

For more information about our program, please contact Program Coordinators, Dr. Fraya Wagner-Marsh, SPHR at fraya.wagner@emich.edu or Dr. Mary Vielhaber at mary.vielhaber@emich.edu

The MSHROD program is almost 20 years old now. We have graduated over 100 HR/OD professionals. We know you have made an impact on our lives and we hope we have helped you help yourselves. Our program has five main goals:

1. To prepare professionals who understand and are able to plan, implement, and manage change processes, whether in positions internal to an organization (managerial or staff support) or as an external consultant.
2. To prepare professionals who understand the need to match organizational needs with human resource needs and are able to implement appropriate systems related to structure, process and human resources.
3. To prepare professionals who understand and apply human resource and organizational development techniques in ways, which lead to greater organizational effectiveness.
4. To 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.
5. To provide the community with access to the expertise of both faculty and students.

So how are we doing? Can you cite examples of times we successfully accomplished one or more of these goals? Times we failed to accomplish these goals? It is a time for renewal. Help us assess our program and make suggestions on goals we should add or delete. Help us help you continually improve yourselves as HR/OD professionals.

In this issue of the newsletter, we are attempting to inform you of:

- A great Speaker's Bureau Event on April 11th featuring Kerry Laycock and Minta Hissong
- Spot Light, an update of some of the faculty members
- The names of the 100 or so graduates of our program
- Information on the professionals we expect to graduate this term
- Faculty news and activities
- The selection of a new Dean for the College of Business
- The upcoming National SHRM Conference and other professional association events
- The 20+ organizations being served (pro bono) this semester by MSHROD students and faculty
- International students' perspectives of our HR/OD courses
- The schedule of classes for Spring, Summer and Fall of 2000 and Winter 2001

We hope you are doing well and are interested in staying in touch. Let us know what you are doing and how we can be of help. Please do share your experiences with us, as we further share it with our current students. This chain of sharing makes the bond stronger. Most of all keep making a difference! We always wish you luck and success in all spheres of life.

Continuous Improvement Efforts for the HR/OD Program

For the past four years, all students who have graduated from the HR/OD program have presented portfolios to demonstrate how they have met the program goals. Throughout the program, a graduate student will keep copies of team projects, case analysis and other samples of coursework that will provide evidence of their human resources and organizational development skills and knowledge. These documents, together with a reflective essay written by the student to describe how the program goals have been met, are reviewed by at least two faculty members. As a final step, the student and the faculty meet to

discuss the portfolio and to examine the student's ability to answer questions about their skills and knowledge.

The results of the portfolio assessments are reviewed each year by the faculty as a way to assess the strengths and weaknesses of what our students are learning as well as the elements of the learning process that may be impeding the success of our students. This assessment process has resulted in a number of changes in the HR/OD graduate program including changes in advising procedures, courses offerings, and program requirements.

Students who enter the program are assigned a faculty advisor and are encouraged to meet with the advisor their first semester to discuss their career plans and the courses they will take to complete their master's degrees. Faculty can help students select course sand determine appropriate sequences to meet both personal and career needs. Two separate orientations for new students and for practicum students have been added to provide information on the program and practicum requirements.

Based on the results of the portfolio assessment, the faculty has also reviewed all of the core courses to eliminate redundancies and address student deficiencies. For example, the faculty realized we were discussing contracting with clients in at least three of the core courses. We then agreed to emphasize client contracting in MGMT 610, Diagnostic Methods course. We also changed the course number on the Diagnostic Methods from 601 to 610 to convey the importance of taking MGMT 602, Techniques in Organization Development, MGMT 605, Organizational Behavior, and MGMT 609, Human Resource Management, prior to enrolling in MGMT 610. Additional special topics courses in current issues in human resources, leadership and field studies have been added to meet student desires for additional elective courses.

A number of activities were added to the MGMT 688, Practicum, class including attending professional association meetings and reviewing current business best sellers. In addition, professionals in both human resources and organizational development are invited to class to share their career experiences and to discuss issues such as human resource information systems, strategic planning and marketing services.

Finally, changes in program requirements have made sequencing easier for students. For example, students who take MGMT 615, Organizational Design, are only required to take MGMT 605, Organizational Behavior, which reduced the prerequisites from three courses to one course. Other program changes include the reduction in foundation course requirements from seven courses to five courses. Today, instead of required foundation courses in statistics and computer literacy, students can present documentation of these competencies.

New innovations in the graduate program have also grown, in part, out of our experiences with graduate program assessment. The recent introduction of a certificate program in Human Resources offered at the new Eastern Michigan University facility in Livonia is an example of our efforts to meet student demands for increased course offerings and convenient locations. Plans are also underway for a new graduate certificate in leadership.

If you have any questions about the portfolio requirements, please ask any faculty member. It isn't too early to begin thinking about how you will demonstrate your human resources and organizational development competencies before graduation.

The EMU Chapter of SHRM Introduces New Program

Molly Shelton

Eastern's student chapter of SHRM has introduced a new Mentoring Program in association with both our sponsoring chapter, the Human Resources Association of Greater Detroit and another local SHRM chapter, the Greater Ann Arbor Society for Human Resources Management. The program will match students interested in learning more about human resources with local professionals who have volunteered to provide guidance.

A successful mentor program provides opportunities for students to:

- Explore the world of work through interaction with professionals in the HR area of their choice.
- Gain an experienced HR practitioner's perspective on applying textbook concepts to real-life situations.
- Familiarize them with corporate protocol.
- Identify long-term development needs.
- Realize the value of networking.
- Develop a meaningful professional relationship over a specified period of time.

Students interested in participating in this new program can pick up an application at any of the upcoming student SHRM meetings, or call Molly Shelton, Program Director, at (734) 439-7478 to receive an application by fax or mail.

Spotlight on Winter 2000

Dr. Mary Vielhaber: This Winter semester Dr. Mary Vielhaber's Mgmt. 628 class is training to meet the needs of their client. The four teams in the class have chosen their client and will be responsible for delivering a brief training program relating to their client's needs.

A brief overview of the teams and their interesting projects:

Domino's Group:

This group is explaining the credit card process and procedures used in the Domino's Pizza locations. The group will be training the Accounting Center on the technical knowledge behind the system and the stores process. At the end of the training the Accounting Center should know the entire process of accepting credit cards from the initial sale to the final settlement. The task also involves explaining the changing role from manual reconciliation to being proactive in detecting fraud. The understanding of the entire credit card process will allow them to understand how fraud is detected. The group members are Poonam Singh, Suzanne Baccouche, Jeff Burton, Anatheia Hilbert, Jenae Malkawi, and Tonya Smith.

Vista Maria Group:

The aim of this group is to train the staff of Vista Maria, a non-profit residential and community based agency located in Dearborn Heights, Michigan on conflict resolution. The goal of the agency is to help the girls deal with a variety of issues ranging from abuse and neglect to criminal activities and give them guidance as they teach them how to live productive lives in society. The members of the group are Lynn Mattutat, Alfred Bolden Jr., Rokas Oginskis, Indu Lakhani and Eric Clark.

McKesson Group:

Malathy Dwaraknath, Rachel Grimm, Debbie Hofsess, and Sheri Rowe are conducting a New Hire Orientation training session for the HR Department at McKessonHBOC Pharmacy Systems in Livonia. The objectives of the training are focused on enhancing the trainees' knowledge in regard to the importance of a New Hire Orientation to employee retention and perceptions of the company, different styles of presentation methods that can be used to relay information in the Orientation, and ways to evaluate the effectiveness of the New Hire Orientation session.

Veridian-ERIM International Group:

This group will be working with highly professional Human Resources staff to develop training in the art of coaching supervisors in delivering timely and precise personnel messages. Currently this group is working on coaching strategies for their staff to use with the company's supervisors. The team members are Mark Brennan, Harold Ellens, Loreli Feddeler, Brian Fitzgerrald, Cindy Hoffman and Jon Jourdonnais.

Alumni and current students know what a great asset Mary has been to our program over the years. She consistently receives some of our highest evaluations as an outstanding teacher. Mary and Rick Camp are

working on a book, tentatively titled: *Strategic Interviewing* for Jossey-Bass. Rumor has it; Mary will be the next Co-Director of the MSHROD program.

Stu Tubbs: This Winter semester Stu Tubbs has invited the following speakers to his Management 681 class.

The Jiffy Mix distinguished speaker series includes:

Howdy Holmes, President and CEO, Chelsea Milling Co.

Dr. Robin Widgery, President, Social Systems Research Institute, Flint, MI

It will be an excellent opportunity to network with the speakers, our faculty, and our former and current students. The presentation will take place in the General Motors Room (Room 210) in the College of Business Building on Michigan Avenue. See you there!

Dr. Christy Montgomery, Coordinator of Graduate Programs, College of Business, EMU

Stan Sheridan, President and CEO of Faygo Beverages

Dr. Tony Hain, General Director of Organization and Employee Development, General Motors Corporation

Dr. Chen Oi Chin-Hsieh, Executive Director of the Chinese American Educational and Cultural Center of Michigan

Stu is serving as the editor of a special edition of *The Journal of Leadership Studies* on the topic of "Toward a Unifying Theory of Leadership." He will be the keynote speaker at the 24th annual Risk and Insurance Society Day at MSU's Management Education Center and the commencement speaker at Baker College.

Rick Camp: In addition to the book he is writing with Mary, Rick will be presenting a seminar (with Mary) entitled "Pressing Problems in Management." Rick continues to provide great consulting services worldwide for an executive search firm. He will be traveling to Poland in May and Germany in July.

Lorraine Uhlaner: Lorraine will be going on sabbatical leave next year. She will be part of a team to develop a graduate program in Entrepreneurship at Erasmus University in the Netherlands. She also intends to research on family business and social responsibility topics at Vrije University in Amsterdam.

Ray Hill: Ray will be presenting a paper at the annual Academy of Business Administration meeting entitled "Interpersonal Competence and the Newly Promoted R&D Manager." The paper is an interesting field study of an interpersonal relations training intervention.

Greg Huszczo: Greg will also be going on sabbatical next year. He wants to complete a book tentatively entitled: *It's the Small Stuff that Makes a Difference*. He has interviewed over 60 people this semester to gain their stories on how they have made a difference in their work situations. He would love to interview you too!! Greg also presented a paper at the Industrial Relations Research Association on collective bargaining implications resulting from lean manufacturing initiatives. He has also presented at several professional association chapter meetings and consulted for several non-profit associations this semester.

Jean Bush-Bacelis: Jean has been awarded a Faculty Research and Creative Activity Fellowship for 2000-2001 academic year. Dr. Bush-Bacelis will be working on a research project on "Current Human Resources Preparation for Expatriate Employees and Dependents: Two Perspectives."

Fraya Wagner-Marsh: Fraya was officially promoted to Department Head of the Management Department January 1, 2000. Fraya is on the Board of Directors of the Human Resources Association of Greater Detroit, an active member of the Greater Ann Arbor Society of Human Resources, the Treasurer of the Michigan Council of SHRM, and the Co-Chair for the State SHRM Conference 2000. Fraya is also the Program Coordinator for the SHRM University Learning System certification course offered through EMU Continuing Education. This term there are five sites with over 100 HR practitioners enrolled. Fraya recently presented a half-day session on Current Issues in HRM to a group of graduate students (managers and engineers) at TACOM (Tank – Automotive and Armaments Command) in Warren, Michigan. She was also invited to participate in Operation ABLE of Michigan's Fourth Annual Think Tank on Bridging the Generational Differences: Boomers and Xers in Dearborn, Michigan. Fraya was also nominated for SHRM Student Chapter Advisor of the year by the EMU student chapter.

Denise Tanguay: Denise presented a paper at the Baruch Conference on Collective Bargaining in Higher Education in the Professions on March 21, 2000, in New York City. The paper is entitled "Accreditation of Virtual Universities: Time For a Reasoned Discussion (Synchronous or asynchronous)" and will be published in the proceedings.

Fraya Wagner-Marsh and Denise Tanguay completed training in January to be certified IDL (Interactive Distance Learning) trainers for General Motors. They are providing training on the SHRM Learning System materials to over 16 sites through out the US at various GM facilities through broadcasts at studios in Southfield and Warren. This is a pilot project at GM and the evaluations have been favorable. Denise is the instructor for the modules on Management Practices, General Employment Practices, Staffing, HR Development, and Employee/Labor Relations. Fraya is the instructor for the modules on Compensation/Benefits and Health/Safety/Security.

Stephanie Newell: Stephanie has just finished teaching a course in New International Ventures for the Masters in International Business Program at Nova Southeastern University. This is an executive MBA program with a strong focus on South and Central America, and the Caribbean. Three of the five projects developed in the class are going forward with business start-ups in Chile, Argentina, and Trinidad & Tobago. She will be teaching an on-line course in the spring term 2000, Management 592 (New Venture Creation) is a course to lead students through the various stages of developing their own business. This is the Management Department's first graduate on-line course.

College of Business selects a new Dean

Dr. Earl H. Potter III was selected as the new College of Business Dean and will start his new job on May 1, 2000. Dr. Potter was formerly the Dean of the School of Management at Lesley College in Boston. He was the Director of Organizational Development Services at Cornell University for three years, 1993-1997 and served as the Associate Dean for Academics at the US Coast Guard Academy from 1991-93. Dr. Potter received his Ph.D. in Organizational Psychology from University of Washington. We are all excited about having a new leader in place and as you can see ... Dr. Potter's background is OD.

EMU'S MSHROD Program has been selected to be included in the SHRM Foundation's first ever National Directory/Recognition of Outstanding HR Graduate Programs

The SHRM Foundation is compiling a National Directory of Outstanding HR Graduate Programs. Their goal is to introduce the first pilot directory at the Annual HR Conference in Las Vegas, NV in late June 2000. More than 10,000 HR professionals will attend the Annual Conference. Thanks to Dr. Fraya Wagner-Marsh, SPHR, for submitting our program to SHRM for consideration.

Management Department External Advisory Board

The Management Department selected members for a departmental external advisory board last fall. The Board has been hard at work with various faculty members working on such issues as curriculum, student recruitment/retention, and development funding. Renee Merchant (an MSHROD alum) is Chair of the Board and Lynne Hamilton, SPHR, (another MSHROD alum) is also a member of the Board. A list of the Board members follows:

Thomas Biggs, Chief Financial Officer, U of M Hospitals
Carolyn Burke, VP of HR, ERIM International, Inc.
Albert Chambers, Chambers Communications and Consulting
Don Davis, Vice President, HR/Support Services, Health Alliance Plan
Dr. Christine Day, Manager, ET&D, Ford Motor Company
Randall Fenton, President and CEO, INRECON

Sebastian Gaeta, Sesi Lincoln Mercury
Lynne Hamilton, SPHR, Manager of Executive Recruiting, Kelly Services
Mark Jones, Director of HR, Warner Lambert, Parke-Davis Research
Greg Lawson, retired president of Flint Ink
Steven Lebowski, JD, Architectural Door and Millwork, Inc.
Renee Merchant, President, Delta Systems
Joan Moore, SPHR, JD, President, Arbor Consulting Group
Lori Taylor, SPHR, Director of HR, Michigan Practice, Deloitte & Touché
Ray Waters, President, Horizon BIDCO Investment Company
Gary Yezbick, SPHR, Director, Operational Services, Masco Corporation

Come to the MSHROD Student Chapter of SHRM Speakers Event April 11

For years now we have told people that our MSHROD program prepares people for at least three possible career paths: 1. To become an HR professional; 2. To become an OD consultant working as an internal or an external and 3. To become a manager who facilitates change efforts and while caring and developing the people within an organizational setting. On Tuesday, April 11, from 5:15 to 6:15, we are pleased to bring back two alumni to speak to us about their careers. Kerry Laycock, a 1987 graduate of our program, has generated and maintained a remarkable OD consulting business helping a wide variety of organizations and their people make a difference. Minta Hisson (formerly Van Reesema), a 1995 graduate of our program, has successfully served as an HR generalist in the public sector, a manager in the private sector and a Labor Relations representative at Ford Motor. Come join us for a reception before the event but make sure you come hear what Kerry and Minta say about their adventures and how they prepared for and furthered their careers. Different countries. She also receives very high student evaluations from her graduate classes.

Please note the two elective choices left out in the schedule books

Dr. Rick Camp will be teaching MGMT618 Staffing during the Spring Term, 2000, at the EMU Livonia Center. The classes will meet on Saturdays from 9.00-3:30 p.m. with a half hour break for lunch. This course will train students to staff organizations. Students will obtain skills in human resource planning, recruitment, job analysis, selection techniques and evaluation (validation) The section ID is 118512.

Robert Crowner is teaching Leadership of the Strategic Quality Management Firm. The Fall Term, 2000, on Monday Evenings Quality continues to be one of the hot topics in management and this course will provide the concepts you need to deal with the practical implementation of these concepts in the firm. The section ID is 118542.

Looking for an interesting elective?

Dr. Christine Day will be teaching a graduate class during the Summer Term on International Human Resources Management, MGMT592. This is a special topics class and anybody interested in learning more about this topic can register for the class. Dr. Day is a Manager of Training and Employee Development at Ford and has extensive experience in doing business and training in many



Schedule of Upcoming Classes

Core Courses: Student must complete 18 hours 12 hours

MGT 602-Theory and Techniques of OD
Offered: Fall
Prerequisite: MGT 605

MGT 605-Organizational Theory and Behavior
Offered: Fall, Winter, and Spring
Fall: Livonia

MGT 609-Human Resource Management
Offered: Fall and Spring
Winter: Livonia

MGT 610- Diagnostic and Quantitative Methods
Offered: Winter
Prerequisite: MGT 605 and DS 501

MGT- 628-Human Resource Development
Offered: Winter
Prerequisite: MGT 605
Fall: Livonia

MGT 688-Practicum
Offered: Winter
Prerequisite: All core course and 2
Electives.

Elective Courses: Student must complete

MGMT 615-Organizational Design and Strategy
Offered: Winter, odd years
Prerequisite: MGT 605

MGMT 618-Staffing
Offered: Winter, even years
Prerequisite: MGMT 609
Spring: Livonia

MGMT 620-Compensation
Offered: Fall
Prerequisite: MGMT 609
Winter: Livonia

MGMT 625-Management in Unionized Settings
Offered: Spring
Prerequisite: MGT 609

MGT 638-Continuous Improvement Teams
Offered: Winter
Prerequisite: MGT 605

MGT 648-Communication and OD
Offered: Fall

MGT 696-Management Strategy and Policy
Offered: Fall, Winter and Spring

Focus on MSHROD Graduate Student: An International Perspective

Poonam Singh

To gain an International perspective of the MSHROD program, I interviewed one of our former international graduate students, Idil Gatenyo who graduated in December 1999.

She says that she learned a lot about HR and OD consulting during her two years in this program. The knowledge and skills that she acquired through her classes have direct applicability to the projects she is currently working on.

She learned a lot from all the courses that she took in her graduate program. And Communication & OD, Building Continuous Improvement Teams, Human Resource Development and the Practicum were her favorite classes. Idil thinks that all her professors were just wonderful. In addition to being good instructors, she thinks that they are good mentors too.

Having her background in Psychology she has always been very interested in the application of the Behavioral Sciences to organizational settings. She believes that the program met her needs to a great extent. Idil also believes that she had a very good education in the MSHROD program and that she will have a lot to contribute to a work setting in her home country, Turkey.

She thinks the program prepares the students very successfully to be OD consultants. According to her a greater emphasis can be given to the HR area for those students who are interested in the HR field. There is a great reliance on teamwork in the MSHROD program, which, she believes gives its strength to the program. Idil believes that she benefited a lot from the group meetings and learned as much from team members as she learned from the course contents.

All the classes in HR and OD are in non-lecture format, and students are active participants in the learning process. Since presentations are part of all classes, she believes she learned a lot on how to deliver effective presentations. For the International students who are required to take 9 credit hours (3 classes) in each of the Fall and Winter semesters, the program load may become overwhelming, but overall it's a good learning experience too!

Being a SHRM member she enjoyed attending the speaker meetings, which are held every month, and was able to keep her knowledge up to date with the most recent trends in the HR field.

She wishes all the students the best of luck in their career endeavors!

Focus on Current MSHROD Graduate Student: Carolyn Dunham

Carolyn is looking forward to graduation in April with a M.S. in Human Resources Management and Organizational Development. Although she received a B.A. in Psychology from the University of Michigan, Carolyn decided that she wanted to focus directly on the development of organizations and the people within them. She has worked in different areas of HR such as recruiting and selection, compensation, benefits, employee relations and training. She is currently employed as a technical recruiter and is interested in eventually applying her skills toward a management position. She enjoys working with organizations as a consultant. She has previously worked on projects relating to focus groups and effective meeting management. She is currently working on developing a sexual harassment training program. Carolyn is the former President of EMU's student chapter of the Society for Human Resources Management and is also a member of the Stoic Society, one of EMU's Honor Societies.

Alumni and Students On the Move

- Laura Rolandelli– consultant with MasterCard
- Joel A. Benedek– working at McNamee Porter & Seeley, Inc.

We need information from you! Please phone, fax, or e-mail one of the MSHROD program directors with information about job changes or life events about yourself. We would love to hear from you! Contact Greg Huszczo at greg.huszczo@emich.edu or Fraya Wagner-Marsh at fraya.wagner@emich.edu.

Graduate Certificate in HR Management at EMU– Livonia Center

The Graduate Certificate in HR Management is a “for credit” program that requires the completion of 15 credit hours, which includes MGMT 605 and MGMT 609 as core courses. The other courses are electives MGMT 620, MGMT 618, MGMT 625 and MGMT 628. These credit hours can be applied toward the MSHROD degree. However, admission to the MSHROD degree also requires the GMAT and business foundation courses.

If you, or any of your colleagues, have questions about the classes or the Graduate Certificate program, please contact Dr. Fraya Wagner– Marsh, SPHR, at (734) 487– 3240 or fraya.wagner@emich.edu.

EMU Society for Human Resource Management has been playing an active role in inviting speakers from different fields of Human Resources. The meetings are held every second Wednesday of the month, but if we have more speakers who are willing to share their thoughts with our students we have more than one meeting a month. These speakers have been very helpful in motivating our students to gain an insight in HR. Thanks to Dr. Fraya Wagner-Marsh for inviting these speakers, our SHRM EMU chapter's membership has increased!

I would like to give you an overview of the interesting topics our speakers spoke these past couple of months:

- * Elizabeth Yaros, PHR, HR Manager with Wedge-Mill Tool, spoke on Rewarding Employees.
- * Tracy Brough, PHR, HR Manager with Hurrion Valley Ambulance, spoke on Ethics in The Work Environment.
- * Bill SanFilippo, HR Manager with Detroit Auto Auction, gave us an insight on Career Paths in Human Resources.
- * Chris Emmos, Consultant, HR Pros, spoke on Human Resources Consulting.
- * P.J. Moffett, Real Estate Agent, with Real Estate One, spoke on Stress/Time Management.
- * Dr. Fraya Wagner-Marsh, SPHR, Head of Management Department spoke on HR Certification.
- * Steven Friend, President, Benefit Source Inc., provided an update on Benefits.
- * Kim Moore, Branch Manager, Robert Half International Inc., spoke on The Office of the Future: 2005.
- * Dr. Rick Camp, Professor, Management Department, spoke on Behavioral Interviewing.
- * Shelley Dorais, Valassis, gave us an overview of The Work/Life Programs at Valassis.

SHRM State Conference

The State SHRM Conference will be held September 27-29, 2000 at the Ypsilanti Marriott/Eagle Crest Conference Center. This is a great opportunity to network with other HR practitioners from around the state and hear excellent speakers and attend some informative presentations. On the afternoon of Wednesday there will be a special low ropes event planned. If you are interested in participating as a HR practitioner, a student, or an exhibitor, please contact Dr. Fraya Wagner- Marsh, SPHR, co-chair of the conference for more details.

Check out these Web Sites for HR

The Diversity Forum– www.diversityforum.com
HR Global Network– www.mcb.co.uk/hr
Outsourcing– www.outsourcing.com
Workforce Online– www.workforceonline.com
Career opportunities– www.careermosaic.com
HR Microsystems– www.hrms.com
Management Tips– www.dma.net/managers
OSHA– www.osha.gov
SHRM Student Services– www.shrm.org/students
Employee Attitude Surveys– www.cvdallas.com/index.htm

MSHROD GRADUATES

1982-1999

Ray Spry (82)
Jeff Swan (82)
Beth Menlo (82)
Kathy Fisher (83)
Renee Merchant (83)
Dick Merchant (83)
Perry Points (83)
Deborah Stewart (83)
Cy Hufano (83)
Dianne Kruzel (83)
Jim Pocklington (83)
Carla Lenhoff (84)
Eddie Stovall (84)
Linda Cameron (85)
Michael Hintz (85)
Russell Hornfisher (85)
Tom Kroeger (85)
Linda Lirette (85)
Tom Wilson (85)
Dan Salk (85)
Vickie Hoevemeyer (85)
Jim Crapko (86)
Mary Ellen Dolan (86)
Barbara Hensinger (86)
Marie Shearer (86)
Anne Williams (86)
Allan Briggs (87)
Kerry Laycock (87)
Barbara Levine (87)
Bill Love (87)
Nancy Madigan (88)
Susan Philip (88)
Mike Procida (88)
Cindy Bala (88)
Jennie Johnson (88)
Mary Laporte-Hehir (88)
Nancy Stevela (88)
Joyce Stilwell (88)
Julie Tiplady (88)
Eva Zeta (88)
Chip Wyer (88)
Stan Clark (89)
Joe Dougherty (89)
Bill Hendry (89)
Mary Horton (89)
Sing Lo (89)
Colleen Milner (89)
Jim Moore (89)
Lynne Hamilton (89)
John Laurent (89)
Dorothy Pon (89)
Michelle Shields (89)
Matt Crowe (90)
Angela Goudreu (90)
Janice Krupic (90)
Lynn Murtaugh-Hartje(90)
Marco Sumampouw (90)
Doreen Fussman (91)
JoAnne Golles (91)
Lena Harb (91)
Bill Cooley (91)
George Kreick (91)
Julie Rutherford (91)
Mary Ann Scott (91)
Dawn Denton (91)
Bill Sanfilippo (92)
Susan Simmerman (92)
Diana Harms (92)
Warren Noone (92)
Kathleen Garbacik (93)
Jayashree Ramakrishnan (93)
Page Temple (93)
Kathy McCabe (93)
Kimberly Myers (93)
Paul Sturgis (93)
Frank Fenton (93)
Ginny Laetz (93)
Karen Frier (94)
Gary Roush (94)
Bonnie Scherwitz (94)
Joe Bradley (94)
Jim Manolakis (94)
Anjanette Murdock (94)
Srichalerm Yugala (94)
Joel Benedek (95)
Renee Dubrowski (95)
Amy Honig (95)
Lori Przybylo (95)
Jay Schrader (95)
Minta Van Reesema (95)
Bill Fisher (95)
Tamara English (95)
Michelle Streicher (95)
Stephen Brabbs (95)
Chris Kerry (95)
Tom Copeland (96)
John Glumb (96)
Bob Nelson (96)
Lorrie Kowalski (96)
Cathy Lynch (96)
Carol Rigato (96)
Bonnie Demetral (96)
Brenda Selle (97)
Elaine Poschel (97)
Shelly Pfister (97)
Line Kofoed (97)
Theresa Dyke (97)
Rosalie Bargmann (97)
Bernie Swartout (97)
MaryJo Kale (97)
Pisit Leelaphatana (97)
Laura Rolandelli (97)
Kelly Compton (97)
Debbie Foerster (97)
Lisa Barlow (98)
Karen Campbell (98)
Susan Depping (98)
Beth Gwaltney (98)
Christine Kallewaard (98)
Dianne Nranian (98)
JoEllen Roe (98)
Jenneifer Shires (98)
Konstandinos Voutsas (98)
Helen Finelli (98)
Mark Luecke (98)
Neslihan Ozdoganlar (98)
Idil Gateno (99)
Dawn Aziz (99)
Pam Brown (99)
Ya-Ting Lin (99)
Jennifer Malley (99)
Jolene Nussear (99)
Linda Nusseau (99)
Hirke Posthumna (99)
Michael Sullivan (99)



Our Current Crop of Graduates

The MSHROD program expects about eight professionals to finish their programs of study by August, 2000. They include Kalyna Anderson, Kerreen Connolly, Carolyn Dunham, Tom Folk, Angie Kandah, Trishia Kvasnak, Sonja Parker, and Erin Warne. We send congratulations to all our graduates!!

Erin Warne is receiving our Outstanding MSHROD student award at the Honors Banquet. She recently took a job as the Payroll and HR Administrator at Teleflex Automotive in Warren. Erin is the Treasurer of the Student Chapter of SHRM and will be inducted into Beta gamma Sigma Honor Society.

Trisha Kvasnak will receive the Outstanding SHRM student award and is working as a full-time OD intern within Ford assisting in many aspects of the move toward a lean manufacturing system. Trisha is the President of the Student Chapter of SHRM and will be inducted into Beta gamma Sigma Honor Society.

Tom Folk works as an external consultant helping companies achieve ISO and QS 9000 certification.

Kalyna Anderson (formerly Birmele) is a Senior Account Manager with Work/Life benefits overseeing programs for the UAW-Daimler Chrysler national center. She has also been an active researcher and has presented her findings on studies of resistance to change and leadership training.

Sonja Parker is the HR administrator for Integrated Design, Inc. She also continues to provide leadership to the Ann Arbor High Tech Human Resource Association (AAHTRHA). She will be presenting a paper on conflict resolution at the Graduate Research Fair.

Carolyn Dunham works for a recruiting firm in Southfield. She is the past President of the Student Chapter of SHRM

Kerreen Conley works for the City of Novi. She completed her MBA at EMU in April 1999 and will complete her MSHROD in April 2000.

Angie Kandah is a market product analyst for Ford with Interim Executives. Angie is the Vice-President of the Student Chapter of SHRM and will be inducted into Beta Gamma Sigma Honor Society.

MSHROD Program Serving the Community and our Students

We hope our program enhances the knowledge and skills of our students. To truly become a professional in the fields of HR and OD, it takes experience. While many of our students already have an impressive array of experiences before they join our program, we are determined to make our program as “hands-on” as possible. In addition, it is our hope that we can give service to organizations in Michigan. Such service represents one of our five program goals. This semester alone, our students are providing highly needed diagnostic, training, human resources and organizational development consultation services to nearly 20 organizations.

In Ray Hill’s Diagnostic Methods course (MGT 610), student groups are assisting Arbor text to develop a performance appraisal system; Recellular to examine employee satisfaction; Ctext and Integrated Design, Inc. to assess the quality of their relationships with customers; and Bell and Howell to conduct a broad organizational diagnosis.

In Greg Huszczo’s Practicum course (MGT 688), students about to graduate from our program are providing process consulting services to UAW-Daimler Chrysler to develop a process for selecting HR/OD vendors; the City of Novi to examine strategies to improve employee morale; the City of Ann Arbor to provide Sexual Harassment training; Dapco to provide soft skills training to assist its quality initiatives; St. John’s Hospital to examine its approach to a 360 degree feedback system; the Toyota Technical Center to design a career development assessment and planning tool; the Advantage Computing System to establish a

process to examine and respond to customer satisfaction issues; and the Saggese Company to develop and implement a handbook to bring new employees on board.

In Dr. Mary Vielhaber's Human Development course (MGT 628), four groups of students are providing training to Domino's, Vista-Maria, McKesson and Veridian-ERIM International Group (also see Spot Light on page 3).

In addition, several faculty members are providing pro bono consultation services to non-profit organizations such as The National Coalition for Community Justice and the Jackson Public Library system. Other faculty serves on the boards of non-profits such as Ozone house, the Michigan Labor-Management Association and the Labor-Management Council for Economic Renewal. And still other faculty donates considerable time assisting professional associations such as the local chapters and State Council of the Society of Human Resource Management, American Association of University Women and the Michigan Association of Industrial-Organizational Psychologists.

While it is great to be paid for what we do, we hope that the donation of services to all kinds of organizations is a hallmark of our MSHROD program. We would love to hear from alumni about some of the ways they have given back to their communities. We would also like to hear of organizations that would love to receive help from our students in the future. Let's keep making a difference!

An Experience to Encounter : National SHRM Conference

Trisha Kvasnak, PHR

Last June, I attended the SHRM 51st Annual Conference held in Atlanta Georgia. It was my first SHRM Annual Conference and what an experience it was! It was absolutely fantastic! I can't say how much I would recommend and encourage going if you are involved in Human Resources or Organizational Development area of any kind.

You may wonder, why did I attend for the first time if I had already been working after under graduation for eleven years and had been working as an Human resources Generalist for the last four years. In January of 1999, I had decided to return to school on full-time basis to complete my MSHROD. Getting back into school full swing, I suddenly found myself, the president, of Eastern Michigan University's Student Chapter of SHRM. No, it didn't happen totally by accident. I was at a point where I wanted to start giving something back to the profession and share my experiences with others, just starting their careers in the field.

I had always wanted to attend the conferences as a professional, but for whatever reason, money, work, time, other commitments always seemed to get in the way. As the President, of the Student Chapter, I was able to attend at the much discounted student rate.

The experience was just wonderful. The keynote speakers, along with the concurrent sessions, and other activities were first class all the way. I was truly amazed at how professional, yet fun and uplifting the conference was.

As a professional or a student, the SHRM annual conference offers you the opportunity to gain or update your knowledge in various HR/OD topics, network with other HR professionals and students, visit the HRM Marketplace Exposition featuring many exhibitors, and reenergize yourself about your work. If you are certified, either PHR or SPHR, you can earn credits towards recertification. If you are interested in sitting for the certification exam, you can also register and do that on-site at the conference. There are so many reasons to attend the Conference.

This year's Conference, the 52nd SHRM Annual Conference is in Las Vegas, Nevada from June 25-28, 2000. Another great location and exciting city to visit, that offers a lot of entertainment and many chance to try your luck! Some of this year's keynote speakers are Archbishop Desmond Tutu and educator/author Dr. David Ulrich. In addition, "Tonight Show" host Jay Leno, will perform live at the evening party where HR professionals get a chance socialize and network.

This year's Annual Conference "Imagination 2000" is the forum to gain the skills you will need to take you into the new century. If you are committed to your profession and development, you know that Lifelong learning will be a key to your success. Take advantage of the opportunity to participate in this year's conference, if you can. I can assure you that it will be the experience that you will not want to miss.

Remember, if you are a student SHRM member you can attend at a greatly discounted price. At any price, the value of attending will far exceed the cost. If you are an MSHROD alumni, I would love to see you there. As a Human Resources/Organizational Development student or professional, this is one world-class event you won't want to miss. See you there!

For more information, about "Imagination 2000" please see SHRM website at [WWW. SHRM.ORG/ CONFERENCES/ANNUAL](http://WWW.SHRM.ORG/CONFERENCES/ANNUAL).