experiencing today, is a challenge for HR/OD professionals working in organizations. In periods of economic downturn, HR/OD professionals struggle to preserve the overall health of their organization and employees, while coping with layoffs, cost-cutting efforts, and salary freezes. An associated psychological recession impacting employee morale, motivation, and productivity can emerge when workers experience these painful measures.

The troubled economy affords HR/OD professionals the opportunity to assume a vital role in supporting organizations balance their cost cutting efforts, while also aiding remaining employees who are critical in assisting organizations through difficult times and in prospering afterward following the economic upturn. A key function of an HR/OD professional is to ensure that all employees are treated fairly and equitably and that the strategic goals and needs of the organization are measured against the needs of the workforce. Periods such as this, necessitate that organizations and HR/OD professionals develop change strategies for enduring tough economic times. This would include identifying interventions to improve the effectiveness of the organization and its workforce. It also is the responsibility of HR/OD professionals to educate and communicate an organization's change efforts to employees and convey what is necessary from them in helping the organization survive.

Such a period of economic upheaval as we are experiencing today can be very disheartening for those individuals seeking employment opportunities in Human Resources and Organizational Development (HR/OD) and those currently enrolled in graduate programs in HR/OD. A friend of mine who was recently laid off himself and who had held a high level human resource position for a large organization related to me how he was responsible for visiting multiple locations of his firm to conduct layoffs. One way he knew that he was handling this difficult job well was how bad it made him feel. He has since secured a new position. I recall all too well beginning my own graduate program in Industrial Relations in 1983 at the University of Minnesota, amidst the last deep recession of the country, and how much anxiety my fellow students and I shared that we would ever find work opportunities in Human Resources. I felt particularly pessimistic about my own chances of ever finding employment in the field since I entered graduate school without any related human resource experience and disparaged whether I might ever gain the opportunity because of the economy. Yet, that recession ended, as will this one, with the result now of twenty plus years of interesting and rewarding opportunities in the profession.

HR Certification

After the winter 2010 test window **students will no longer be eligible to take the exams without the required work experience.** Students once they have graduated will also have to achieve the required number of years of demonstrated work experience required for the certification they wish to achieve.



Currently Student and Recent Graduate Eligibility Requirements

- Students and recent graduates can take the PHR and GPHR exams (candidates are not eligible to take the SPHR exam) at an initial registration rate of \$120. Passing students and recent graduates must *pay the balance of the 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 and 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.
- Student and recent graduates who meet the two-year exempt-level (professional) HR work experience requirement must apply as an HR professional and pay the full fee.
- 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 form and have it signed by a college or university official. **Graduates** should sign the form and attach a copy of their diploma or a transcript showing that the degree was granted. The date the degree was granted must appear on the diploma or transcript. Official transcripts are preferred.

These changes will go into effect in the May – June 2011 testing window.

What are the new eligibility requirements?

PHR Eligibility	SPHR Eligibility	GPHR Eligibility
<ul style="list-style-type: none"> • 1 year of demonstrated exempt-level HR experience with a Master's degree or higher • 2 years of demonstrated exempt-level HR experience with a Bachelor's degree • 4 years of demonstrated exempt-level HR experience with less than a Bachelor's degree 	<ul style="list-style-type: none"> • 4 years of demonstrated exempt-level HR experience with a Master's degree or higher • 5 years of demonstrated exempt-level HR experience with a Bachelor's degree • 7 years of demonstrated exempt-level HR experience with less than a Bachelor's degree 	<ul style="list-style-type: none"> • 2 years of demonstrated global exempt-level HR experience with a Master's degree or higher • 3 years of demonstrated exempt-level HR experience (with 2 of the 3 being global HR experience) with a Bachelor's degree • 4 years of demonstrated exempt-level HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor's degree

Professional Development Courses

SHRM Learning System® HR Management Courses

Enhance your career potential and professional status by completing the professional development program utilizing the SHRM Learning System. These programs are offered in partnership with the Society for Human Resource Management (SHRM).



Prepare to take the PHR/SPHR Certification Exam

Designed for HR practitioners, this course is officially sanctioned by SHRM as study material for the PHR and SPHR examinations. The course is 11-weeks that goes over the six learning modules and covers a full array of HR topics providing an in-depth study. The registration fee (includes all materials) is \$935 for national SHRM members, \$975 for non-SHRM members, and \$995 for the online course.

1. In Ann Arbor at NSF International (789 Dixboro), Thurs. 6-9 p.m., Feb. 8 – Apr. 22
2. In Southfield at Right Management (40 Oak Hollow), Tues. 6-9 p.m., Feb. 8 – Apr. 20
3. In Troy at Kelly Services (999 W. Big Beaver), Wed. 6-9 p.m., Feb. 8 – Apr. 21
4. EMU-Livonia (38777 W. Six Mile), Mon. 6-9 p.m., Feb. 8 – Apr. 19
5. EMU-Livonia (38777 W. Six Mile), Sat. 9 am - 3:30 pm; Feb. 20 & 27, Mar. 13 & 17, Apr. 10 & 17
6. Online

Prepare for the Global Professional in HR (GPHR) Certification

This course is a 7 week program designed primarily for individuals seeking certification as a Global Professional in Human Resources (GPHR). The SHRM Global Learning System has been designed to maximize your experience, education and skill set to provide you with the best chance to pass the GPHR exam. The fee (includes all materials) is \$995 at EMU-Livonia from March 2 – April 13 every Tuesday (except March 30) from 6:00 – 9:00 pm.

Certified Employee Benefits Specialist (CEBS) Course



Need to know more about Compensation Concepts & Employee Benefits?

The CEBS program provides certification choices for employee benefit and compensation professionals. CEBS classes are at EMU-Livonia from 8:30 AM to 5:00 PM. 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. 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.

January 19 & 20	CMS 1 (Human Resources and Compensation Management)
March 2 & 3	GBA 2 (Group Benefits Management)
April 6 & 7	RPA 2 (Retirement Plan Management)
May 18 & 19	GBA 1 (Group Health Plan Design)
August 24 & 25	RPA 1 (Retirement Plan Design)
September 26 & 27	CMS 2 (Compensation Concepts and Principles)
November 9 & 10	GBA 2 (Group Benefits Management)

For more information on any of the professional development courses contact EMU Extended Programs & Educational Outreach at extended.emich.edu/ppat, call 800-777-3521 or email extended.programs@emich.edu

Course Offerings

Winter 2010 Course Offerings

Core Classes

MGMT505 (Organizational Theory and Behavior) Ypsilanti, Wednesday (Frye) or Online (Milner)
MGMT509 (Strategic Human Resource Management) Livonia, Saturday (Frye)
MGMT602 (Theory and Technique of Organizational Development) Livonia, Saturday (Huszczco)
MGMT610 (Diagnostic Techniques and Research Methods) Ypsilanti, Tuesday or Livonia, Saturday (Endres)
MGMT628 (Human Resource Development) Ypsilanti, Thursday Livonia or Saturday (Blanchard)
MGMT688 (Practicum in HR & OD) Ypsilanti, Monday & Livonia or Saturday (McEnergy)

MSHROD Pre-approved Electives

MGMT611 (HR and Technology) Online (Isenhour)
MGMT613 (Leadership in Business Organizations: Theory and Practice) Ypsilanti, Wednesday (Tubbs)
MGMT615 (Organizational Design and Strategy) Livonia, Saturday (Tanguay)
MGMT618 (Staffing Organizations) Ypsilanti, Tuesday (Camp)
MGMT621 (Benefits Administration) Ypsilanti, Monday (Schulz)
MGMT622 (Current Issues in HR) Livonia, Saturday (Camp)
MGMT696 (Strategic Management) Ypsilanti, Tuesday (Newell); Livonia, Saturday (Chowdhury)
LAW540 (Employment Law) Livonia, Saturday

Tentative 2010 Spring/Summer MSHROD Course Offerings

Spring

Core Classes

MGMT505 (Organizational Theory and Behavior) Ypsilanti
MGMT509 (Strategic Human Resource Management) Online

MSHROD Pre-approved Electives

MGMT618 (Staffing Organizations) Livonia
MGMT620 (Compensation Management) Ypsilanti
MGMT648 (Communication and Organizational Development) Ypsilanti
MGMT696 (Strategic Management) Ypsilanti
LAW540 (Employment Law) Online

Summer

Core Classes

MGMT505 (Organizational Theory and Behavior) Online

MSHROD Pre-approved Electives

MGMT615 (Organizational Design and Strategy) Ypsilanti
MGMT622 (Current Issues in HR) Livonia
MGMT681 (Building a High Performing Learning Organization) Traverse City



Livonia Campus



Traverse City Campus

Times and days may differ with Spring/Summer course in Livonia, check your schedule on my.emich.edu.

Master schedule has changed. You can pick up a new Scheduling Pattern in the management office.

Congratulations to our Graduates!!!



2009 MSHROD

Winter

- Nawaf Al Shammari
- Teertha Bhandary
- Mary Bopp
- April Campbell
- Maureen Dixon
- Bonnie Emrick
- Corinne Flynn
- Kerry Griffith
- Daniel Jacey
- Ruchi Kapoor
- Erica Krolik
- Erika Lane
- Susan Napiantek
- Brian Rexroth
- Tijuan Smith
- Kristen Sullivan
- Alexandria Suzore

2009 HR Certificates

Winter

- Mahdi Alqahtani
- George Campbell Jr
- Laszlo Erdodi
- Gerard Morin

Spring/Summer

- Heidi Brewer
- Russell Molinar



2009 Commencement

2009 OD Certificate

Winter

- Mahdi Alqahtani
- Pornwipa Yurungruangsak

Spring/Summer

- Deborah Biondo
- Elisa Fitzgerald

New MSHROD and Graduate Certificate Students

42 Eastern Michigan University	1 Grand Valley State University	1 South Gujarat University
1 Athens State College	1 King Saud University	2 Spring Arbor University
1 Albion College	1 Madonna University	1 University of Detroit Mercy
1 Armstrong Atlantic State University	1 Marmara University	2 University of Michigan
1 Bangalore University	7 Michigan State University	1 University of Phoenix
1 Bowling Green State University	1 Northern Michigan University	1 University of Pune
4 Central Michigan University	2 Oakland University	1 Walla Walla University
1 Endicott College	1 Ohio State University	1 Wayne County College
1 Ferris State University	1 Osmania University	2 Wayne State University
1 Graceland University	1 Qingdao University	1 Wilmington College
	3 Siena Heights University	
Layla Al-Madan	Nicole Fury	Tamika Nelson
Jonathan Anderson	Tracy Gainous	Sonja Renita Parkinson
Gwendolyn Arimah	Richard Glover	Douglas Parton
Ashley Attaway	Vamsi Gopisetty	Payalben Patel
Alicia Bake	Brian Harner	Carla Perez
Candace Bean	Deena Hazou	Lindsay Preston
Kavitha Bhandari	DeAnna Hegmon	Antoinette Reid
Joanna Bidlack	Roxanne Hill	Jennifer Rieger
Jack Bidlack	Ramioka Hill	Adamo Robertson
Ryan Boehm	Steven Hourdakis	Shawn Rule
Leah Boykins	Diane Hovatter	Misty Sanchez
Richard Brennan	Tiffany Howard	Shannon Satchel
Debra Buckson	Sonya Jacobs	Hande Serim Bahadinli
Irina Butler	Mark Johnson	Nada Shafique
Marlene Carroll	Peggi Jones-Jackson	Stacy Spondike
Deana Chandler	Victoria Kruslemsky	Sarah Stemmerich
Debra Chappell	Carol Lawrence	Krystal Strasser
Jill Cousino	Jenny Lendrum	Chontae Sylvertooth
Fannie Craft	Rebecca Lentz	Geana Tatum
Latisha Cunningham	Stephanie Likens	Temii Tellis
Mikaela Davis	Andrew Little	Tanisha Thibodaux
Holly Demosiuk	Asia Love	Kim Thomas
Sheryl DiGiamberardino	Mary Loyd	Teresa Thomas
Garland Doyle	Archana Mahadik	Jamiesha Thompson
Robert Dunlap	Robert Mayes	Karla Vick
Kayla Faulkcon	Timothy McKindles	Qikun Wang
Deborah Fennell	Abe McKinstry III	Renee Wooster
Donald Fields	Gerard Morin	Erika Wright
Amanda Fritz	Janet Mulcrone	Rachelle Yarrell

Student News and Announcements

MSHROD Orientation

If you are new to the program or have any questions please join us.
(Refreshments will be served.)

EMU Livonia (38777 Six Mile) 4th floor,
Saturday January 9th 11:30 – 12:30

EMU College of Business room 472,
Tuesday January 19th 5:15 – 6:15

Summer 2010 Pre-approved Elective MGMT 681 Building a High Performing Learning Organization

Course Summary:

The *Traverse City campus* hosted twenty-eight EMU graduate students for MGMT 681 Building a High Performance Learning Organization in the Summer semester of 2010.

These students participated in a unique learning opportunity to increase their understanding of high performing learning organizations. Students learned via research, case studies, and peer presentations. The students examined learning situations, how to build a learning community, the laws of the 5th discipline, strategies for thinking, mental models, personal mastery, appreciative inquiry, coaching. The class also covered such exciting topics as concrete canvas shelters, NASCAR teams (learning at 200 mph), the Grand Canyon skywalk, the Detroit Region Aerotropolis, and Michigan skills for Hollywood.

After hours, students enjoyed the fabulous summertime at Traverse City. Activities included Saturday night fireworks, swimming, walking, running, bicycling, strolling downtown, watching sunsets across the bay, and visiting the sites on the peninsula. OK, we ate a LOT of hamburgers, fudge, cherries, and ice cream.

Watch for more information regarding the Summer 2010 Traverse City class. Students can stay in dorms, rent a condo from a local resident, bunk with relatives, stay in a hotel, or camp at a local park. Please join us.

Any questions please contact Dr. Day
cday1@emich.edu

Practicum Orientation MGMT 688

If you plan on taking the Practicum course during Winter 2010, please attend one of the following orientation meetings:

Wednesday, November 11, 2009, from 5 – 6 pm at the College of Business room 465.

Saturday, November 14, 2009, from 8 – 9 am at Livonia in room 406.

(Refreshments will be served.)

A course syllabus and important information will be given to help prepare for the course.

If there are questions or you are unable to attend, please contact Dr. Jean McEnery at jmcenery@emich.edu or 734-487-0224.

Remember that the prerequisites for Practicum MGMT688 are all MSHROD core courses and two MSHROD electives. Also, before you can register you must have finished any needed business foundations and taken the GMAT or GRE to be fully admitted into the program.

You will need to get permission from the Management Department to register for practicum (MGMT 688). We will be checking all prerequisites, completion of all core classes, and completion of the GMAT/GRE. Please email carol.muglia@emich.edu with your full name and student number requesting permission to register.

Seeking Practicum Opportunities:

Do you have an opportunity for a practicum student? The Practicum course is offered both Fall and Winter semesters. Students enrolled in this course are expected to complete an individual consulting project with a client.

Recently, students have completed a variety of projects for both large and small businesses, profit and non-profit organizations.

If you or someone you know would be interested in working with a graduate student, please contact Dr. Jean McEnery at jean.mcenery@emich.edu

Practicum Projects Provide HR/OD Consulting Skills to the Community

Abdullah Almasarir will be working with the Saudi Student Association (SSA) at Eastern Michigan University which has been in existence for one year. SSA has more than one hundred Saudi student members. I will be doing needs diagnosis to determine what the Saudi students want and expect from the Saudi Student Association. Focus groups and a questionnaire will be used.

Carolyn Barden is working with a nonprofit organization in Detroit to develop a plan to effectively recruit and manage its internship and volunteer programs.

Joanne Bonar is conducting a Fair Labor Standards audit of exempt positions for a medium-sized company in the Midwest.

Steven Hourdak will be doing a Disaster Recovery Policy for the law firm of Kupleian, Ormond and Magy. The project will cover steps for various disasters such as workplace violence, plagues such as H1N1 and building failures (Power outage, fire, etc). It will outline such things as staff contacting, temporary control centers and equipment inventory.

Samantha Kapusky is working with Michigan Ability Partners to address employee turnover related issues. This included compensation, benefits, and employee morale. Samantha will present ways to improve their current processes and make recommendations for changes in their total benefits package.

Kristen Kern Beaver's project is to write the employee handbook for an upscale salon and spa in Ann Arbor, Bana Salon and Spa.

Lucile Kirk-Malcolm will develop a written volunteer handbook for Albert James Lightfoot Adult Day Care center.

Chin-Yi Lin's project topic is performance assessment and the promotion system of CEPD (Council for Economic Planning and Development, Taiwan). Ms Lin will interview the staff and provide recommendations to improve the performance appraisal for promotion. The project will also include suggestions for developing people who are potential.

Laura A. Rajt will be conducting a consulting project at ITC Holdings Corp. in Novi. The project will assess the developmental needs of the 20 females engineers employed at the company and make recommendations based upon her data.

Jessica Ricciardi is working with the Office of Organizational Effectiveness in the HR department at the University of Michigan Health Systems as they develop a leadership succession planning and management program which includes developing a systemic process for identifying critical leadership positions and matching high-potential employees to one or more of these positions. Jessica developed a survey to benchmark other comparable institutions that had implemented a succession planning program. She also developed resources to assist leaders in selecting most leveraged development opportunities for high-potential employees. A final consulting report with recommendations will be given to the Talent Development Manager.

Andrea Ursuy will be evaluating a community college's current strategic planning process and aligning planning activities and processes. Those processes examined will be organizational planning, budgeting, accreditation (AQIP), capital outlay cycle, facilities planning, department/division planning, president's goal setting, and staff goal setting. Simplified planning templates to aid in streamlining the process will also be designed and responses will be drafted for process questions as part of the Michigan Quality Award application process.

Alumni & Student Updates!!!

Jean Tobin Zawlocki has written a book "Help! My Company's Going Out of Business, What do I do now?" Her book will be mentioned on Murray Feldman's show on WWJ, November 16 at 3:20 AND 6:20pm.

Gretchen (Bensch) Hylko, SPHR, (2007 MSHROD graduate) married a former EMU alum on August 29th in Traverse City Michigan.

Congratulations to those that have passed the PHR certification!

- Latisha Cunningham
- Heather Kern
- Chen Xingzhi
- Ruchi Kapoor

EMU SHRM

Great Work Last Year!

2008-2009 Student Chapter Superior Merit Award

2008-2009 Outstanding Student Chapter Award

Congratulations to the 2009-2010 Chapter Officers

Nikki Mersch	President
Nicki Fury	Executive Vice President/Membership
Daniel Jones	VP of Chapter Communications
Shannon Satchel	VP of Networking Opportunities
Latisha Cunningham	VP of Programs
Vanessa Claus	VP of Professional Development
Nick Pacific	VP of External Activities
Dana Tilden	VP for Merit Award

We want to know what is new for you. Please contact Dr. Isenhour, Dr Schulz or Dr. Wagner-Marsh

MSHROD Alumni Association

The Board of the MSHROD Alumni Association is looking to increase its membership. It will be holding meetings on a Monthly basis starting on Tuesday, November 10th. Meetings are held at the Livonia Campus (38777 W. Six Mile Livonia MI 48154) at 6:00 PM

We are in need of people to fill the following positions: Treasurer, Secretary, and Activities Director. This is open to all MSHROD Alumni as well as students currently enrolled in the Practicum Course. Please email Jenn Mack if you are interested in a position on the Board. She can be reached at barjlm@sbcglobal.net.

If you are interested in participating but cannot commit to a specific role, that's okay. We would still love to hear from you. We are looking forward to scheduling some great events in 2010.

Focus on a Student: Nada Shafique

By: Daniel C. Jones

Like a lot of students in the MSHROD program, Nada is an EMU alumna; unlike most students Nada was raised in Saudi Arabia. Nada came to the United States in pursuit of her undergraduate degree. Attending a core business course MGMT 384 with Dr. Frye, she developed a passion for human resource management. In that class she discovered that HR takes the lead in bettering a company by aligning people with company strategy.

After graduation Nada went back to Saudi Arabia. While there she worked as an HR intern for Ernest & Young, an American based Insurance, Tax, Transactions and Advisory services company. She hoped to come back to America to further her education and specialize in HR. Her acceptance to the MSHROD program at Eastern Michigan University and a graduate assistantship enabled her to do just that.

Nada jumped right in to the program, taking four courses, “trying to finish to get back home”. She has liked the MSHROD program thus far, “learning the practical aspect of HR with real life examples”. She looks forward to receiving even more experiences she can use in her future career. After earning her master’s degree, Nada intends to go back to Saudi Arabia and work for Ernest & Young.

MSHROD Alumni Interview: Chevetta Burton

By: Dr. Eric Shulz

Chevetta Burton is a Winter 2008 graduate of the MSHROD program. Chevetta received her bachelor’s degree from Cleary University before coming to the MSHROD program. She is currently employed as a Human Resource Generalist for Alpha Packaging Corporation. Chevetta has also served as a guest speaker for faculty in the MSHROD program since her graduation.

Chevetta entered the Eastern Michigan MSHROD program because of the reputation of the program and because of the exposure she had to the faculty before entering the program. Her exposure to the faculty prior to entering the program convinced her of the MSHROD program’s excellence, caring attitude and attentiveness to student needs. While a student in the program, she enjoyed the comprehensive nature of the program, the program’s flexibility, the small size of the classrooms and the attention that she received from the faculty. Her favorite professors while enrolled in the program were Dr. Jean McEnery and Dr. Diana Wong.

Specific advice that Chevetta suggests for all current MSHROD students is to work hard, network as much as possible, and be persistent towards attaining your goal of receiving your degree.

Focus on Faculty and Lecturers

Dr. Nick Blanchard's book, *Effective Training: Systems, Strategies and Practices*, published by Pearson/Prentice-Hall came out in the 4th edition this fall. It was translated into Chinese and has been adapted to the Indian market by substituting cases from Indian companies for those from the U.S. and Canada. In terms of the U.S., the book is now used at 117 colleges and universities (e.g., Carnegie Mellon, Duke, Nebraska, North Carolina, Ohio State, Purdue, Rutgers, Texas, Wisconsin, Vanderbilt). **Dr. Blanchard** would like to thank those alumnae who have pointed out errors and made suggestions for improvement. In addition, **Dr. Blanchard** was recently interviewed for "Smart Business."

Dr. Rick Camp and **Dr. John Waltman** will present their paper entitled "Is it an Organization's Ethical Responsibility to Provide Interviewer Training?" at the Midwest Academy of Management in October 2009.

Dr. Rick Camp, Dr. Megan Endres and **Dr. Morgan Milner** presented their paper entitled "Comparing Employment Interviewing Questioning Techniques as Reflective Methods in the Management Educational Assessment Process" at the Academy of Management in August 2009.

Dr. Sanjib Chowdhury's paper "The Moderating Effects of Customer Driven Complexity on the Structure and Growth Relationship in Young Firms" has been accepted for publication in the *Journal of Business Venturing*, which is the highest ranking journal in the field of Entrepreneurship. In addition, **Dr. Chowdhury, Dr. Megan Endres** and **Kyle Rhoads** (MBA alumni) had their paper "Self-Rated versus Peer-Rated Knowledge Sharing: Effects of Incongruence on Trust" accepted at the Midwest Academy of Management.

Dr. Sanjib Chowdhury and **Dr. Eric Schulz** presented their paper "Human Capital and firm productivity: Importance of task-specific human capital" at the Academy of Management Annual Conference in August 2009.

Dr. Crissie Frey and **Dr. Chris Day** presented at the First Tricontinental Conference in Global Advances in Business Communications, June 2009. Their research findings reported preliminary data and specific recommendations to enhance business impact with specific cultural style adjustments.

Dr. Greg Huszco spoke at the First World of the International Positive Psychology Association. Sixteen hundred people from 42 different countries attended. He also presented three times at the Myers-Briggs conference (the Association for Psychological Type International). One of the papers ("Is Your Type Showing When You Change") was co-developed with an MSHROD student **Vanessa Claus**. In addition, **Dr. Huszco** continues to consult on organizational change projects and provide executive coaching services in a variety of industries (e.g. The VA hospital system, the City of Plano Texas, a couple of Computer companies, NSF, etc.) and is enjoying again teaching MGMT602, where he is helping students think through how to consult with companies attempting to make the needed changes to excel in this ever-changing world.

Dr. Linda Isenhour and colleagues presented their Planned Development Workshop (PDW) "Fostering Research on International Gender & Diversity Issues" at the Academy of Management Annual Conference in August 2009. In addition, **Dr. Isenhour** earned recertification as a GPHR for 2010-2013.

Professor Toni Knechtges, SPHR, was elected to another term as the SHRM Member Advisory Council (MAC) representative for the North Central Region. In this capacity Toni will meet with the SHRM board of directors and represent professional members in a 10 state area. Toni also attended the SHRM Strategy Conference and Thought Leaders Retreat in October.

Dr. Jean McEnery and **Dr. Sharon Erenburg** (EMU's Economics Department) will present their paper, "Institutionalization and Accountability for Assessment" at the Annual Indiana University at Indianapolis Assessment Conference in October 2009. In addition she is making a peer-evaluation visit to Governors' State University, Illinois, as part of the Higher Learning Commission accreditation process. **Dr. McEnery**, who serves as a board member for non-profit Michigan Ability Partners (MAP), is also helping CEO Susan Hornfeld develop a grant application to provide training in "green" construction and retrofitting homes to be more energy efficient. The outcomes to be expected include the development of a social enterprise that will help clients sustain employment and housing, as well as clients who will ultimately be totally independent of MAP services.

Dr. Morgan Milner won an "Outstanding Faculty in a Supporting Role" award from the Holman Learning Center. Faculty member are nominated for these awards by students, who provide letters in support of the nomination.

Dr. Eric Schulz and **Dr. Sanjib Chowdhury** presented their paper "Firm Productivity Moderated Link between Human Capital and Compensation at the Academy of Management Annual Conference in August 2009. In addition, **Dr. Schulz** won an "Outstanding Faculty in the Classroom" award from the Holman Learning Center. Faculty members are nominated for the awards by students, who provide letters in support of the nomination.

Dr. Denise Tanguay has been recertified as a SPHR for 2009-11 and is currently working as an executive coach for NSF in Ann Arbor. In addition, she is researching characteristics of effective employability programs (both training and work experience in social entrepreneurship organizations) for high risk, low income and homeless individuals. In addition, **Denise** was married to **Jonathan Dean** on October 6, 2009. **Congratulations to Denise and Jonathan!**

Dr. Stewart Tubbs' book, *Human Communication: Principles and Contexts* (12 ed.), will be published by McGraw-Hill in 2010. In addition **Dr. Tubbs** and coauthors published their article "Integrating Leadership Development Continuous Improvement Practices in Health Care Organizations" in September 2009 in the *Journal of American Academy of Business*.

Dr. Tubbs and Kathryn Jablow had their article "Leadership Development and Adaptation-Innovation Theory" published in the proceedings of the Business and Economics Research Conference, London, in July 2009. **Dr. Tubbs** also delivered the keynote address for the International Business and Economics Research Conference in London in July 2009.

Dr. Tubbs and Hillary Hart will have their paper "Disruptive Behavior in Healthcare Organizations: A Theoretical Exploration" published in the proceedings of the Association for Global Business Conference in Orlando, FL, in November 2009.

Dr. Fraya Wagner-Marsh received a Woman of Excellence award from the Diversity and Community Involvement and Women's Resource Center. In addition, Dr. Wagner-Marsh presented highlights of the Women's Leadership Index at the College of Business and Inforum in October. **Dr. Megan Endres** and GA **Dana Tilden** worked closely with her for the session.

Dr. Diana Wong had three submissions accepted for the 2009 Academy of Management Annual Conference in August 2009. Her paper is titled "Cultural Mythology and Global Leadership: Present Morphing of the Past to Move into the Future" and her symposium proposal is "Windows on the World: Cultural Perspectives of Leadership Past-Present-Future." In addition her Planned Development Workshop is titled "Future Research Paths for Green International Management Studies.

61st Annual SHRM Conference 2009 New Orleans, Louisiana

By: Nicki Fury

The 61st Annual SHRM National Conference was a huge success for HR students and professionals around the nation, delivering a wide variety of informative and motivational presentations that related to all aspects of the field. The conference kicked off with keynote speaker Jack Welch, who gave inspiring words about rising above the current recession. All the consequent sessions were also relative to what's happening now in HR and left attendees with a wealth of knowledge to use in both the present and the future.

Held in the Big Easy this year, SHRM contributed to the economy not only by hosting the conference in the currently distressed city, but also by many SHRM members volunteering their time to help rebuild some of the local communities still in need. Despite the struggle that New Orleans' citizens are facing with both the recession and the damage from Katrina, locals have kept the spirit of New Orleans alive with the same unbeatable Cajun food and energetic nightlife as before. There was never a dull moment at this year's conference, proving that even HR professionals know how to have a little fun after a hard day's work!

The SHRM National Conference is one of the best opportunities to network with HR professionals nationwide. Moreover, hundreds of companies attend each year promoting their names at the SHRM Exposition and looking for prospective employees to join their teams. Next year's conference will be held in San Diego, CA, and is sure to be another outstanding event.

Michigan Council of SHRM 2009 State Conference

By: Latisha Cunningham

The 21st Michigan SHRM conference ran from September 30th through October 2nd and the theme was "HR's Golden Opportunity". As soon as I walked through the doors of The Lansing Center, the spirit of the HR professionals was pervasive. When I walked past the exposition comprised of HR practitioners, business owners, authors and consultants, I took a walk-through to see exactly who these people were. There were representatives from various types of companies. I met a spokesperson whose business is based on employee recognition and the science of appreciation. I also met someone who is an independent consultant for a health insurance company. The diversity was apparent.

Concurrent sessions offered were in three key areas: Employment, Total Rewards and HR Legal. The very first session that I attended was led by John Canfield. John presented a three and a half hour split session entitled "Leading Leaders". He talked about *planning, improvement strategies* and *creativity & innovation*. Many relevant and interesting points were made. One point that stood out to me is the emphasis on using techniques that guide our thinking to promote and even provoke dialogue. There was also another Master's Series session entitled "Conflict Management." This session was presented by Steve Dion. Steve touched on many items including *understanding the impact of conflict* and *knowing your natural conflict style*. There are main triggers of conflict at work such as *lack of role clarity* and *taboo topics*. Steve introduced many of these to his audience.

I had the opportunity to attend the Meijer Capstone presentation, and there was pertinent and appealing information in this session as well. This program provides an in-depth exploration of the company as a whole. The Meijer representatives discussed tangible ROI versus "this just feels like it works," how different people look at different data differently, and the overall scope of their program. The participants go through three months of extensive training on processes and procedures alone. One of the lessons learned that was shared with the audience was that the metrics for the program should have been defined up front. Something we all can learn from.

The Michigan SHRM 2009 State Conference was an event that I am happy to have experienced rather than only hearing about from other people. When I think back on everything that I gained as a result of being present, I know that I would not have reaped those benefits without attending. I am a firm believer in networking and the opportunities it provides. I exchanged business cards with some very successful people in varied areas and engaged in HR specific dialogue, activities that are invaluable. Many of the HR professionals I met offered their personal support in any way possible after learning that I am a student in the MSHROD program. I definitely plan to attend the 22nd Michigan SHRM State Conference next year!