When one outstanding faculty member retires from a university, it’s only natural to look back with pride on the legacy he or she is leaving to the institution, the students they’ve impacted, and the contributions they’ve made to their field of study. When three exceptional faculty members retire from the same department, the occasion is all the more notable, and filled with even stronger feelings of appreciation and gratitude for the retirees. Such is the case with the Industrial Relations Center.

When Professors John Fossum, Jim Scoville and Mahmood Zaidi retire at the end of this academic year, they will have provided a total of 97 years of service to the Industrial Relations Center: Fossum with 25 years; Scoville with 29; and Zaidi with 43. Their careers at the University of Minnesota will be honored at a formal retirement dinner on Friday, April 25, and at an informal reception on Tuesday, May 6. Please see page 8 for additional information on both events.
Greetings from the IRC!

This issue of IRC News finds us in a time of transition, some of it bittersweet and some of it exciting.

First the bittersweet: we will be seeing a lot less of three of our long-time colleagues, IRC Professors John Fossum, Jim Scoville, and Mahmood Zaidi, who are retiring at the end of this academic year after more than 97 combined years of service to the Carlson School. We appreciate their significant contributions to the fields of human resources and industrial relations, and value the legacies they have created. At the same time we hope these professors will continue to be involved in our programs after their retirements. Please help us honor John, Jim and Mahmood by attending a retirement dinner in their honor on Friday, April 25; see page 8 for more information on this great event.

Another way of showing your support is to consider making a contribution to the Fossum/Scoville/Zaidi Fellowship Fund in their honor. Recruiters searching to hire the top students tell us they come to our program because they know our students have received an outstanding education in the HRIR field and have worked with internationally-known and respected faculty members who are leaders in their fields – faculty members like John, Jim and Mahmood. More information on how you can support our graduate students through fellowships is on page 9.

Now for the exciting transition: effective September 1, 2008, the Industrial Relations Center will be renamed the Center for Human Resources and Labor Studies (CHRLS). This change was necessary to reflect the contemporary names for our field and was reached after broad consultation with the IRC’s many stakeholders. This decision does not impact the name of our major, or our department; that will remain Human Resources and Industrial Relations (HRIR). Please see the article on page 10 of this issue for more information, and feel free to contact me with any questions about this change.

The Center for HRLS will still include the same components the IRC currently does: the department of HRIR that administers our graduate programs in HRIR; the Georgianna E. Herman Reference Room; the Human Resources Research Institute (HRRI); and the Labor Education Service, which is highlighted in this issue, beginning on page 4. LES provides a vital service to the labor communities and I think you’ll enjoy learning more about the extent of their outreach.

We’re gearing up for one of the biggest spring semesters in recent history. First, we will hold our annual HR Tomorrow Conference on April 25. The theme this year is an exciting one - “The Business of HR: Creating Competitive Advantage through People.” Visit http://hrtomorrow.csom.umn.edu/ for more information on the conference. At the same time, we will host the Fifth Innovative Teaching in HRIR Conference on Friday and Saturday, April 25-26 here at the Carlson School; visit http://www.hrirteaching.umn.edu/ for more information. Finally, on the evening of April 25 (following the conferences) we will be hosting the IRC Retirement Dinner that I mentioned above; the cost is $30 and you may register to attend the dinner at http://hrtomorrow.csom.umn.edu/dinner.htm.

We’d love to see you at one (or more!) of these events, but if you aren’t able to join us, please make sure to drop me a line and let me know how you’re doing!

Best regards,

Connie Wanberg, PhD
Professor and Director
Industrial Relations Center
Alumni News

Vida Gulbinas Scarpello, ’80 PhD-IR, served as editor for the recently published “The Handbook of Human Resource Management Education: Promoting an Effective and Efficient Curriculum.” (Sage 2008) The handbook addresses the development of the field of Human Resources Management (HRM), the nature of HRM educational programs, and current issues which dominate discussion in academic HRM programs and in HRM practice.

Hilary Marden-Resnick, ’94 MA-HRIR, was recognized as one of the “40 under 40” by the Minneapolis/St. Paul Business Journal. She is vice president of human resources for Hennepin County Medical Center.


Continuing Education Opportunities

The Carlson Executive Education program is offering a course on Talent Management Strategies on May 13-15, 2008. This program examines the question of how to organize, manage, and motivate talent in a way that supports the underlying business strategy. Participants will be exposed to superior practices in recruiting, selecting, developing, rewarding, and retaining your organization’s talent. For more information please visit http://www.carlsonschool.umn.edu/Page6359.aspx.

The Policy Issues on Work and Pay Graduate Certificate is designed for private sector human resource specialists, public sector labor or employment relations specialists, public servants creating and evaluating public policies, union negotiators and employment lawyers. Specifically, this rigorous graduate-level program delves into and evaluates various statutes and how employers, unions, and governments interpret those policies. Courses are offered late afternoons and evenings. Previous coursework may be transferred to the certificate. Please visit http://www.cce.umn.edu/certificates/mgmt/piwp/ for detailed information.

PhD Student News

Devasheesh Bhave, PhD-HRIR student, has accepted a position as Assistant Professor with the John Molson School of Business at Concordia University in Montreal, Canada.


PhD-HRIR students Darla Flint and Ting Ren won the prize for the Best Student Paper from the University Council of Industrial Relations and Human Resources Programs at the Labor and Employment Relations Association’s conference. Their paper was titled, “A Cross-Sectorial Comparison of the Effects of Wage Inequality on Employee Effort and Service Quality.”

Amit Kramer, PhD-HRIR student, had the following paper accepted in Industrial Relations: “Unions as Facilitators of Employment Rights: An Analysis of Individuals’ Awareness of Parental Leave in the NLSY.”

Zhen Zhang, PhD-HRIR student, has accepted a position as Assistant Professor with Arizona State University-West Campus in the Department of Management in the School of Global Management and Leadership.

Carlson School News

First Tuesday Luncheon series

The Carlson School of Management’s First Tuesday Luncheon series began in August 1992 to provide an opportunity for alumni and friends of the school to continue their management education. The series features top-notch executives as keynote speakers addressing hot topics in business and leadership. Mark your calendars for these upcoming dates and speakers:

May 6, 2008 – Lois Quam, Managing Director, Alternative Investments, Piper Jaffrey

June 3, 2008 – Monica Nassif, CEO and Founder, The Caldrea Company

July 1, 2008 – Mark Eustis, President and Chief Executive Officer, Fairview Health Services

August 5, 2008 – Tom Petters, Chairman & CEO, Petters Group Worldwide

First Friday Networking Series

Meet with fellow alumni and current students on the first Friday of each month for these popular networking events. Watch for reminder postcards in the mail, or visit carlsonschool.umn.edu/firstfriday for more information or to register.

May 2, 2008 – Billy’s on Grand, 5:30 to 7:30 p.m.

August 1, 2008 – First Friday Boat Cruise on Lake Minnetonka, 6:45 to 10:00 p.m.

September 5, 2008 – First Friday at Campus Club, 5:30 to 7:30 p.m.
ES is an outreach program that provides educational resources for working people and union members,” said LES Director Howard Kling. “Our whole program is dedicated to the idea of civic engagement that the University has embraced, making that an integral part of the teaching, research and service mission of the University’s Industrial Relations Center.

“We offer both a ‘labor liberal arts’ open enrollment certificate program and customized non-credit courses and seminars for specific organizations,” Kling said. “Subjects range from various collective bargaining issues to steward training, occupational safety and health, labor law, labor economics, anti-oppression and diversity training, and union administration,” he said. “We also help unions with strategic planning and meeting facilitation. There are programs similar to LES in other states,” Kling added, “but we’re pretty much the only educational program serving labor in Minnesota.”

Most people who don’t know about LES might be surprised to learn that such a program exists here. “They may think that labor activity is dwindling,” Kling noted, “but we’re pretty much the only educational program serving labor in Minnesota.”

That’s because unions are seeking additional education, Kling said, and LES is able to meet the demand by offering programs at both campus and off-campus locations. In fact, LES staff travel across the state and region to provide training, video production, research and other services designed to meet the needs of their customers. “We’ll go anywhere in Minnesota where workers are,” said LES Coordinator Larry Casey. “It’s important that people know this program of the University is here to serve the entire state, not just the Twin Cities.”

It’s also important to know that LES has begun to provide some courses in other languages to assist unions with non-English speaking members, and that they’ve recently hired a new staff member who is fluent in Spanish.

A quick look at LES’ most recent quarterly activity report shows that, in addition to the two for-credit courses taught by Professor John Remington (Labor and Labor Law, and Arbitration), LES staff members presented 19 short courses on topics that included Advanced Steward Training, Leadership Development, Negotiations and Better Customer Service. These non-credit courses served almost 600 students. Staff members also gave ten speeches during this time period, reaching more than 300 audience members.

“We work to be responsive and a little bit ahead of the labor movement’s needs,” said Barb Kucera, LES Coordinator. “For example, in September 2006 we convened a Labor & Immigration Conference which more than 175 union officers, staff and activists attended.”

The conference included presentations on the history of immigration and how it fits into the larger issue of globalization, the factors that have increased immigration,
and the influence of immigrants on workplaces and the labor movement. “I think we were the first labor education program to do this kind of conference,” Kucera said.

Kucera also noted that no other labor education program has full-time staff devoted to media. “Our program has a bigger emphasis on communications than many of our peers,” she said, “and we are the only labor ed program nationally to have such a substantial media specialty.”

One result of that specialty is the unique web news project that Kucera edits. Workday Minnesota (www.workdayminnesota.org) is the first on-line labor news service in the United States. It is updated daily with contributions from Kucera and other labor reporters in the state and with some national and international components. The website has become a trusted source of news for and about working people that often has an impact on mainstream media and public officials.

Internet communications is the newest addition to the LES media program that began with video in the 1980’s. That’s when the longest running cable access labor program in the country, “Minnesota at Work,” had its debut under the care of John See. Things have changed since those days; LES media work added staff, and LES has evolved into producing videos for clients as well as programs of their own choosing. The video work of LES has resulted in numerous outstanding documentaries, Kucera said. One of the best-known films, “Labor’s Turning Point,” was created in the mid-1980s to document the 1934 truckers’ strike in Minneapolis. “The 1930s was a pivotal time frame for the labor movement,” Kucera said, “and this documentary really captured that.”

More recently, LES video producer Randy Croce completed an hour-long documentary titled, “If Stone Could Speak,” a fascinating look at the stonemasons trade from its early days in northern Italy to its current business in Barre, Vermont. The film follows the artisans and their families from quarries, workshops and schools in Italy to granite carving sheds in New England. Croce recently received word that Twin Cities Public Television, the local PBS affiliate, will air the documentary some time this fall. Interested parties can purchase a copy of this documentary by contacting Randy Croce at rcroce@umn.edu.

The goal of LES programs and initiatives is “to equip union and non-union workers, worker advocates, union representatives, officers and staff with the knowledge and tools to protect and advance their rights, fulfill their responsibilities and participate fully in the civic and economic life of their communities.” Proof that LES meets this goal is evident from the feedback they receive from their customers.

“One of the many courses presented by LES staff members is “Managing Conflict on the Job,” taught by Larry Casey, right. This 4-session course provides concise and clear guidelines for dealing with conflict on both interpersonal and organizational levels. "With their years of experience in training and organized labor, your staff have instant credibility with our membership,” wrote Jim Hansen, Treasurer and Assistant to Business Manager of I.U.O.E. International Union of Operating Engineers) Local No. 49. “Your organization has proven to us that we can count on the instructors to be on time, very well prepared, and flexible anywhere we need them to be, from Bagley to Rochester, and all points in between. We thank you and your instructors for your time and commitment.”

A look at LES
LES staff members teach, develop instructional materials, conduct practical research and uncover new knowledge, create audio-visual and communications resources, and provide educational opportunities for workers throughout Minnesota. Through these efforts, LES fosters economic vitality, ethical relations, and social justice in the workplace and the community.

LES Staff
Howard Kling - Director
Joyce Hegstrom - Executive Assistant

Teaching Staff
Mary Bellman
Larry Casey
Tony DeAngelis
John Remington - Professor of Industrial Relations
Deborah Rosenstein

Communications Staff
Randy Croce
Barb Kucera
John See

LES has evolved into producing videos for clients as well as programs of their own choosing. LES Director Howard Kling adjusts the camera during a recent taping.
Fond farewells continued from page 1

John Fossum

“The notion that I wound up doing this (a career in academia) is not anything anyone would have expected. I was not very academically oriented,” Professor John Fossum admits wryly. For those students who might struggle with statistics or worry about their aptitude, you can take heart from Fossum's experience: “In the MA-IR program, I had a lot of trouble with my first stats class until about half-way through, and then it just clicked,” he said. “I took stats every quarter after that, which has been a huge advantage for me throughout my professional and academic career.”

Fossum credits his years in the Navy in the early 1960s as having the most influence on his future. “As a non-lawyer legal officer, I investigated offenses, handled courts martial procedures; provided advice and counsel on paternity, child support and divorce issues; and advised and assisted commanding officers on courts martial reviews and boards of inquiry,” he said. “I don't think I realized at the time how much I learned, what opportunities I had, and the level of responsibility the position entailed.”

Following his service in the Navy, Fossum entered the MA-IR program to pursue his interest in personnel issues: during an internship at Control Data Corporation, he researched the issue of employee turnover and presented his findings to CDC's executive council. His interest in employment issues eventually led him to Michigan State University, and following the completion of his PhD in Labor and Industrial Relations, he joined the University of Wyoming. In 1974, he moved to the Business School at the University of Michigan.

In 1983, the University of Minnesota was searching for two tenured positions. Fossum had had offers to work at other institutions but chose Minnesota because, he said, “I felt that the way Minnesota looked at the field was more complete than other IR programs. Minnesota's IR program has had a tremendous influence on the intellectual development of the human resource management field.”

Fossum believes another asset of the program is how strongly the faculty members care about how their students are doing in class, and where they are going after graduation. “Many of our graduates have been very successful and have maintained strong ties with the IRC,” he said. “I believe that almost everyone who's gone through our program has been happy with it, and the program has had a positive impact on their lives.”

Leander LeSure, '95 MA-IR, can speak to this faculty commitment. “When I was a student in 1993,” he said, “I had a challenging course and did not do well on a midterm. I began to question myself. Professor Fossum stepped in and unselfishly offered his time to help me regain my confidence. Because of his support and commitment I received one of the highest grades on the final exam.”

“Professor Fossum is one of the most supportive advisors I have come across....he ensures that students are taken care of and that the program is masterfully executed.”

—Leander LeSure, '95 MA-IR

Jim Scoville

Professor Jim Scoville joined the Industrial Relations Center in 1979 as a full professor and the Director of the IRC, coming from the University of Illinois where he had worked as an associate and full professor. He earned his undergraduate degree in Economics from Oberlin College, and his masters and PhD in Economics from Harvard, where he did some post-doctoral work and was an assistant professor. He also worked for the International Labor Organization (ILO) in Geneva for a year.

Looking back over the past 29 years Scoville has seen many changes. “The field we’re working in is definitely evolving away from labor relations and collective bargaining toward human resources management,” he said. He also commented on the rising number of women in the field. “The role and acceptance of women into human resources and industrial relations has changed a lot
“Jim (Scoville) gave me some of the toughest and best comments on my dissertation at the University of Illinois, and provided important insights that helped me improve my research.”

—Morris Kleiner, PhD, Humphrey Institute Professor

over the years,” he said, recalling that when he first came to Minnesota, the IRC was housed in the Management and Economics building, which had no female-designated restrooms on several floors.

Speaking to other, more aesthetic changes, Scoville recalls that students were much dressier in the past. “They always wore suits and skirts back in the day,” he said, “while now, you know students have a job interview when they come to class all dressed up.” Attire notwithstanding, Scoville is pleased to note that students’ abilities have remained the same over the years.

He counts among his accomplishments the development of the International Comparative HRIR course to the program, a course that he continues to teach through this spring semester, and he takes great pride in his research. “Through my continued emphasis on labor markets in developing countries, I’ve been able to dispel some of the myths surrounding current research with more of a focus on how markets actually work and what they actually do,” he said. He also points out that this work on urban labor markets, as well as his research on job design and training and the workings of the caste system, more than hold its own against other leaders in the field.

continued on page 8

IRC faculty members maintain strong ties with many of their former students. Above, Jim Scoville visits with IRC alumni during the 2007 HR Tomorrow Conference.

A matter of demographics

During the 1960’s and 1970’s, business schools across the United States expanded rapidly, requiring universities to hire a large number of faculty members. Naturally, many of these faculty are reaching retirement at about the same time, which is how the IRC came to be saying good-bye to these three long-time professors this spring.

The senior IRC faculty helped insure the stability of the program by agreeing to enter into a series of phased retirements, which has provided the opportunity for a great deal of overlap between the senior and younger faculty, before vacancies occurred. This is not typical of other schools, and is a testament to the commitment our faculty have to the IRC.

“We are committed to sustaining the reputation of the MA-HRIR program and the IRC,” said IRC Director Connie Wanberg, “and to continuing our growth as an international center of excellence in Minnesota. We’ve been aggressively, and very successfully, recruiting and hiring top-notch faculty members.”

The list of new IRC faculty is impressive. “We brought in Associate Professor Michelle Duffy and Associate Professor Jason Shaw in fall 2006, both from the University of Kentucky’s Gatton School of Business and Economics,” Wanberg said. “In fall 2007 we welcomed Associate Professor Joyce Bono who joined us from the University of Minnesota’s Psychology Department, and we welcomed new Assistant Professors Lisa Leslie and Colleen Manchester. In addition,” Wanberg said, “we are conducting a national search for two additional faculty members to join the Industrial Relations Center.”


Ellen Kleiner, ‘07 MA-HRIR, recalls that “Professor Scoville helped me in my job search by giving me the flexibility to interview at Eaton Corporation instead of requiring me to give a classroom presentation.” Kleiner was hired for the job, but didn’t get off completely free. “I had to turn in an extra assignment for him instead,” she said. Ellen’s father, Morris Kleiner, a professor at the Humphrey Institute, is also a former student of Scoville’s. “Jim gave me some of the toughest and best comments on my dissertation at the University of Illinois,” Kleiner said, “and provided important insights that helped me improve my research.”

Jim Scoville said he will miss working in his office, surrounded by his impressive collection of books, journals, manuscripts and other materials. IRC Professor and former Director Avner Ben-Ner knows one thing he’ll miss once Jim has retired. “I will really miss his involvement in, and his passion for, politics. He sets a great example of how to be engaged in the political process.”

Looking ahead, Scoville plans to attend international conferences in Australia and in Cape Town, South Africa, and travel to other destinations such as Greece, France, and Great Britain. Revisiting a trip he made to attend the King’s College Festival of Lessons and Carols when he was 11, Scoville said, “I would really like to attend the King’s College Choir Concert on December 24.” He also hopes to spend a little more time at his Lake County cabin in northern Minnesota.

Mahmood Zaidi

When Professor Mahmood Zaidi came to the University of Minnesota in 1965, the Industrial Relations Center was just barely 20 years old. It’s remarkable to realize that Zaidi’s tenure stretches back to the IRC’s teenage years! He came to the University of Minnesota from the University of California, Berkeley where he had been actively involved in international activities. His interest in globalization and the world of work continued in Minnesota and is reflected in his teaching and research activities. He has taught at universities in Europe, Asia and Australia. His most recent book is Global Skill Shortages, with Malcolm Cohen, where labor market indicators are developed for 19 countries to measure the degree of shortages or surpluses in different occupations.

His list of honors and accolades stretches almost as far as his Minnesota tenure. Zaidi received a lifetime achievement award from the Graduate School of Business Administration, Zurich, Switzerland, in recognition of his work concerning internationalizing academic programs and building relations between universities in Europe and around the world. He was named Distinguished Fellow of the North American Economics and Finance Association (NAEFA), a distinction that recognizes his contributions to NAEFA and the economics profession.

The University of Minnesota has also honored Zaidi with its President’s Award for Outstanding Service, and more recently, recognition from the University’s China Center for his years of service as president and as a member of the China Center Advisory Council. “I very much appreciate the support of all the faculty, staff, and administrators who helped me to qualify for these kinds of recognition,” Zaidi said.

As the Carlson School’s Director of International Program Development, Zaidi was

“Professor Zaidi has always encouraged my interest in approaching HR management from a strategic and global perspective. I am grateful for his assistance over the past decade.”

—Tom Norman, ’08 PhD-HRIR
responsible for raising funds, establishing the Carlson School’s Office of International Programs, and developing valuable student and faculty programs with some of the top business schools around the world.

He has also been involved in service activities of the IRC, the Carlson School, the University and the community. He served as Chair of the University Senate Consultative Committee, President of Minneapolis/University Rotary Club and as a member of the Minnesota Governor’s Commission on Software Technology.

Closer to home, some of the projects he’s most proud of are being invited to chair the 50th Anniversary Committee of the IRC, and organizing and chairing the George Seltzer Distinguished Memorial Lecture Series. Since its inception in 1989, Zaidi coordinated the lecture series, bringing nine outstanding speakers to campus, including five Nobel Laureates, with the last lecture being held in December 2007.

One of the reasons he came to Minnesota was the opportunity to work with graduate students, colleagues in the IRC, Carlson School, and departments of Economics, Psychology, Sociology, and the Law School. These opportunities have provided Zaidi with a supportive environment for his international activities, teaching and research. “It is wonderful to work in a setting where interdisciplinary research and teaching, which is necessary for the study of the world of work, is encouraged,” he said. “I have learned a great deal from my colleagues and students.”

The feeling is mutual. “Professor Zaidi has always encouraged my interest in approaching HR management from a strategic and global perspective,” says Tom Norman, ’08 PhD-HRIR. “I am grateful for his assistance over the past decade.”

And that is what Zaidi will miss after retiring. “I will miss the students and my regular interactions with colleagues the most,” he said. And while “I’m not ready to sit down in my rocking chair,” his pace will slow down…a little. “I still have some research projects I want to finish,” he said, “and I plan to continue my international involvement and my travels.”

IRC Director Connie Wanberg likes to share a favorite Mahmood Zaidi story. “A few years ago I was in China to teach in our CHEMBA program along with Mahmood, who was attending the inauguration ceremonies of the new CHEMBA class. To welcome the new class, CHEMBA alums had organized a cocktail and dancing party at a very posh hotel in Guangzhou. Mahmood joined the students, faculty and the staff on the dance floor, widely impressing our Chinese hosts. This guy has shown the same energy in his work for the university; taking on challenge after challenge and going strong year after year.”

What a legacy indeed!

Fellowship Fund Created to Honor Professors

With the retirements of IRC Professors John Fossum, Jim Scoville, and Mahmood Zaidi comes an opportunity for alumni, friends, faculty and staff of the program to help continue their legacy. The “Fossum/Scoville/Zaidi MA-HRIR Fellowship Fund” has been established to honor these three outstanding professors while helping the IRC continue to attract the best and brightest students to the program.

Robert E. Smith, ’06, MA-HRIR, gave to the Fellowship Fund because of the impact two of these professors had on his education. “Professor Scoville’s perspectives on global HR and labor issues have consistently challenged me to think beyond the norm,” Smith said. “He taught me that there’s always more than one way of approaching complex issues.” Smith recalls that “Professor Fossum often went the extra mile to encourage students and inspire us to excellence. He deserves many thanks for impacting the lives of HRIR students.”

Tom Norman, ’08 PhD-HRIR, recalls the support he received from Professor Zaidi. “From assisting me with a federal grant to study HR in Barcelona as a masters student to his encouraging me to submit our early work on offshoring to conferences in Denmark and Portugal, Professor Zaidi has been an effective mentor,” Norman said.

For your convenience, a donation remittance envelope is included in this issue of IRC News. Please consider making a donation to honor these professors’ legacy of excellence. Thank you for your support.
New Name...New Look... Same Top-Notch Program

Our Center has been the Industrial Relations Center since 1945. Continual changes in our fields of study prompted a review of this name and led to numerous discussions with affected stakeholders: alumni, faculty, staff, Carlson School administrators, recruiters, and our Advisory Council. After careful deliberation and consultation, and a formal vote of the IRC assembly, the name of the IRC will be changing.

Effective September 1, 2008, the Industrial Relations Center will become the Center for Human Resources and Labor Studies (CHRLS). The name of our major, and department, will remain Human Resources and Industrial Relations (HRIR). The next issue of this newsletter will sport the new name and logo to reflect this change.

Recruiters have told us that the new name is more current and up-to-date, and better reflects the positions they are trying to fill; our students have told us that the new name better resonates with their interests. And, an assessment of similar graduate programs around the country found that many leading programs have undertaken recent name changes. For example, Cornell refers to their program as the ILR School and is deemphasizing the “Industrial” part of their name; Rutgers has the School of Management and Labor Relations; Georgia State changed their name to the Institute of Personnel and Employment Relations (from the Institute of Industrial Relations), and the Industrial Relations Research Association has now become LERA: Labor and Employment Relations Association.

Please feel free to contact Director Connie Wanberg at wanbe001@umn.edu with any questions or comments.

Call for Board Members

If you're a graduate of the MA-HRIR program at Minnesota who's been looking for a way to get more involved with the IRC, and expand your professional network within the HR community, here's a great opportunity!

The Industrial Relations Center Alumni Association (IRCAA) is looking for new members to join the Board this fall. Board members are asked to:

> commit to a 3-year term;
> serve on one sub-committee each year; and
> attend one annual strategic planning meeting and 7-8 monthly meetings throughout the academic year.

If interested, please submit your resume and a cover letter by May 2 to irc-csom@umn.edu. And for more information about the IRCAA, visit https://www.carlsonschool.umn.edu/Page5944.aspx.
Associate Professor Ross Azevedo was appointed to the editorial board for *Advances in Human Resources Development.*


Congratulations to Professors John Budd and Connie Wanberg; Budd has been named the Industrial Relations Landgrant Chair and Wanberg has been named to the newly created Industrial Relations Faculty Excellence Chair. A search committee appointed by the Carlson School’s Office of the Dean awarded the chairs on the basis of the professors’ research, teaching and service accomplishments, international reputation, and evidence of the impact of research on the creation and application of public policy and/or institutional employment practices.

Associate Professor Joyce Bono won a Center for Creative Leadership Award for Best Paper in 2006 in *Leadership Quarterly* for her paper with R. Ilies. Her paper with I. Purvanova, "Leadership behavior in context: Face to Face and Virtual Teams," will be published in a forthcoming issue of *Leadership Quarterly.*

Associate Professor Michelle Duffy was recently appointed to the editorial board of *Organizational Behavior and Human Decision Processes.* Her manuscript, "Abusive Supervision and Subordinates’ Organization Defiance" was accepted by the *Journal of Applied Psychology.* She was elected to the executive committee for the OB Division of Academy of Management. With Associate Professor Jason Shaw, Duffy’s book chapter “Envy in organizational life,” will appear in the forthcoming book *Envy: Theory and Research,* published by Oxford University Press.

Associate Professor Theresa Glomb was recently appointed to the editorial board of the *Organizational Behavior and Human Decision Processes* editorial board, and was also appointed to the editorial board for *Journal of Applied Psychology.*

Assistant Professor Lisa Leslie’s article (with M.J. Gelfand), “The who and when of internal gender discrimination claims: An interactional model,” has been accepted in *Organizational Behavior and Human Decision Processes.*

Associate Professor Jason Shaw was appointed to the editorial boards of the *Journal of Applied Psychology* and *Personnel Psychology.* He also had the following article accepted by the International Journal of Human Resource Management, “Strategic HRM in America: Looking to the future” (with D.P. Lepak). His paper with N. Gupta, "Pay System Characteristics and Quit Patterns of Good, Average, and Poor Performers," will be published in a forthcoming issue of *Personnel Psychology.* He presented his paper, "Strategic Compensation: Studies on Pay Structure and Organizational Performance" at the Strategic Human Resource Management (SHRM) seminar in Helsinki.

Professor and IRC Director Connie Wanberg received a $100,000 grant along with the Minnesota Department of Economic Security to study aging and reemployment, and to update “Getting Ready for Your Next Job,” an inventory used state-wide with job seekers. She also was elected a Fellow of the Society for Industrial/Organizational Psychology.

Connie Wanberg, David Harrison, and PhD-HRIR students Jing Zhu and Erica Waldera received a $46,735 grant from the SHRM Foundation for a project titled "Crossing Cultures: Unpacking the Expatriate Learning and Adjustment Process Over Time."

Randy Croce, coordinator with the Labor Education Service, has recently completed work on his hour-long video documentary titled, “If Stone Could Speak.” The documentary portrays the story of stonemasons who emigrated from northern Italy to Barre, Vermont, the “Granite Capital of the World.” The piece follows the artisans and their families from quarries, workshops and schools in Italy to granite carving sheds in New England. See page 5 for additional information.

Mike Davis, HRIR adjunct instructor and IRC Advisory Council member, has been promoted to Vice President for General Mills’ company-wide HR function.

David Foster, President of the IRC Advisory Council and Adjunct Professor in HRIR is executive director of the Blue Green Alliance (BGA), a strategic partnership between the United Steelworkers and the Sierra Club. He announced in late March that the BGA joined the Alliance for Climate Protection, the nonprofit organization founded by Vice President Al Gore, as part of its rapidly expanding coalition of organizations taking steps to solve the climate crisis.

Please welcome Celeste Pape as the new HRIR admissions coordinator. Celeste is a 2005 graduate of the University of Minnesota with a degree in Professional Strategic Communications with an emphasis in Public Relations. She is also enrolled in the Evening MA-HRIR program. In her role she will help recruit prospective students to the HRIR program and work with applicants through the admissions process.

Celeste Pape
Upcoming Events

HR Tomorrow Conference
Friday, April 25, 2008
“The Business of HR: Creating Competitive Advantage through People”
7:30 a.m. to 5:00 p.m.
Carlson School of Management
http://hrtomorrow.csom.umn.edu/

Fifth Innovative Teaching in Human Resources and Industrial Relations Conference
Friday and Saturday, April 25-26, 2008
7:30 a.m. to 5:00 p.m.
Carlson School of Management
http://hrirteaching.csom.umn.edu/

IRC Retirement Events in Honor of Professors John Fossum, Jim Scoville and Mahmood Zaidi

Retirement Dinner
Friday, April 25, 2008
6:00 to 8:30 p.m.
Carlson School of Management
Cost is $30; register at http://hrtomorrow.csom.umn.edu/dinner.htm

Retirement Open House
Tuesday, May 6, 2008
2:00 to 4:00 p.m.
Carlson School of Management
There is no cost to attend; no RSVP is necessary