Opening doors for the best and brightest
Scholarships support future HR leaders

Alaina Bell is looking forward to meeting the benefactors who funded the fellowship she received as an incoming master's student in the Center for Human Resources and Labor Studies' HRIR program. Those benefactors, Dick and Peggy Lidstad, created a fellowship fund about seven years ago, and have scheduled a breakfast in January to meet Alaina, the third recipient of their fellowship fund - so far. “Funding a fellowship is a great way to direct funds to something you have a strong interest in,” said Dick, a retired Vice President of HR at 3M, and a 1963 graduate of the Carlson School’s undergraduate program. “Peggy and I wanted to have our contribution be meaningful, and funding a fellowship is a great way of doing that.” When determining where to pursue a master’s degree, Alaina said the fellowship “was the deciding factor in choosing the University of Minnesota. It shows me how much the program is valued and makes me feel great to receive that support.” What will she say when she meets Dick and Peggy in January? “I’d like them to know that I think about their donation when I’m in class, working hard on my projects. It’s a great feeling to know that my education is important to somebody, and that my presence in Minnesota is valued. I’m looking forward to thanking them in person for their support.”

Alaina’s story is common among our students. “One of the biggest reasons I decided to attend the MA-HRIR program at the University of Minnesota was because I was offered a fellowship,” said Melissa Bentivolio, a second-year MA-HRIR student who completed a bachelor’s degree in human

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Greetings from the Center for Human Resources and Labor Studies!

This is a new experience for me. Even though I’ve been reading this newsletter since I joined the faculty in 1991, this is my first Director’s letter, because in July I succeeded Connie Wanberg as Director of the Center. Connie completed her three-year term as Director and is now enjoying being a regular faculty member again. Now that I’ve succeeded her as Director, I only hope I can be as successful as she was; she did an outstanding job.

I am very fortunate that Connie and Avner Ben-Ner before her have positioned the Center so strongly. Under their leadership, we have been able to maintain our faculty excellence in spite of many retirements. Six outstanding new faculty members have joined our department over the past few years: Joyce Bono, Michelle Duffy, Lisa Leslie, Colleen Manchester, Jason Shaw, and most recently Aaron Sojourner, our newest addition to the faculty; (see page 7 for more information). These individuals can never replace the key faculty members that so many of you remember fondly, but we are well positioned for the current faculty to make their own lasting impressions on the current students and those who follow them.

After returning from the International Industrial Relations Association’s World Congress in Sydney, Australia, one of my first public duties as the new Director was to welcome our new class of full-time and part-time students to the Carlson School of Management in early September. The CHRLS welcomed 81 new master’s students - 67 full-time and 14 part-time - after receiving a record number of applications. We are excited by the energy, experiences, and new thirst for cutting-edge HR knowledge that they are bringing to our classrooms.

Among the new full-time students, approximately one-third are from Minnesota, one-third are from other states, and one-third are international students from countries as diverse as China, Ghana, Saudi Arabia, Croatia, Vietnam, Taiwan, Venezuela, Korea, and Kazakhstan. In addition, four new Ph.D. students joined the CHRLS this fall, bringing the total Ph.D. program enrollment to 13. By now, everyone has settled into Minnesota on the academic front, and has experienced a taste of winter weather—with more to come!

This issue of Centerpoint focuses on the remarkable support we receive through individual, corporate and foundation donations. We consider ourselves fortunate to have so many loyal supporters, and we work carefully to steward these funds appropriately. That being said, the need is ongoing – in fact, this fall we awarded more than $210,000 in fellowships and assistantships to our students. As one of the student recipients noted, “These donations inspire and motivate students to do their best work and allow potential HR leaders to attend such a prestigious program.” We sincerely thank all our supporters, and encourage you to consider a donation to help shape the HR leaders of the future.

Lastly, I want to remind you that there are more ways for our alumni to stay in touch than ever before. This fall witnessed the launch of CarlsonConnect – a professional and social networking community exclusive to the Carlson School that allows alumni to reach across class years and geography to connect with anyone in the school’s 45,000-plus alumni community. More than 1,500 alumni have already activated their accounts since the rollout in September, and more are joining each week. Please visit www.carlsonschool.umn.edu/alumni to check it out! In addition, you’ll find our alumni online through numerous LinkedIn and Facebook groups. And, hopefully you’ve received the new Carlson School Monthly e-newsletter that includes program offerings, upcoming events, faculty/staff in the news, and much more. If not, let us know and we’ll make sure you receive future issues.

With warm wishes for continued personal and professional success,

John W. Budd
Professor and Industrial Relations Landgrant Chair, and
Director, Center for Human Resources and Labor Studies
The CHRLS relies on our Advisory Council members to bring an external perspective to our programs, providing an important “outside” view to our curriculum, teaching, research and community service. The guidance provided by the Advisory Council is one of our Center’s strengths and enhances our position as a leader in the field of human resources and labor relations. At left, Advisory Council members Laura Gillund and Tom Hall, at right, visit with Professor Emeritus Mahmood Zaidi during the Advisory Council reception on November 9. The meeting included an update on the state of the CHRLS, and a focused look at the Labor Education Service, an outreach program that provides training, applied research services and technical assistance to Minnesota workers and their organizations.

CarlsonConnect: new online tool for alumni

*CarlsonConnect* is a professional and social networking community exclusive to Carlson School alumni and select staff members that allows you to reach across class years and geography to connect with anyone in the Carlson School’s 45,000-plus alumni community. This new, powerful e-tool could not have come at a better time. Now, more than ever, we have to rely on each other and the power of the Carlson School alumni network for continued success. Visit www.carlsonschool.umn.edu/alumni, click “Join Today,” and follow the directions to validate your account. Already more than 1,500 alumni have activated their accounts, so you will be re-connecting with an active, robust community of alumni who can help you put your degree to work through networking and engagement opportunities.

Professional Development Workshops

The CHRLS Alumni Association hosts a series of Professional Development Workshops each academic year that are free and open to alumni and friends of the CHRLS, and the greater HR community. The next two workshops have been scheduled during spring semester. For more information, contact chrls@umn.edu.

**Wednesday, January 27, 2010**
5:30 to 7:30 p.m.

“Legislative Issues as an HR Competency”

Legislative issues have increasingly become a part of the HR landscape. The past decade has seen a significant explosion of legislative initiatives that have an impact on business, the HR profession and perhaps most importantly, the HR professional. HR legislative knowledge has become a new competency for the HR Business Partner. Join the CHRLS Alumni Association for a panel discussion focusing on the current legislative issues that are impacting our organizations.

**Wednesday, March 3, 2010**
5:30 to 7:30 p.m.

“Personal Skills Development Toolkit – Remaining Relevant in a Changing Economy”

Watch for additional information on this workshop.

New electronic newsletter

The Carlson School of Management has developed a new publication called Carlson School Monthly, an email newsletter designed to foster communications among alumni as well as between the school and alumni. **Please make sure we have your current email address so you won't miss an issue of this useful newsletter.** You may contact Anne Obst at 612-626-9748 or obstx011@umn.edu to update your email or mailing address and other important contact information.
resources management at Western Michigan University in 2008. “Grad school can be extremely expensive, especially for students attending from out-of-state. The fellowship really was the key when deciding what graduate school to attend,” she said. “It gave me the opportunity to pursue my master’s at one of the highest rated HR schools in the country, and for that I am very grateful.” The CHRLS received a record number of applications for Fall 2009 enrollment, and the caliber of students remains exceptionally high. The reputation and position of the program continues to grow. All of this positive interest, however, also presents a challenge – an increasing need for additional scholarship funds to allow the Center to attract and retain the best and brightest students. “Over the last five years the funding stream of the CHRLS has changed dramatically,” said CHRLS Associate Director Bob Glunz. “During this time frame, state support fell from 54% of our overall funding source to 42%. The majority of that reduction has been offset by tuition income, which has resulted in double-digit tuition rate increases during this same five-year period.” Glunz noted that with the reduced state funding and a desire to minimize tuition increases, “we need to identify revenue sources outside these two areas.” The CHRLS awarded nearly $160,000 in scholarships and an additional $50,000 through graduate or research assistantships to students enrolled for the 2009-2010 academic year. That’s an impressive figure – but not nearly enough. “We know we lost some really top students to other HR programs because of our inability to fund every student’s need,” said Theresa Glomb, Director of the HRIR M.A. program.

One of those top students who did choose Minnesota is Justin Blum, who earned a B.A. in Psychology and minors in Marketing, Communication, and Management from the Rochester (NY) Institute of Technology in 2007. “I was interested in attending the MA-HRIR program at the University of Minnesota due to the strong educational grounding I would receive in human resources and labor relations coupled with core business fundamentals,” he said. “Without the support I received from my student fellowship, however, I would not have been able to make the journey from my home in New York to study HRIR at the Carlson School of Management.” Justin also received an offer to attend another leading HR master’s program and said, “being offered financial assistance from the MA-HRIR

The Key to Excellence
Donors interested in opening doors for the best and brightest students have several options available to them:

**MA-HRIR Fellowship Fund**
Recruiters searching to hire the top HR master’s students tell us they come to the Carlson School’s HRIR program because they know our students have received an outstanding education in the field of HRIR, and have worked with internationally-known and respected faculty members who are leaders in their fields. In order to maintain this culture of excellence we need to continue to attract the best and brightest students. And to do that, we must be able to offer them financial support.

**Herman Library Fund**
The Herman Library is a comprehensive reference library that specializes in human resource management and labor relations, and is open to students, faculty, the professional community, and the public. The Library provides information on a wide range of topics of interest to HR practitioners and researchers, including recruitment, training, compensation, job satisfaction, motivation, stress, drug testing, strategic management, effects of technological change, mergers, diversity, labor relations, unions, organizational socialization, absenteeism, and turnover. Financial support of the Library is needed to help ensure that this collection remains robust and up-to-date.

**CHRLS General Fund**
A donation to this fund allows us to use the money where it is most needed – for the funds noted above as well as other important initiatives to maintain our excellence. The CHRLS is committed to the strategic and responsible management of these funds in ways that attract and retain students and faculty of the highest quality.
program factored heavily in my decision to attend the Carlson School.”

The CHRLS is supported through generous gifts from individuals like the Lidstads, as well as from corporations and foundations. Supporting the development of future HR leaders is a natural for companies like Chevron who, in addition to their annual philanthropic funding, returns to campus each fall to interview and recruit students from the MA-HRIR program for summer internships and permanent positions. “We are very pleased with the caliber of [HRIR] students from the University of Minnesota,” said Paul Malling, Human Resources Development Program Manager. “Chevron is pleased to continue our support of the Center for Human Resources and Labor Studies.”

Another long-time corporate supporter of the CHRLS is ExxonMobil, who also recruits our students each year. “ExxonMobil has a long history of supporting and improving educational programs as an important business priority,” the company stated in its 2008 Corporate Citizen Report. Maria Fico graduated from the Universidad Tecnologica del Centro in Venezuela with a bachelor’s degree in Business Administration and a major in human resource management. She worked for Kraft Foods in Venezuela and Miami for three years before coming to the HRIR program, and is the recipient of ExxonMobil’s 2009 fellowship. “I decided to come to the MA-HRIR program at the University of Minnesota because I believe the program will help me continue to develop as a leader and become a better professional in HRIR,” she said. “Receiving the offer of financial aid definitely played a role in my decision. Receiving that offer opened the doors to further my education in one of the premier institutions in the United States.”

Sponsoring the annual HR Tomorrow Conference is another way for organizations to support the CHRLS. Each year, local and national corporations who sponsor the conference know they are not only supporting an outstanding professional development symposium, but are contributing to the HR Tomorrow Fellowship Fund. “At C.H. Robinson, we value the success and positive impact the University of Minnesota has on our community,” said Laura Gillund, ’95 MA-IR, and Vice President of HR. “We are proud to support the HR Tomorrow Conference in their ongoing commitment to trends, challenges and opportunities in the field of human resources and industrial relations.”

Recipients of the fellowship are invited to attend the conference at no cost, where they have the chance to meet—and thank—their benefactors. “My transition into graduate school would have been much more difficult had I not received a fellowship,” said Eva Treuer, a second-year student who was a 2008 recipient of the HR Tomorrow Fellowship. “The MA-HRIR aligns perfectly with my passions and future goals. Thanks to all the HR Tomorrow sponsors for the opportunity to succeed!”

Kristyn Aasen, a 2009 recipient of the fellowship, said she is very grateful for the award. “I feel honored to receive the professional support and encouragement of members of the business community during my training.”

The support of alumni, community leaders, business partners and others is one of the strengths of the HRIR program at the Carlson School of Management, and that support is greatly appreciated by our students. “I just want to take this opportunity to thank my benefactors for the opportunity they have given me to grow professionally and personally,” said Maria Fico. “They are leaving the greatest legacy anybody can leave behind, by giving a person like me the opportunity to become a better prepared leader for the future. Thank you for allowing me to become a more complete leader and professional, and thank you for allowing me to be part of the HRIR program at the University of Minnesota.”

Fossum/Scoville/Zaidi Fellowship bears fruit

In the spring of 2008, three long-time professors of HRIR retired with a total of 97 years of service among them: John Fossum with 25 years, Jim Scoville with 29; and Mahmood Zaidi with 43. To pay tribute to these exceptional professors for their lasting legacy, a fellowship fund was created in their honor, and contributions were collected throughout the year. This fall, three incoming MA-HRIR students were named recipients of this fellowship. “I was surprised and honored to hear that I would be a recipient of the Fossum/Scoville/Zaidi Fellowship,” said Eric Kohs, who majored in Psychology at the University of Minnesota. “I’ve worked part-time since entering college to pay what I can, so the contribution really meant a lot!”

The other two recipients are Christine Hill, who majored in Political Science and German at St. Olaf College; and Joanna Mark, who also majored in Psychology at the University of Minnesota. “An award like this constitutes a tangible statement of faith in students’ abilities and encourages them to do their best work,” said Kohs.
Alumni Updates

Scott Albers, '93 MA-IR, was promoted to vice president of administration at Hurd Windows and Doors.

Larry Bourgerie, '89 MA-IR, owner of Bourgerie Consulting, has joined the CHRLS staff as an adjunct instructor, and will be teaching “Motivation and Work Behavior in Contemporary Organizations” this academic year.


Willie Hill, '02 MA-HRIR, completed a one-year assignment at Beijing University as a lecturer, teaching international business communications and organizational behavior.

Timothy Hornseth, '04 MA-HRIR, is the Business Department Chair at the Rochester campus of Minnesota School of Business/Globe University.

Beth Roeber, '01 MA-HRIR, has been promoted to Senior Compensation Consultant at UnitedHealth Group in Minnetonka, Minnesota.

Wanling Qu, '08-MA-HRIR, has accepted a position as Beijing Office Coordinator with the University of Minnesota’s China Center.

Eric Shaughnessy, '02 MA-HRIR, recently joined Datacard as an HR Business Partner.

Zhaoli Song, '04 PhD-HRIR, co-authored a study titled, “Mood spillover and crossover among dual-earner couples: A cell phone event sampling study” that used cell phones to explore how moods can spill over between work and family and cross over from one spouse to another. In doing the study, the authors invented a new method of using cell phones to collect momentary data.

Carla Zachman, '04-MA-HRIR, recently joined Walgreens as Talent Development Manager.

Alumni News

CHRLS Alumni Association
Board of Directors – 2009-2010

Each year the Alumni Association of the CHRLS directs a variety of activities, including a series of Professional Development Workshops, the Mentoring Program, and the HR Tomorrow Conference. The 2009-2010 Board is pictured above, from left: Karen Phang, Eric Shaughnessy, Michele Ramirez, Sarah McDowell, Patricia Doherty, Steve Lewis, Sheila Kramer, Larry Bourgerie, Pat Stone, and Carla Smith. Not pictured are Adam Kahle, Ellen Kleiner, Leander LeSure, Maureen Mullikin, Robert Smith, and Carla Zachman.

Want to get involved?

Many alumni are interested in getting more involved with the HRIR program, but are not sure how. There are many great opportunities:

> Present to a class—each semester CHRLS faculty look for a few HR practitioners to share their experiences with students

> Volunteer as a mentor—the 2009-10 Mentoring Program is already underway, but mentors will be needed next year

> Attend the HR Tomorrow Conference—this annual event will be held April 16, 2010

> Encourage your employer to support student fellowships

> Host a site visit to your organization for current students

> Make an individual donation to support the CHRLS’ efforts to attract the best and brightest students

> Provide a case study that faculty can use in their classes to illustrate HR principles at work

> Serve as a resume reviewer or mock interviewer through the Carlson School’s Business Career Center

> Join the Alumni Association Board of Directors (new members are sought each spring for 3-year terms beginning each fall)

For information on any of these opportunities, please contact Anne Obst at 612-626-9748 or obstx011@umn.edu.
The CHRLS welcomes Patti Blair as the new Administrative Specialist. Prior to joining the CHRLS, Patti was on the management team of Banning Junction in northern Minnesota, and has also owned her own business doing website design and computer support while living in Wales.

Assistant Professor Aaron Sojourner joined the CHRLS this year. Sojourner earned a PhD in Economics from Northwestern, an MA in Public Policy from the University of Chicago, and a BA in History from Yale University. He has previous experience working for the Carpenters Union and in various public policy positions. He is teaching Labor Relations and Collective Bargaining this year.

Rob Vellella joins the CHRLS as the HRIR Undergraduate Program Coordinator. Rob has taken a leave from his studies in the CHRLS’ PhD program to assume his new duties. Rob earned a B.S. in Biology from the University of Wisconsin-Oshkosh and an M.S. in Financial Management from the Naval Postgraduate School in Monterey, CA.

The Labor Education Service welcomes Sarah Wolf as Office Administrator. Sarah has a BA in English and came to LES from the Minnesota Women’s Press. She also has several years of experience at the University working in the cultural studies and comparative literature department.

Michelle Duffy was promoted to full professor last spring in recognition of her outstanding record of research, teaching and service. She will soon begin a research study titled, “Resume Fraud: Investigations of the Antecedents and Consequences of Fabrications, Embellishment, and Omission,” funded by a $73,000 grant she received from the Society for Human Resources Management (SHRM) Foundation. "Antecedent of Abusive Supervision: Supervisor Perceptions of Deep-Level Dissimilarity, Relationship Conflict and Subordinate Performance” by Duffy and co-authors has been accepted for publication in the Academy of Management Journal.

The CHRLS hosted a “Meet the Authors” event in October for Professor and CHRLS Director, John Budd and his co-author, Law Professor Stephen Befort, to highlight their recently published book, “Invisible Hands, Invisible Objectives.” The event was held in the Georgianna E. Herman Library. Budd will present “Is Employee Voice a Private Matter?” at a March 26 conference at the London School of Economics. An article by Budd, recent PhD graduate Jonathan Booth and current PhD student Kristen Munday titled, “First-Timers and Late-Bloomers: Youth-Adult Unionization Differences in a Cobort of the U.S. Labor Force,” was accepted for publication in Industrial and Labor Relations Review.

Never Say Never? Uncovering the Never-Ununionized in the United States” by John Budd has been accepted for publication in the British Journal of Industrial Relations. The paper is co-authored by HRIR PhD student Kristen Munday and recent HRIR PhD graduate Jonathan Booth.

“Job-Search Grind: Perceived Progress, Self-Reactions, and Self-Regulation of Search Effort” by Connie Wanberg has been accepted for publication in the Academy of Management Journal. The paper is co-authored by Edwin A.J. van Hooft of Erasmus University Rotterdam and Jing Zhu, a recent PhD graduate.

“Development of the ‘Getting Ready for Your Next Job’ Inventory for Unemployed Individuals” by Connie Wanberg, HRIR Ph.D. graduate Zhen Zang, and current HRIR PhD student Erica Diehn has been accepted for publication in Personnel Psychology.

Aaron Sojourner has been invited to present his research in seminars at the Chicago Federal Reserve Bank, University of Chicago, and City University of New York Economics Department.

“Trusting and Trustworthiness: What Are They, How to Measure Them, and What Affects Them,” by Avner Ben-Ner and PhD alumnus Freyr Halldorsson, was accepted for publication in the Journal of Economic Psychology. ‘A Comparative Study of Allocation of Decision-Making across Stakeholder Groups: The Case of Personal Care Industries” by Ben-Ner and HRIR PhD Student Ting Ren has been accepted for publication in Annals of Public and Cooperative Economics.

An article by Theresa Glomb, and PhD alumni Amit Kramer and Devashesh Bhave titled “Work Family Conflict in Work Groups: Social Information Processing, Support, and Demographic Dissimilarity,” was accepted for publication in the Journal of Applied Psychology. An article by Glomb and Andrew Miner titled, “State Mood, Task Performance, and Behavior at Work: A Within-Persons Approach,” was accepted for publication in Organizational Behavior and Human Decision Processes.

“Fostering Integrative Community Leadership,” an article by Joyce Bono, W. Shen and M. Snyder, was accepted for publication in Leadership Quarterly.

The University of Minnesota’s Council of Academic Professionals and Administrators (CAPA) awarded its 2009 CAPA Outstanding Unit Award to the Labor Education Service (LES). This award annually recognizes a unit within the University of Minnesota that is exemplary in its support of Professional and Administrative (P&A) staff, as well as P&A staff members within the unit who have made distinguished contributions to the mission of their unit and the University.

In October, the Black Swamp International Film Festival awarded its best feature-length documentary honor to “If Stone Could Speak,” a film created by Randy Croce, video producer with the Labor Education Service. The documentary looks at the stonecutting trade from its early days in northern Italy to its current business in Vermont, and has been shown on the Buckeye Cable System in Ohio.
The emerging economic landscape has employers and employees operating in a vastly different manner than even one year ago. What changes are occurring, and what impact do these changes have on how HR professionals address issues that impact the human capital of their organizations? Join the CHRLS and its Alumni Association in Minneapolis on April 16 to explore HR’s new role and how HR professionals can navigate in the ‘new normal.’

Friday, April 16, 2010 - 8:00 am – 5:30 pm

Featured keynote speaker:
Lee J. Schram
Chief Executive Officer – Deluxe Corporation

Conference topics may include:
- Talent Management
- Measuring Business Results
- International HR Management
- Talent Acquisition/Recruiting
- Diversity and Culture
- Labor Relations
- Competitive Compensation and Benefits
- Leadership Development

The Changing Face of HR:
Navigating in the NEW NORMAL

2010 HR Tomorrow Conference – Save the Date!

EARLY BIRD SPECIAL!
Save $50! Register before March 29, 2010, at hrtomorrow.csom.umn.edu