

**Winter
2007**

MSHROD Newsletter

www.mshrod.emich.edu



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Edited by: Pasquale Caruso, Rebecca Clark de Castillo, Linda Isenhour and Gregg Huszczo

Message from the Director and Co-Director

Drs. Greg Huszczo and Fraya Wagner-Marsh

The MSHROD program granted its first masters degrees in 1982...25 years ago. It is time to celebrate our "Silver" anniversary. Come join us for a fun and meaningful event on Friday evening May 18th from 6 until 8PM in the golf house dining room of the Eagle Crest Conference Center, located at 1275 S. Huron St. Ypsilanti, MI 48197.

There will be delicious appetizers to eat and a cash bar to quench your thirst. The MSHROD Alumni Board has planned a series of fun ways to connect our different generations of grads.

Did you know Ray Spry, Jeff Swan and Beth Menlo (now Salk) were our first grads?

Did you know we used to hold our classes in Pray-Harrold on main campus?

Did you know that we have at least two married couples among our 250 grads?

Did you know that Practicum students used to have to design and market a public training seminar in addition to working with a client for the semester?

We will be playing "Networking Bingo" to help facilitate attendees getting to know each other and many fun facts about the program and its history.

All alumni are invited, including this year's crop of graduates. You are welcome to bring your significant others with you to the event so they can meet these people you used to talk about.. Many of your favorite (and a few of the infamous) faculty will be there too.

Prizes will be awarded in many different categories. Find out:

* Who has the most humorous memory of their days in the program?

* Who traveled farthest?

* Who has hired other MSHROD grads?

* Who has held the most jobs since graduation?

* Who graduated without doing a single group project?

* Who has written articles or books relevant to our field?

* Who are our tallest and shortest grads?

BUT...You have to attend to win...and anyway...isn't it about time you came back and visited us...See your old teammates...Find out how others made use of what they learned...Find out who made use of what they learned in their family life...Look at pictures of what we used to look like...Make fun of faculty members who used to torture you...and so many other fun things you don't want to miss.

Please e-mail us at ghuszczo@emich.edu to let us know you are coming. Mark your calendars: Friday May 18, 2007 from 6:00 until 8:00pm at the Eagle Crest golf facility. We will ask a \$10 donation per person to defray the costs. Those interested in going out to dinner after can stick around. This will be our biggest event ever.

2007 Graduate Research Fair

By Rebecca Clark de Castillo

The Graduate Research Fair was held Monday, March 26th, from 9a.m.-8p.m. in the EMU Student Center. This annual event showcases outstanding research and creative projects by EMU graduate students. Both morning and afternoon sessions included presentations or poster/display sessions relating to dissertation/thesis research, independent study projects, capstone experiences or special projects, art, music and theatrical performances, and outcomes from practicum and internship experiences.

This year there was an awards luncheon and different workshops for Undergraduate and Graduate students. A raffle took place for Fall tuition awards -- one current graduate student and a current undergraduate student!

The Management Department has nominated the follow students/groups to participate:

Deborah Biondo was nominated by Dr. Megan Endres for her group project, "The Importance of Gender in the Selection of Flexible Benefits: Challenges to Past Research Findings." The project was completed in MGMT 610, Organizational Research and Quantitative Methods.

Pasquale Caruso, Rebecca Clark de Castillo, and Amanda Lefeld were nominated by Dr. Megan Endres for their project for the MGMT 610 course, Organizational Research and Quantitative Methods. They presented a poster presentation concerning "An Empirical Investigation of Diverse HR Benefit Needs: A Comparison of Gen X, Gen Y, and Baby Boomer Employees."

Deedra Climer Bass was nominated by Dr. Megan Endres to give an oral presentation for her Independent Study project titled "Job Satisfaction in Virtual Work Settings as a Function of Preference for Introversion or Extroversion."

Katarzyna Czajka, Gaye Ozdemir, and Kimberly Tath were nominated by Dr. Diana Wong for their MGMT 602 course project. The group gave an oral presentation for their "Organizational Development Intervention Project for Reflections Salon and Day Spa."

Roslyn Edmonson and Kimberly Emery presented a Practicum/Internship project relating to "Job Descriptions for Trainer and Consultant." This project was nominated by Dr. Diana Wong.

Connie Elliott's course project for MGMT 648 Communication and Organizational Development was nominated by Dr. Mary Vielhaber for an oral presentation. The project dealt with "Best Practices: How an Organization Builds Commitment to a Strategic Plan at All Levels of Staff."

Kimberly Emery, Connie Elliot, Susan Stokes, and Rebecca Clark de Castillo gave an oral presentation on their course project titled "Examining the Issue of School Access and the Great Sauk Trail Council, Boy Scouts of America." They were nominated by Dr. Diana Wong for their group project in MGMT 602, Theory and Technique of Organizational Development.

Lisa Herring displayed a poster presentation of her MGMT 610 group project. "Communication of Flexible Benefit Plan Information: Individual Preferences versus Current Practices" was nominated by Dr. Megan Endres.

Kathy Waltz gave an oral presentation relating to her course project "Leadership and Executive Coaching: A Literature Review." She was nominated by Dr. Jean Bush-Bacelis from MGMT 505 Organizational Behavior and Communication.

**Congratulations
2006 MSHROD Fall Graduates**

- Sandra Barkman
- Janeane Cato
- Carolyn Cespino
- Baljeet Channe-Lall
- Jeremy Delozier
- Roslyn Edmonson
- Vivian Eyster
- Noelle Hufnagel
- Stephanie Martin
- Patricia MacDermott
- Wendy Nastovski
- Veronica Otten
- Beth Patil
- Tricia Wendling

**Congratulations
2006 Certificate Fall Graduates**

- Elizabeth Charif
- Ruilong Huo
- Long Li
- Fengchao Wang
- Salieta Welch-Jenkins
- Ning Zhao

Seeking Practicum Opportunities:

Do you have an opportunity for a practicum student? The Practicum course is being 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 either Dr. Jean McEnery at jean.mcenery@emich.edu or Dr. Mary Vielhaber mvielhaber@emich.edu.

Practicum Orientation (MGMT 688):

If you plan on taking the Practicum course during Fall 2007, please attend one of the following orientation meetings:

Saturday, March 31st from 8:00 – 9:00 am at EMU-Livonia, Room 406. (Refreshments will be served.)

Wednesday, April 4th from 5:15 – 6:15 pm in Owen 472. (Pizza and pop provided.)

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 jean.mcenery@emich.edu or by phone at **734-4870224**.

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

Course Offerings

Spring 2007 Course Offerings

Core Classes

MGMT 505 (Organization Theory and Behavior) – online (Milner)

MGMT 509 (Human Resource Management) – Ypsilanti, Mon., Wed. (McEnery)

MSHROD Pre-approved Electives

MGMT 615 (Organization Design & Strategy) – Livonia (Newell)

MGMT 621 (Benefits Administration) – Ypsilanti, Tues., Thurs. (Schulz)

MGMT 696 (Strategic Management) – Ypsilanti, Mon., Wed. (Banerji)

MGMT 696 (Strategic Management) – Livonia (Chowdhury)

LAW540 (Employment Law) online (Defebaugh)

Summer 2007 Course Offerings

MSHROD Pre-approved Electives

MGMT 681 (Current Issues in HR) – Livonia (Camp)

MGMT 681 (Developing High Performance Learning Organizations) – Traverse City, July 14-20 (Day)

MGMT 616 (Negotiation & Influence App. For Bus.) – Ypsilanti, Mon., Wed. (Tubbs)

Spring/Summer 2007 Livonia: Times and days may differ with each course, please check schedule on my emich webpage

Summer MGMT 681 Special Topic Course Descriptions

Summer 2007

Current Issues in HR

Meeting Time: Four weekends, Friday and Saturday – Livonia
Instructor: Dr. Richard Camp.

This course looks at the hot topics prevalent in the HR arena. Students will analyze current issues based on articles and provide their assessment of the HR and OD implications. There will be a small group project where students will research and present another “hot topic” of their choice. Early in the course, information will be presented about the uses and abuses of the “hot topic” of Emotional Intelligence in the workplace. The course will be run in a seminar format.

Developing High Performance Learning Organizations.

Meeting Time: Saturday, July 14th-Friday, July 20th
Professor: Dr. Christine Day

New Summer course in Traverse City – This course will focus on Peter Senge's Five Disciplines and how HR professionals can strategically support the organization with this process. For more information you can contact Dr. Day at cday1@emich.edu.

Fall 2007 Course Offerings

Core Classes

MGMT 505 (Organization Theory and Behavior) – Ypsilanti, Tue. (Frye), Thurs. (Hill),
online (Bush-Bacelis)

MGMT 509 (Human Resource Management) – online (Milner)

MGMT 602 (Theory and Techniques of Org. Development) – Ypsilanti, Tue. (Wong)

MGMT 610 (Diagnostic and Quantitative Methods in Organizations) – Livonia (Chowdhury)

MGMT 628 (Human Resource Development) – Livonia (Blanchard)

MGMT 688 (Practicum in Human Resources Management) – Ypsilanti, Thurs. (McEnery)

MSHROD Pre-approved Electives

MGMT 611 (HR and Technology) – Ypsilanti, Thurs. (Isenhour)

MGMT 618 (Staffing Organizations) – online (Camp)

MGMT 620 (Compensation Management) – Livonia (Schulz)

MGMT 638 (Building Continuous Improvement Teams) – Livonia (Day)

MGMT 648 (Comm. & Org. Development) – Ypsilanti, Mon. (Vielhaber)

MGMT 696 (Strategic Management) – Ypsilanti, Mon. (Chowdhury), Wed. (Banerji)

New MSHROD and Graduate Certificate Students

Rebecca Ankeney	Earned a BA-Advertising from Columbia College- Chicago
Teertha Bhandary	Earned her Engineering degree from AMC Engineering College, Bangalore, India
Deborah Biondo	Earned her MA from Wayne State University
Ariel Black	Bachelor of General Studies, University of Michigan
Joanne Bonar	Bachelor of Science University of Michigan Dearborn
Roshard Braxton	Earned her BBA in Business Administration from Eastern Michigan University
Debra Buckson	Earned her BBA in Business Administration from Eastern Michigan University
Chen Ching-Chiang	BA in Economics from Eastern Michigan University
Jessica Chen	BA in Psychology, University of Michigan
Carissa Eden	Bachelor of Science from Ferris State University
Constance Elliot	BA in Psychology, University of San Francisco
Markitta Franklin	BBA from Cleary College
Carrie Fontana	Earned her BBA in Accounting and Management from Eastern Michigan University
Nickolas Gilbert	Bachelor of Science from Eastern Michigan University
Claire Hall	Bachelor of Science from Eastern Michigan University
Tamar Jones	Bachelor of Arts from Eastern Michigan University
Samantha Kapusky	Earned her Degree in Business Management from the University of Toledo
Statos Kotzabassi	Bachelor of Arts from University of Michigan
John Kraynek	Bachelor of Business Administration from Eastern Michigan University
John Lee	Earned his BA in Public Administration from Grand Valley State University
Robin Leedy	Earned her degree in Technology Management from Eastern Michigan University
Zachary Menges	Earned his Psychology degree from Michigan State University
Alexandria Noll	Bachelor of Science from Eastern Michigan University
Christine Riddle	Bachelor of Arts from University of Dayton
John Roberts	BA in HROD from Spring Arbor University
Mark Shear	Bachelor of Science from Michigan State University
Maria Siles	Earned her BA in Business / Telecommunications from Michigan State University
Marla Slocum	Bachelor of Science from Concordia University
Tijuan Smith	Earned hi BS in Earth Science from Eastern Michigan University
Marla Stuck	BA in Business Management from Cleary College
Tanya Thomas	Master in Social Work from University of Pittsburg
Lindsay Waksmundski	Earned her BBA in Management from Eastern Michigan University
Erika Weaver	Earned her BBA in Business Administration from Eastern Michigan University
Joshua Weil	Bachelor of Arts from University of Michigan
Sara Werner	BBA from Western Michigan University
Candice White	Bachelor of Science from Eastern Michigan University
Nickole White	Bachelor of Arts from DePaul University
Latia Whitmore	Bachelor of Science from Eastern Michigan University
Tiffany Wilson	Earned her BBA in Business Administration from Eastern Michigan University
Michael Wright	Bachelor of Science from Michigan State University and MBA from Eastern Michigan University

Practicum Projects Provide HR/OD Consulting Skills to the Community

Gretchen Bensch will be gathering and assessing current company guidelines in order to design and implement a Policy and Procedure Handbook for PMA Consultants. This Handbook will be implemented to encourage legal and organizational compliance with procedural applications, in an effort to standardize managerial practices throughout the organization.

Pasquale Caruso is conducting a study for Aon Consulting that compares concepts of workforce planning used across different disciplines. The research will identify current trends in workforce planning and the drivers or forces that influence these trends. In addition, the study will explore current responses by employers using workforce planning and the most common workforce planning systems and tools used by employers, vendors, consultants and academics.

Xingzhi Chen has contracted with EMU Credit Union to provide teambuilding for the manager and the team of employees. Chen is conducting the interviews with all the team members and using a questionnaire to assess the current level of their team development. The final product will be a tool kit based on the seven components needed to achieve team excellence.

Dawn Elgas is working with Affinia Group, Inc to implement a best in class automated employee performance management process that will lead to improved practices that engage the entire organization. The project will include selection and implementation of a software system that will reduce routine administrative tasks and help managers focus on giving feedback that holds employees accountable while documenting performance.

Andrew James is developing an Adult Orientation Handbook for the Counseling and Career Planning Department at Washtenaw Community College. Andrew is gathering information from students about their needs as well as researching orientation programs at other universities.

Mahar Jafar is working with the Associate Dean for graduate programs in the College of Business at Eastern Michigan University. The project includes an assessment of the current orientation processes for graduate programs in the College Of Business as well as an investigation into the benefits and possible drawbacks of using Podcasting in orientations.

Ashraf Jessani is investigating factors contributing to the attrition of field and lab in-house interviewers in the Survey Research Operations Department (SRO) of the Institute for Social Research (ISR) at the University of Michigan. The goal is to create a model for standardized attrition (turnover) reporting by researching how others define and track attrition and comparing those perspectives with how it is currently defined and tracked by ISR and SRO. A final report will include recommendations for standardized attrition reporting and related recruiting practices.

John Kraynek is working with Acro Service Corporation developing a strategic interviewing process for a specific internal position. The project will include a job analysis that will lead to a job description. These two elements will then be used in developing a behavioral interviewing guide.

Amanda Lefeld is analyzing data gathered from Henry Ford Health System's employee health risk assessment. She will determine if there are health disparities within the organization as well as provide possible "best in job" solutions.

Khai Nguyen is conducting research to identify the main reasons causing high turnover rate for the two key positions, Marketing Director and Employee Benefit Manager in FARMEXCO, a Cashew processing company in Vietnam. Recommendations to improve the situation will also be discussed in the project final report.

Kristen MacVicar is working with Rock Financial/Quicken Loans on their new Behavioral Based Interviewing process. Kristen will design training materials including topic specific small group training

and computer based training to support successful implementation of the Behavioral Based Interviewing tool.

Stefanie Neuser is working with Mid Michigan Physicians to identify strategic objectives that will further financial and individual success of the shareholders. The project includes facilitating shareholder subcommittees that will be tasked with developing the themes identified in a strategic planning retreat into measurable objectives that identify accountability and a plan for implementation.

Jeff Reidy is creating a leadership training program for the store managers within 33 offices of the American Automobile Association. The program will enable managers to perform more consistently and help increase communication and reduce turnovers within the stores.

Melanie Stack is conducting research to identify the main reasons causing high turnover within The Developmental Disabilities Program at The Guidance Center, a non-profit mental health organization in Southgate, MI. Melanie will also discuss recommendations to improve the situation in the final consulting report.

Maria Stranges is conducting a targeted training needs assessment to create a customer service training session for the drivers at Forgotten Harvest. She will also develop materials for trainees as well as a trainer's guide that she will use to train Forgotten Harvest employees.

Asako Sunda is working with the Human Resources Department for the city of Ann Arbor. Asako will facilitate a workshop based on a 360 communication assessment. The goal is to help members of the department communicate more effectively, especially with those who have different communication styles.

Jamie Tomlinson is working with the American Association for Certified Orthoptists to create, deliver and analyze a compensation survey. The survey will cover compensation and benefits in addition to gathering information about the practice of Orthoptists.

Alumni & Student Updates!!!

Alumni Updates

- Dante Maynor has a new position as IT Recruiter with Borders Group in Ann Arbor.
- Congratulations to Ashwini Chandramouli on the birth of her second son.
- Norma Ibarra-Palmer has earned SPHR certification.
- Jeff Riedy has begun his new HRM job with the American Automobile Association (AAA) in Ohio.
- Congratulations to Molly Coates on the birth of her new son.

Student Updates

- Carrie Fontana began an internship in corporate training at American Axle & Manufacturing in January of this year.

Focus on an Alumna: Karen Szkutnik

By Rebecca Clark de Castillo

Karen Szkutnik is a 2006 MSHROD graduate working as a Regional Human Resources Manager at HCR-Manor Care. She is currently transitioning to cover the Detroit area. In her position, she works with the onsite HR generalists at the different skilled nursing facilities in the region as an internal consultant. Examples of work issues she deals with range from EEOC compliance issues; union third step grievances; and leadership training programs for management and supervisor roles.

She became interested in Eastern's MSHROD program after deciding to return to work. Karen had previously worked for ten years at HCR-Manor Care before taking six years off. She is licensed in Nursing Home Administration and worked in managerial positions. Human Resources was the area she greatly enjoyed. Positions included in the Human Resources area were Regional Recruiter, HR Generalist, and Administration. Her decision to join the program stemmed from a desire to further her Human Resource background.

Karen believes that this program has been a benefit in her professional life because of the skills she has developed in problem-solving and critical analysis. Because of her learning experiences in different courses, she is better able to react to work situations with a higher level of analysis. Management/Labor Relations, Training, Team-Building, and Organizational Development courses were courses that have been extremely beneficial to her in her work setting. Her Practicum project related to Performance Management, a course she did not specifically take because of time restraints, but something she references a great deal when dealing with current work issues. It is a topic she is frequently asked about!

She encourages MSHROD students to take advantage of internships and to obtain experience wherever possible. Karen was a member of SHRM and the HRAGD. She states that these were and still are great resources for networking.

Karen continues to use what she has learned in the MSHROD program here at Eastern Michigan University in her professional life. She takes advantage of her contacts with fellow alumni and often consults with them regarding ideas and resources.

Focus on a Student: Carrie Fontana

By Pasquale Caruso

Carrie is an MSHROD program student, who earned her bachelor degree in Accounting and Management at Eastern Michigan University. Currently, she is working in Corporate Training at American Axle & Manufacturing in Detroit, and works part-time as a Graduate Assistant in the COB Management Department.

In her final undergrad semester at EMU, she realized that it was a perfect time to continue her education, and that she enjoyed more of the Human Resources classes offered, leading her to inquire more about the MSHROD program. After speaking to Faculty, she decided to choose the program.

She says "I am able to transfer my learning in classes directly to my day-to-day work operations. Holding a position in training, I have been able to compare and contrast different processes in place to those that are given in the Human Resource Development class and actually apply what I have learned in the classroom to new courses I continuously develop". She has also been given many opportunities to network with business professionals within the Human Resources field as well as professors within the College of Business. She also recalls with special pleasure her learning with Dr. Wong's Mgmt 602 class.

On providing some advice to current or potential peers at the MSHROD program, Carrie says that students must be willing to network, know their professors and pursue employment within the Human

Focus on Faculty and Lecturers:

Dr. **Nick Blanchard** has published the third edition of his book *Effective Training: Strategies, Systems and Practices*.

Dr. **Jean Bush-Bacelis** will be delivering her proposals, "Listening for Global Leadership and Communication Success" and "Leadership and Executive Communication Coaching" at the 9th Association for Business Communication European Convention in Istanbul, Turkey, in May, 2007.

Drs. **Sanjib Chowdhury**, **Megan Endres**, and **Crissie Frye** will present their paper, "Does Gender Moderate Knowledge, Education and Entrepreneurial Self-Efficacy Relationships?" at the Academy of Management Annual Conference in August, 2007. In addition, Drs. **Sanjib Chowdhury** and **Megan Endres** will also present an additional paper, "Customer Involvement in Service Operation and Its Impact on Job Stress and Work Place Injury" at the conference.

Dr. **Christine Day** wrote a three act play on servant leadership. It was produced in Onstead, Michigan, on March 25, 2007. The play integrates narration, live actors, and photo-artistry.

Drs. **Megan Endres**, **Sanjib Chowdhury**, and **Morgan Milner** will present their paper, "Ambiguity Tolerance and Accurate Assessment of Self-Efficacy in a Complex Decision Task," at the Academy of Management Annual Conference in August, 2007.

Dr. **Greg Huszczo** continues to remain busy providing consulting and executive coaching services and also serving as a speaker at various association events (e.g., the Michigan Construction Alliance in February, The Detroit Chapter of the Association for Psychological Type in March, The Scanlon Leadership Network, and The Michigan Labor-Management Association in May). He is coauthoring a book on organizational change, *Tools for Turnarounds*, with Lee Sanborn from Ford and Roland Loup from Dannemiller and Associates. He also is completing a book, *Making a Difference*, for the Myers-Briggs people on how personality type influences how people go about trying to make a difference at work, in relationships and in their communities. Moreover, Dr. Huszczo has received university approval for his sabbatical during Fall, 2007.

Dr. **Linda Isenhour's** coauthored book chapter, "Privacy and eHR: The Potential for Privacy Violations in e-Recruiting, e-Selection, and e-Performance Management," will be published in *Technology, Outsourcing and HRM*, Martin, Reddington, Alexander (Eds.), in 2007.

Professor **Antoinette Knechtges** has been elected Director of the Michigan Council of SHRM and will present on "HR in the Crosshairs: Can HR be Loyal to Two Masters?" at the Institute for Continuing Legal Education in April, 2007.

Dr. **Jim Krolik** has earned his SPHR certification from SHRM.

Professor **Len Sholtis** received Eastern Michigan University's 2005-2006 EMU Full-time Lecturer Outstanding Teaching Award.

Dr. **Denise Tanguay** will be rejoining the Department of Management in 2008 at the conclusion of her work as Associate Dean with the College of Business.

Drs. **Stu Tubbs**, **Crissie Frye** and **Eric Schulz** published their article, "Compensation, Leadership and Organizational Effectiveness," in *Changing World Quarterly Journal*. Dr Tubbs and Dr. **Pradeep Chowdhry** also will have their paper "Leadership and Spirituality in Business: The Contributions of

Eastern Philosophy” published in the Proceedings of the Hawaii International Conference on Business in May, 2007. In addition, Dr. Tubbs, and two former graduate students, Sean Falk and Erin Ottenbreit received the “Best Paper” award for their paper entitled, “The Gender Divide” from the Association for Global Business at its annual conference in November, 2006. This is the second scholarship award in the last two years. Stu and Eric Schulz received the “Best Author” award from the Journal of American Academy of Business, Cambridge, for their article entitled, “Exploring a Taxonomy of Global Leadership Competencies and Meta-Competencies, published in the *Journal of American Academy of Business, Cambridge*, March 2006, pp. 29-34. Dr. Tubbs also published the 5th edition of his book, *Keys to Leadership: 101 Steps to Success*.

Dr. **Fraya Wagner-Marsh, SPHR** - Fraya is working on a new consulting project with national SHRM updating their HR Essentials product. During 2006, she was also part of the consulting team that worked on the new 2007 SHRM Learning System materials. She also serves as the Program Coordinator for the SHRM Learning System classes in Ypsilanti, Livonia, Southfield, Troy, and the new location in Lansing. Fraya is also working on the Instructors Manual materials for the Mathis and Jackson, HR Management textbook, 12th edition and serving as the coach for EMU's two HRGames teams.

EMU Hosts HRGames: March 17, 2007

By Dr. Toni Knechtges

Eastern Michigan University was again the host for the Jeopardy Style competition called HRGames. On Saturday, March 17, 2007, five teams from Michigan-based universities competed in the Games which are set up in a Jeopardy Style format. The category is given and students answer questions based on their Human Resource Knowledge.

Students from Western Michigan University (2 teams), Central Michigan University and Eastern Michigan University (2 teams) competed in the day long contest. Students representing Western Michigan University took the first place trophy and students from Central Michigan University took home the second place prize.

Eastern Michigan University undergrad students who participated were:

Team one: Matthew Gregory, Erika Lane, and Katie Tonks.

Team two: Maureen Dixon, Katherine Opsommer, and Ben Rupp.

Review of 2006-2007 for the EMU Student SHRM Chapter

By Rebecca Clark de Castillo

The 2006-2007 academic year has been busy for Eastern Michigan's Student Chapter of the Society of Human Resources Management. Some of the events the Chapter has been involved with are:

The chapter collected books in December to donate to the "Give the Gift of Reading" project for underprivileged children in the Detroit community. There was also a school supplies drive for SOS Community Services of Ypsilanti.

HRAGD sponsored our Mentoring Program. Student mentees are matched with their mentors based upon their specific interests in the HR/OD field.

Some of our student members were able to attend organized company visits. The Student SHRM Chapter was invited to MASCO Corporation, the Ford Rouge Factory Tour, and Academic HR at Eastern Michigan University.

We have held regular speaker meetings that have included presentations such as Training in the Workplace by Jerry Kaminski (American Axle & Manufacturing; Human Resource Management in an International Organization by Bill Zehel (ETAS, Inc.) and HRCI Certification by Dr. Fraya Wagner-Marsh, SPHR and Toni Knechtges, SPHR (Faculty Advisors – EMU SHRM Student Chapter) to name a few of our speakers over the last few months. Our student chapter would like to thank all the presenters who have taken the time to contribute to making our chapter meetings successful.

Student members, who contributed to the EMU SHRM Resume Book, be advised that it has been finalized and sent out to the Executive Boards of both the H.R. Association of Greater Detroit and the Greater Ann Arbor Society for H.R. Management.

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 Student Chapter participated in the creation of EMU's College of Business First Annual Ethos Week March 12-16, 2007, created by students for students to show their commitment to the six values outlined in the Ethos Statement. The newly formed Ethos Honor Society's induction took place at the Capstone Luncheon at the end of the week.

The undergraduate HR Games teams continue to work as they prepare for further HR Games competition. They competed at the State level hosted here at Eastern Michigan University on March 17, 2007. Both of EMU's teams will be continuing on to the Regional level hosted at Northern Illinois University Dekalb, Illinois, on April 13 – 14th, 2007. Good luck!

Student members volunteered at the Michigan Collegiate Job Fair in November 2006 and March 2007. As volunteers, students were able to attend for free with an extra opportunity to meet with recruiters before other job seekers arrived.

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 other happenings.

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

59th Annual SHRM Conference & Exposition

June 24–27, 2007

Las Vegas Convention Center, Las Vegas, NV

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. Information on the conference is available by website including breakout session learning objectives, opportunities for recertification, travel information, tours and more. Register today at www.shrm.org/conferences/annual.

Keynote Speakers



Lance Armstrong



Linda Alvarado



Dan Pink



Erin Gruwell

The 59th Annual Conference & Exposition is PAPERLESS!—Concurrent session PowerPoint presentations will be accessible online so that you can download the sessions you would like to attend ahead of time! [SHRM e-learning](#) provides synchronized streaming media presentations from the top-rated conference sessions.

New Innovation Track—Sessions on new and inventive ways of thinking will be added to our 2007 conference programming.

Sustaining a Competitive Advantage through a Culture of Excellence Certificate Program—New certificate program presented in partnership with the Disney Institute.

Talent and the Top Performing Organization Certificate Program—New certificate program presented in partnership with Harvard Business School Publishing.

Exhibitor New Products/Services Showcase—Discover new products and services to help enhance your organization and advance the HR profession.

2007 Student Conference

Saturday, June 23, 9:00 a.m. - 5:00 p.m.

More than 300 SHRM student members from dozens of schools will attend this special one-day event. The 2007 SHRM Student Conference is a terrific opportunity for students and chapter advisors to network and participate in an educational program geared specifically to their needs. The Student Conference includes thought-provoking speakers, networking opportunities and an exciting awards program.

For more information about the 2007 SHRM Student Conference, including session presenters and topics, visit www.shrm.org/students.

Receive a greatly 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. To register as a student member or chapter advisor, use the student registration form available at www.shrm.org/students.

Michigan Council of SHRM 2007 State Conference



“People ▪ Passion ▪ Profit – HR: *delivering value!*” is the theme of the 2007 Conference in Kalamazoo on September 24th – 26th, 2007.

The **Michigan Council of the Society for Human Resource Management (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.

Information is to be made available online at: http://www.mishrm.org/2007_Conference/

SHRM: HCRI Certification Announcement



For more information check online, at www.hrci.org.

2007 Exam Schedule

Exam	Testing Window Duration	1st Testing Window	2nd Testing Window
PHR/SPHR	8 weeks	May 1 -- June 30, 2007	Dec. 1, 2007 -- Jan. 31, 2008
GPHR	4 weeks	May 1 -- May 31, 2007	Dec. 1 -- Dec. 31, 2007

Application Deadlines

Exam	Window	Reg. Deadline Date	Late Deadline Date
PHR/SPHR	May 1 - June 30, 2007	March 16, 2007	April 20, 2007
PHR/SPHR	Dec. 1, 2007 - January 31, 2008	Oct. 12, 2007	Nov. 16, 2007
GPHR	May 1 - May 31, 2007	March 16, 2007	April 20, 2007
GPHR	Dec. 1 - Dec. 31, 2007	Oct. 12, 2007	Nov. 16, 2007

The MSHROD Development Fund

Please consider a donation to the MSHROD Development Fund. The money that we receive is used to help sponsor student and alumni events such as the new student orientation, the practicum orientation, and the annual alumni speaker event. It is also used to support the MSHROD newsletter and the annual MSHROD student award. These events and activities help attract students and help alumni stay in touch. Any amount is welcome! Checks can be made out to MSHROD Development Fund and mailed to Dr. Fraya Wagner-Marsh, SPHR, Eastern Michigan University, College of Business, Management Department, 300 W. Michigan Avenue, Room 466, Ypsilanti, MI, 48197. You can also make donations on-line by going to www.emich.edu and clicking on Foundation. Be sure to designate the MSHROD Development Fund. Thanks!!

MSHROD ALUMNI ASSOCIATION

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

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