

# Winter 2006

# MSHROD Newsletter

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Edited by: Jeff Riedy

## Message from the Co-Director

As a faculty member within the MSHROD program, I constantly have to resist answering “HR” whenever asked if I am a Human Resources “HR” or Organizational Development “OD” professor. Human Resource efforts traditionally center upon maintaining and supporting organizational operations. Human resources generally emphasize short-term organizational functions including staffing, training, recruitment, salary structures, benefits, and performance appraisals. Organizational development generally stresses organizational renewal and change processes. Organizational development traditionally concentrates on long-term strategic practices including mission statements, organization strategy, change endeavors, cultural shifts, and succession efforts. Because of their respective focuses, misconceptions can occur among professionals choosing to concentrate in either HR or OD. Human resources can be mischaracterized as un-strategic and mechanistic because of its historical emphasis on daily operations of an organization. Organizational development can be misjudged as impractical and esoteric because of its visionary and strategic orientation.

In the best of organizational settings, HR and OD are related functions where both are centered on organizational performance. The integration of HR and OD necessitates that employee efforts and systems be aligned with objectives of company strategy in order for these systems to succeed. One of the great strengths of our MSHROD program is its integration of HR and OD. The wisdom of linking HR and OD as a tenant of the MSHROD program’s founding curriculum nearly 25 years ago has been borne out recently by how diligently organizations have worked to integrate organizational silos including HR and OD. Separating HR and OD into two separate business functions runs counter to current business practices. So, when asked if I am an HR or OD professor, I say that I try to integrate both components in my classroom and research. As long as the stakeholders of the MSHROD program including alumni, students, faculty, staff and administrators continue to appreciate the benefits and differences associated with both HR and OD, our program will continue to produce capable HROD professionals supporting organizational performance.

*By: Dr. Eric Schulz  
MSHROD Co-director*

## 2006 Graduate Research Fair

The Graduate Research Fair provides opportunities for graduate students to showcase outstanding research and creative projects. Students can be nominated by an instructor or self-nominate works such as thesis/dissertation research, independent study projects, capstone experiences or special projects and outcomes from practicum and internship experiences. Students participating in the Graduate Research Fair can do a poster presentation of their works or a 15 minute oral presentation. It is a great opportunity for students and faculty to highlight the exceptional works of our students.

This year, the Management Department faculty are sponsoring three students that have been accepted into the 2006 Graduate Research fair which will be held on Monday March 27<sup>th</sup>. Information on these students' presentations are as follows:

**Adrian Ong**  
**Nominated by Dr. Eric Schulz**  
Graduate Assistant Pay

The research is conducted to analyze what factors are used by departments at Eastern Michigan University to decide on pay decisions for Graduate Assistants. Surveys are carried out at different departments of Eastern Michigan University to gather pay practices for Graduate Assistants. Pay satisfaction of graduate assistants from different departments is assessed.

**Sean Falk &  
Erin Ottenbreit**  
**Nominated by Dr. Stu Tubbs**  
The Gender Divide

This research documents the great need for equality between genders. The research explores how gender is communicated and the importance that language and discourse plays in the process. This research examines how inequalities due to gender differences affect individuals when purchasing an automobile. The research sample consists of 10 dealerships and five different automakers. The study results showed that men averaged a \$1,300 advantage on a care lease than women.

### Announcements

#### **Practicum Orientation (MGMT 688):**

If you are planning to take Practicum in Fall - 2006, please attend an orientation meeting:

**Thursday, March 23<sup>rd</sup> from 5:00-6:15 pm in 431 Owen.**

You will receive a syllabus and important information necessary to prepare for the course. Pizza and pop provided. If you have any questions, or are unable to make this date, contact Jean McEnery prior to the scheduled orientation.

([jean.mcenery@emich.edu](mailto:jean.mcenery@emich.edu)).

#### **Seeking Practicum Opportunities:**

Do you have an opportunity for a practicum student? We are offering the practicum course 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 either

Dr. Jean McEnery ([jean.mcenery@emich.edu](mailto:jean.mcenery@emich.edu))  
or  
Dr. Mary Vielhaber ([mvielhaber@emich.edu](mailto:mvielhaber@emich.edu)).

## *Tentative Class Scheduling*

### **Spring 06**

- **LAW 540:** Employment Law: Online, (Defebaugh)
- **MGMT 505:** Organizational Behavior- TR (Day), 6:30 p.m.- 9:10 p.m., Ypsilanti
- **MGMT 509:** Human Resource Management- ONLINE (Camp)
- **MGMT 618\*\*:** Staffing- (Camp)
- **MGMT 681:** Special Topics- Benefits- MW (Schulz), 6:30 p.m.- 9:10 p.m., Ypsilanti
- **MGMT 696:** Management Strategy & Policy- MW (Chowdhury), 6:30 p.m.- 9:10 p.m., Ypsilanti

### **Summer 06**

- **MGMT 613:** Leadership TR (Tubbs) 6:30 p.m.- 9:10 p.m. )
  - **Note: This class is not listed in the schedule book.**
- **MGMT 636\*\*:** International Entrepreneurship (Newell).
- **MGMT 681\*\*\*:** Strategic Human Resource Management (July 22-28) (Hendry)
- **MGMT 681\*\*:** Current Issues in HR (Camp)

### **Fall 06**

- **MGMT 505:** Organizational Behavior- Online (Bush-Bacelis)
- **MGMT 505:** Organizational Behavior- W (Frye), Ypsilanti, 6:30 p.m.- 9:10 p.m.
- **MGMT 505:** Organizational Behavior- M (Milner), Ypsilanti, 6:30 p.m.- 9:10 p.m.
- **MGMT 509:** Human Resource Management- Online (Camp)
- **MGMT 602:** Theory & Techniques of OD- T (Wong), Ypsilanti, 6:30 p.m.- 9:10 p.m.
- **MGMT 610\*\*:** Diagnostic & Research Methods- (Chowdhury)
- **MGMT 611\*\*:** HR & Technology- (Isenhour)
- **MGMT 620:** Compensation Management- Online (Schulz)
- **MGMT 628\*\*:** Human Resource Development- (Blanchard)
- **MGMT 638:** Continuous Improvement Teams- R- (Huszczco), Ypsilanti, 6:30 p.m.- 9:10 p.m.
- **MGMT 648\*\*:** Communications & OD- (Vielhaber)
- **MGMT 688:** Practicum- R (McEnery), Ypsilanti, 6:30 p.m.- 9:10 p.m.
- **MGMT 696:** Management Strategy & Policy- W (Banerji), Ypsilanti, 6:30 p.m.- 9:10 p.m.
- **MGMT 696:** Management Strategy & Policy- R (Newell), Ypsilanti, 6:30 p.m.- 9:10 p.m.

\*\* Classes in Livonia

\*\*\* Classes in Traverse City

**Spring 2006 Livonia:** MGMT 618 meets on the following times and days: 9 a.m.- 4 p.m. 5/6, 5/13, 6/17, 6/24; 9 a.m.- noon 6/3; 6 p.m.- 9 p.m. 5/12, 6/16, 6/23

**Summer 2006 Livonia:** MGMT 636, 681 meets on the following times and days: 6 p.m.-9 p.m. 7/8, 7/21, 8/4, 8/18; 9 a.m.- 4 p.m. 7/9, 7/22, 8/5, 8/19

**Fall 2006 Livonia:** MGMT 604, 610, 628 meets on the following times and days: 12:30 p.m.-3:30 p.m. 9/9, 12/16; 9 a.m.-3:30 p.m. 9/23, 10/7, 10/21, 11/4, 11/18, 12/9

MGMT 611, 648 meet at the following times and days: 9 a.m.- noon 9/9, 12/16; 9 a.m.-3:30 p.m. 9/16, 9/30, 10/14, 10/28, 11/11, 12/2

**Note: MGMT 604 days and times have changed from what is in the schedule book. The above reflects the corrections.**

# *Spring/Summer MGMT 681 Special Topic Course Descriptions*

## **Spring 2006**

### **Benefits**

Meeting Time: Monday and Wednesday 6:30-9:10, Ypsilanti  
Professor: Dr. Eric Schulz

This course will examine benefit offerings within organizations and current trends concerning employer benefits.

## **Summer 2006**

### **Strategic Human Resource Management**

Meeting Time: Traverse City July 22-28  
Instructor: Bill Hendry, SPHR

This course examines how human resource management programs are strategically linked to organizational goals to positively affect organizational performance.

### **Current Issues in HR**

Meeting Time: Friday and Saturday – Livonia (see previous page for days/times)  
Instructor: Dr. Richard Camp

## *Student News*

### **Congratulations 2006 MSHROD Fall Graduates**

- Forkin, Kelda
- Gagnon-Gordilla, Jean Olivier
- Kemp, Denae
- Latimer, Danielle Marie
- Maynor, Dante Ranae
- Omoruyi, Linda Imuetinyan
- Renauld, Karyn Kathryn
- Stump, Mary Cynthia

### **Congratulations 2006 Certificate Fall Graduates**

- Amsden, Ted Thomas
- Gales, Karen
- Raven, Jane Lara
- Swank, Matthew Harold

## *New MSHROD and Graduate Certificate Students*

<b>Andrea Anderson</b>	Received her degree from the University of Michigan in Organizational Studies. Is currently employed by Visteon Corporation in Labor Relations.
<b>April Campbell</b>	Received her bachelor degree in Health Administration from Eastern Michigan University. Currently employed by Polo Fields Golf & Country Club as an Assistant Controller.
<b>Pasquale Caruso</b>	Received his MBA in Venezuela and undergraduate degree in Industrial Engineering .
<b>Katherine Geary</b>	Obtained a bachelor's degree in Audiology and Speech Pathology from Michigan State University and currently works at NSK Corporation as a Senior Corporate HR Generalist.
<b>Katrina Gering</b>	Received her undergraduate degree from Michigan State University and works as a Manager for Children's Hospital.
<b>Ashraf Jessani</b>	Received Management degree from Penn State University.
<b>Kristen MacVicar</b>	Graduated from the University of Michigan-Detroit Training Design and Development program. She currently owns her own company.
<b>Khai Nguyen</b>	Has his MBA from Washington State. Owns his own agricultural processing company.
<b>Jesse Owens</b>	Obtained an undergraduate degree in Psychology from EMU and currently works as a Sales Associate for Eddie Bauer.
<b>Janet Shepherd</b>	Employed by Lenawee Health Alliance as an HR Specialist.
<b>Melanie Stack</b>	Employed by The Guidance Center. Received her bachelor degree from Madonna University in Psychology.
<b>Kimberly Tath</b>	Graduated from EMU with a bachelors degree in Management.
<b>Christy Vernier</b>	Management degree from EMU. She is a HR Specialist with Kerr Corporation.

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

**Tiffany Alexander** is revising the employee handbook for HIV/AIDS Resource Center, a nonprofit organization that provides resources for individuals who are living with HIV/AIDS and their families. Tiffany is working with the Executive Director.

**Andrea L. Anderson** is working with a global automotive company to support their annual Employee Engagement Survey process. She is conducting focus groups and a survey with various organizational levels in multiple work locations in the U.S. to engage in corporate level issues. She will then analyze the data and prepare summary reports to present the results, along with process recommendations. The overall goal of the project is to prepare HR and Operating Leadership for meaningful and relevant action planning by providing qualitative data analysis reports.

**Marie Baldwin** will be doing her practicum project for the Northwest Ohio Affiliate of the Susan G. Komen Breast Cancer Foundation. Marie will be performing a targeted needs analysis and designing and developing an orientation manual and training materials for Foundation volunteers.

**Sarah Bauman** is working with the Department of Career Services at Eastern Michigan University to develop an employee handbook for the students working on campus. Sarah is working with the Director of Career Services.

**Sandhya Bhupathi** will review the current Performance Management system at Automated Pet Care Products, Inc. and then develop a new performance management system that will tie performance ratings to pay increases.

**Sally-Ann Cooke** is creating a drug testing process for a law firm in the Greater Detroit Area. She will gather relevant information on drug testing, identify client requirements, select and interview potential vendors, make a recommendation and assist with the development of a drug testing policy.

**Tim Cornelius** will focus on improving the performance appraisal process for Work Skills Corporation, a not-for-profit organization dedicated to integrating special needs workers into the workforce. Tim will conduct employee interviews to assess the current system and review literature to identify best practices. He will provide a consulting report with recommendations and a training session for managers on how to use the new performance appraisal instrument.

**Katie Dumbra** will conduct an organizational diagnosis at In Touch Therapeutic Massage in Ann Arbor. She will focus on why the staff is not getting and keeping repeat customers. She will summarize her findings and make recommendations to improve the organization's effectiveness and staff strategies for keeping repeat customers.

**Kris Dunn** is working with a local security services company in developing a sourcing plan for hiring security officers. She is also reviewing and making recommendations to their interviewing process.

**Ryann Kilgore** will conduct a training needs assessment for district sales managers for an international consulting firm. Based on the results of the needs assessment, Ryann will develop a trainer's guide and training materials for the company.

**Jennifer Knowles** is working with the University of Michigan Faculty and Staff Assistance Program. She is designing a Brown Bag training session titled, "How To Say It: The Language of Success at Work." She will also prepare a trainer's guide so that others can deliver the program.

**Ryan Litner** is developing a new-hire orientation for the HIV/AIDS Resource Center. He will conduct a needs assessment and design a checklist procedure for the orientation which summarizes important information to be covered on the first day. He also plans to develop activities and forms and provide HARC with a system for continuous improvement in the planning and implementation of their new-hire procedures.

**Jamie Matheson** is developing a selection process, including an Interview Guide, for the position of Leasing Agent at Hartman & Tyner, Inc., a property management company.

**Adam McCombs** is working with Menlo Innovations. Adam is documenting an "extreme interviewing process" that this company has developed to select new employees who will be a good fit for Menlo Innovations.

**Adrian Ong** is conducting a job analysis for two job families in the Finance Department of Detroit Diesel to determine job functions, KSAs, and exemption rules for the job. From the analysis, the job descriptions will be rewritten and a process will be developed for writing job descriptions for additional jobs.

**Sivakami Rajendram** is developing an Employee Satisfaction Survey for an organization providing continuing care for a retirement community. The goal of the survey is to discover employees' feelings and perceptions of the overall work environment. Results from this project will help the management to improve the workplace, address concerns and correct problems.

**Hui Shen** is working with a new manager at a local financial institution. This project includes designing a self-assessment for the manager and an assessment tool for employee feedback. The data collected will be shared with the manager so that management strengths and weaknesses are identified and an action plan is created to strengthen management skills.

**Karen Szkutnik** is completing a performance management project for InterClean Equipment, Inc. of Ann Arbor. InterClean Equipment specializes in the design and manufacturing of industrial washing equipment. Karen will review the current system, recommend modifications to the process and conduct a manager training program to improve performance management.

**TaQia Witherspoon** will be working with the City of Ann Arbor to create a training needs assessment instrument. The instrument will be used in a pilot study to determine what training city employees need to improve work processes and customer service.

## ***Focus on an Alumna: Jennifer Anastos Johnson***

*By Eric Schulz*

This article features MSHROD graduate Jennifer Anastos Johnson who currently serves as the Human Resource Manager for Suburban Sports Group in Farmington Hills, Michigan. Jennifer has worked for Suburban Sports Group, which employs 350 workers, for the past seven years. Prior to her employment with Suburban Sports Goods, Jennifer worked as a Training Coordinator for Raytheon Corporation. Along with her responsibilities as a human resource manager for Suburban Sports Group, Jennifer is also the Treasurer of the MSHROD Alumni Association.

Jennifer graduated from the MSHROD program in 2002. In her current capacity as an HR Manager at Suburban Sports Group, Jennifer is responsible for implementing a wide variety of human resource duties. Duties for which Jennifer are responsible include processing payroll, recruitment of new personnel, hiring and termination processing, and facilitating training at the company's training center, Suburban University.

Features of Suburban Sports Group that Jennifer most appreciates include the family oriented nature of the business, the opportunity to work on an assortment of human resource issues, and her training responsibilities. Jennifer also credits her passion for the sport of figure skating, which is the primary sporting business in which Suburban Sports Group is involved, for making her current employment situation ideal for her interests. An ice rink managed by Suburban Sports Group in Rochester, Michigan has served as a practice arena for Women's Figure Skater and recent Olympic Gold Medalist Shizuka Arakawa of Japan. Jennifer's future aspirations at Suburban Sports Group are to work in the area of organization development as a means of preparing strategic change.

Jennifer was drawn to the MSHROD program because of its integration of both human resource management and organization development in its curriculum. The pragmatic nature of the program has proven useful to Jennifer in her daily operations as a human resource manager. Professors whom Jennifer found particularly valuable in enhancing her skills while enrolled in the MSHROD program included Dr. Stu Tubbs for his knowledge of leadership and his motivational and positive approach, and Dr. Christine Day for her abilities as a professor of instructional design. Jennifer's advice for current MSHROD students are to continually network and study hard during the program for you will need to apply what you learn at work. To support current students within the MSHROD program, Jennifer hopes that the MSHROD Alumni Chapter will serve as an effective vehicle to enhance their networking opportunities.

## ***Focus on a Student: Veronica Otten***

*By Jeff Riedy*

Veronica Otten was born in Sylvania, Ohio and grew up in Michigan where she was the third oldest of four children; two older sisters and one younger brother. She attended Mason High School in Erie, Michigan and elected to attend Eastern Michigan University upon graduation. At EMU, she was predominately involved with a number of sorority functions, including holding the Recruitment Chair. In this role, she was solely responsible for keeping enrollment numbers at an acceptable level and finding girls that fit the collection of personalities and style incorporated with Alpha Sigma Tau sorority. Initially, Veronica majored in Occupational Theory and changed to Dietetics and Nutrition before ultimately settling on International Business.

Subsequently, she graduated in 2002 and found a position at Adecco Staffing Services as a Recruiter and On-Site Supervisor, where she was employed for two and a half years. In this capacity, she was required to fill a number of open positions presented to her by clients. Currently, she is employed by La-Z-Boy Furniture Galleries. She has worked as an HR Administrator for the past two years at their

distribution warehouse. Some of the major job tasks include benefits administration, payroll, and employee relations issues. In addition, she is in constant contact with the Chief Financial Officer and must report to him on a regular basis. Veronica has also been married for three years to her husband Rob, who has worked at the accounting firm PriceWaterHouse Coopers for the past two and a half years.

Overall, Veronica has thoroughly enjoyed the MSHROD program here at EMU. She cited two specific courses she believes will be extremely vital to her success in her future HR professions. They are: Training and Benefits. Prior to enrolling, she stated that she was not well versed within the Training realm. During the course, she learned a number of beneficial skills. The list includes the following: presentation skills to clients, how to move within a room while giving a presentation, tactics for keeping trainees attention, and how to obtain viable feedback to improve performance at the workplace. In Benefits, she felt this was a great opportunity to communicate with other HR professionals who worked within the benefits sector of HR. Veronica also felt it was extremely relevant to her position, because this is the type of work she performs on a daily basis. Specifically, she was interested in the topic of consumer driven health care. She felt this way because it has been such a compelling topic in the recent past among a great deal of HR departments nationwide.

In addition to her work life, Veronica still enjoys finding time to participate in a number of recreational activities. In the past, she has been involved in white water rafting, repelling, deep sea fishing, snorkeling, and scuba diving. Furthermore, she is an active member in SHRM and welcomes the opportunity to travel whenever possible.

Veronica is nearing the end of the program and has only two more classes to fulfill before graduating. She plans on taking Law 540 in the spring and will complete her requirements in the fall with Practicum. To future and current students, she recommends working in the HR field while attending school. She feels this combination has been vital to her learning process in both arenas.

### *Focus on Faculty and Lecturers:*

**Dr. Kunal Banerji** had his article "The Effect of Keiretsu Affiliation and Resource Dependencies on Supplier Firm Performance in the Japanese Automobile Industry" published in the Management International Review Journal.

**Dr. Jean Bush-Bacelis** had her proposal to attend the 2006 CITE Conference in Denver approved by the EMU eFellows committee. The eFellows program is administered by the University Faculty Council and ICT to recognize and support technology to advance teaching and learning.

**Dr. Christine Day** spoke at the Harvard Law School Negotiation Conference, held November 2005, in Paris, France. Her topic, which was selected in an international competition, was "The Learner as Negotiator." In February, 2006, Dr. Day was honored for the 8<sup>th</sup> time by the Ford Motor Company with a "Growing HR" award. The award is given to Ford employees who make a significant contribution to HR best practices and for going above their core job responsibilities.

**Dr. Megan Endres** was awarded a Spring-Summer Research Award by the University for 2006 for her research entitled "Tacit Knowledge Sharing in a Group Decision Activity: The Tendency to Misestimate Ability and Effects of Gender, Trust and Ambiguity Tolerance."

**Dr. Greg Huszczo** had his article "Transforming Diversity Trainers into Change Agents", co-authored with Ted Amsden, accepted for publication in the International Journal of Diversity in Organizations, Communities, and Nations Volume 4. Ted Amsden is a Graduate Certificate in OD student.

**Dr. Stu Tubbs** had his article “Exploring a Taxonomy of Global Leadership Competencies and Meta-Competencies”, co-authored with Dr. Eric Schulz, published in The Journal of the American Academy of Business, Vol. 8, March, 2006 edition. Dr. Tubbs revised each of his two textbooks A Systems Approach to Small Group Interaction (9<sup>th</sup> ed) and Keys to Leadership: 101 Steps to Success (4<sup>th</sup> ed.) in 2006.

**Dr. Mary Vielhaber** is teaching Management 628 in China along with Dr. Diana Wong who is teaching Management 602 between January 1-11 and February 27-March 9<sup>th</sup>.

**Dr. Diana Wong** had her article “Abusive Workplaces: Training and Development Opportunities Waiting to Happen” published on the ASTD Link. Dr. Wong, along with Dr. Denise Tanguay, also successfully completed coaching and facilitating leadership development with emotional intelligence in Flight #5 for the Center of Women’s Leadership with the Professional Education Center of the COB.

## *Alumni & Student Updates!!!*

### **Alumni Updates**

- Deb Foerester has been loaned by Ford Motor Company to work as an Organizational Development and Change Specialist to Automotive Components Holdings
- Erin Hoffman has been hired by McKinley Properties in Ann Arbor to work as a Human Resource Generalist
- Cynthia Stump gave birth to a baby girl in December 2005
- Christy Vernier gave birth to a baby girl, Ashleigh Lynn on February 21<sup>st</sup>

### **Student Updates**

- Adrian Ong continues his internship at Detroit Diesel where he is working on collecting market data
- Jeff Riedy will begin a Human Resources internship in September at Daimler-Chrysler.

## *HR Games: March 11, 2006*

The HR Games were held at the COB on Saturday, March 11, 2006. The event was originally constructed in order to promote friendly competition between neighboring SHRM chapters. Students are able to prepare for a future HR profession and the PHR examination, while participating in a fun learning environment. Five teams competed this year: Western Michigan University, Baker College, Davenport University, and two teams from Eastern Michigan University. Western Michigan University and Davenport finished first and second respectively. Both EMU teams will compete in April at the regional competition in Fort Wayne, Indiana. Members of this years team include: Matt Gillim, Lindsay Waksmudzky, Corey Ballard, Nechole Miller, Laura Lambert, and Justin Kime. The Department of Management would like to thank all involved, especially team coach, Dr. Fraya Wagner-Marsh.

## *What's new with the EMU Student SHRM Chapter!?*

*By Adrian Ong*

The 2005 – 2006 school year has been pretty hectic with our student chapter of the Society of Human Resources Management. Some of the exciting events that the chapter has been involved with this year are:

Student members volunteered at the Michigan Collegiate Job Fair in November, 2005 and will be doing the same thing in March, 2006. Through volunteering, students are able to attend the fair for free, as well as have an extra opportunity to meet with recruiters before all other job seekers arrive.

The chapter collected books that were given to "Give the Gift of Reading" project for underprivileged children in the Detroit community.

HRAGD sponsored our Mentoring Program, which kicked off in October 2005. Student mentees are matched with their mentors based upon their specific interests in the HR/OD field.

We have regular bi-monthly speaker meetings that included presentations such as Preparing for Interviews by Donna Winkelman, HR Careers by Maureen Hanson, Networking by Leonitta Turner and HRCI Certification by Dr. Fraya Wagner-Marsh. Our student chapter would like to thank all the presenters who have taken the time to contribute to making our chapter meetings successful.

Many of our student members are either currently participating in internships or will be participating in internships for the summer and fall. These internships are a direct result of the student chapter internship program that is dedicated to communicating HR opportunities to our members.

Newsletters have been sent out on a monthly basis to keep our members, and other who are interested, up to date on SHRM meetings, and our other happenings.

A few of our student members were about to attend the company visits that the student chapter organized. We would like to thank NSF, Flint Ink and McKinley for having us there.

Student members frequently attend local Professional meetings of the Ann Arbor Greater SHRM and HRA of Greater Detroit. Students find this an excellent opportunity to network with HR Professionals and discuss current topics outside the classrooms.

The undergraduate HR Games teams are hard at work in preparing for the HR Games competition. They will be competing at the State level hosted at Eastern Michigan University on March 11, 2006 and also at the Regional level hosted at Indiana Tech in Fort Wayne, Indiana on April 21 and 22, 2006. We hope they will succeed and be able to compete at the National SHRM Conference in Washington D.C. Good luck to the teams!

Becoming a student member of SHRM is an extremely beneficial way to become involved with the HR community and it keeps you up to date with the HR world. If you are interested in becoming a member, or are interested in learning more of the benefits of becoming a member, please email us at [shrm\\_chapter@emich.edu](mailto:shrm_chapter@emich.edu)

## ***Society of Human Resource Management 58<sup>th</sup> Annual Conference & Expedition***

*By Adrian Ong*

SHRM proudly brings you its 58th Annual Conference & Exposition, **June 25 - 28, 2006**, at the Washington Convention Center in Washington, D.C. The SHRM Annual Conference & Exposition offers the most comprehensive and relevant professional development programs that improve your knowledge, skills and abilities as an HR professional for the best price in the market today.



**General Colin L. Powell**  
Opening General Session



**Louis V. Gerstner, Jr.**  
General Session



**David McCullough**  
General Session



**Liz Murray**  
Closing General Session

This year's key note speakers include General Colin L. Powell, Chairman of the Board for IBM, Louis V. Gerstner, Jr, author for bestseller 1776, David McCullough and Liz Murray, an individual who's life story was made a television movie called "From Homeless to Harvard". Each of these speakers will provide motivating and informational discussions of topics important to HR professional.

There will be other breakout sessions available in a variety of topics including:

- A Carrot a Day
- Batteries Not Included
- Recruiting and Retention for Four Generations in Today's Workplace

In addition to the professional and education opportunities, there are also opportunities for play! Tuesday evening of the conference will include entertainment with Gladys Knight, you can experience Washington D.C. and craft your experience on American Experience.

Information on the conference is available by website including breakout session learning objectives, opportunities for recertification, travel information, tours and more at:

<http://www.shrm.org/conferences/annual/>

SHRM student members and current student chapter advisors receive an exceptionally reduced rate to attend the Annual SHRM Conference & Exposition. All concurrent and general sessions plus the one-day Student Conference are included in the student/advisor registration fee. Students' registration fee is \$200. Watch your mailboxes for the student application or contact Dr. Fraya Wagner Marsh for a copy. Hurry or the registration price will increase.

## *Michigan Council of SHRM 2006 State Conference*

*Contributed by Adrian Ong*



The **Michigan Council of the Society for Human Resource Management (MISHRM)** is pleased to announce the **2006 Conference** is scheduled for September 20-22, 2006

The MISHRM invites Human Resource professionals, business owners, legal professionals and others interested in employment and human resource matters to attend a one-of-a-kind World Class HR focused Conference in Michigan.

The Conference will take place in the beautiful new **DeVos Place Convention Center** in **Grand Rapids, Michigan**, where participants and exhibitors will enjoy use of the entire conference facility and amenities. Pre-Conference events will take place on Wednesday, September 20, 2006, and the Conference will officially kick-off the morning of Thursday, September 21st and conclude mid-day Friday, September 22nd.

Mark your calendars now for three days of learning, networking, and entertainment.

For more information, go to <http://www.mishrm.org/2006>