

University of Illinois CHRM Center for Human Resource Management

Winter 2008 Newsletter

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The Center for Human Resource Management (CHRM) is a joint venture between senior executives of member firms and faculty from the Chicago and Urbana-Champaign campuses of the University of Illinois for the purpose of solving problems and challenges involving human resource management. The partners and faculty collectively identify and investigate critical human resource issues and in the process discover "best practices" that result in practical methods for improving the workplace.

For more information visit:
www.ilir.uiuc.edu/chrm

Fall 2007 Roundtable Wrap-up

CHRM hosted an engaging 33rd roundtable, "The Globalization of Employment and the New Social Contract at Work" at the Hotel Monaco in Chicago, Illinois on September 20th. Kelly Services, Inc. president and CEO, Carl T. Camden opened the event with an inspiring and thought-provoking keynote speech, "Some People Like Being Employees; at Least That's the Rumor." Camden offered intriguing insight regarding the many ways that globalization and technology are changing the nature of work, and creating a freer movement of labor. He stressed the importance of having healthcare tied to employment rather than an employer, and challenged participants to increase their political involvement in regards to immigration, education, and healthcare. Following Camden, Matthew McTee of Microsoft and Michael Vescuso of BMC Software delivered a

partner panel presentation on Microsoft's integrated career model and BMC's systematic investment in people. Next, University of Illinois Urbana-Champaign (UIUC) professor Michael LeRoy presented an interactive legal update during which he tested participants on their knowledge of whistle blowing. University of Illinois at Chicago professor Sandy Wayne and UIUC assistant professor Aparna Joshi each delivered research updates. Finally, Denise Rousseau, H.J. Heinz II Professor of Organizational Behavior and Public Policy from Carnegie Mellon University, concluded with a fascinating and dynamic keynote presentation on her research, "Idiosyncratic Deals Workers Negotiate for Themselves." Rousseau's presentation highlighted idiosyncratic deals— specific terms of employment bargained by employees— with regards to



Kelly Services, Inc. CEO Carl Camden delivers his keynote speech.

fairness, flexibility, and their impact on the psychological contract in the workplace.

Attendees enjoyed a networking reception and dinner following the presentations.

Spring Roundtable: April 3, 2008

Keynote Presenters: Noel Tichy, Professor, University of Michigan and Gary Snodgrass, Executive V.P. of HR, Exelon (Retired)

Presentations 1:00 p.m.– 6:00 p.m. • Reception/Dinner Immediately Following

This spring's theme, "Managing Change during Uncertain Economic Times" will address challenges and issues related to the continual need for companies to change and/or reorganize in order to achieve a higher return on investments and earn higher profits. Among the questions to be addressed include: How can the Human Resources function use their best judgment to contribute to (or sometimes detract from) the desired changes? What are the three most important factors that companies should consider when deciding to make major changes to their businesses? How are long term, committed employees who resist change best addressed? Please join us at the Union League Club of Chicago for the spring 2008 CHRM roundtable to discuss these questions and more. To register visit: <http://www.ilir.uiuc.edu/CHRM/calendar.html> or call Jean Drasgow at 217-333-0981.

Spring Roundtable Preview



Noel Tichy, Ph.D.

CHRM is proud to announce two very accomplished keynote presenters for the Spring 2008 Roundtable. Dr. Noel Tichy and S. Gary Snodgrass share a wealth of accomplishments. Here's just a glimpse:

Noel Tichy, Ph.D. is a Professor of Management & Organizations at the Ross School of Business at the University of Michigan. He is also director of the Global Business Partnership, which for over a decade ran the Global Leadership Program. He now heads up the Global Leadership in Healthcare Program working with CEOs and their senior teams from major medical centers in the U.S. along with teams in Europe and India. Tichy is the author of numerous books and articles and consults widely in both the private and public sectors. He is a senior partner in Action Learning Associates. His clients have included: Best Buy,

GE, PepsiCo, Coca Cola, GM, Nokia, Nomura Securities, 3M, Daimler-Benz and Royal Dutch Shell.

S. Gary Snodgrass has recently retired from Exelon Corporation as the Executive Vice President and Chief Human Resources Officer. He was involved in wide-ranging strategic corporate initiatives and led Exelon's human resources, diversity, labor and employee relations and security functions. Prior to his appointment at Exelon Corporation, Snodgrass served as Vice President of Human Resources at USG Corporation. He is a frequent speaker and published author on human resource management issues.

Look for full bios and extended presenter info in the Spring 2008 Newsletter.



S. Gary Snodgrass

UPCOMING CHRM EVENTS

Chicago Blackhawks vs. Phoenix Coyotes
Wednesday, February 27th, 2008
United Center
1901 W. Madison Street
Chicago, IL 60612



Fall 2008 CHRM Roundtable
Thursday, September 25, 2008
Cross-Generational Dynamics
Keynote Presenter:
Phyllis Segal, Civic Ventures

New CHRM Partners



John Brockhaus

John Brockhaus, Cummins Fuel Systems

John Brockhaus has been the director of Human Resources in the Fuel Systems Business Unit at Cummins Inc. since 2005. He has been advancing with Cummins since he began his career there in February of 1998 as a Human Resources Generalist. Shortly after, April of 1999, Brockhaus became a Human Resources Manager in Automotive Marketing, Sales & IT and in 2000 he moved to

Fuel Systems Operations and Technology. In 2002 he was promoted to Human Resources Director for Jamestown Engine Plant where he remained until 2005 when he began his current role in Fuel Systems.

Brockhaus received his Bachelor of Science in Psychology from the University of Illinois at Urbana-Champaign in 1996

and he graduated from the University of Illinois Institute of Labor and Industrial Relations in May of 1998. He is currently a Columbus Indian Su Casa Board Member and was on the Jamestown NY City Council in 2003 & 2004.

New Partners (Cont.)

Angie Hubbell, *Franczek Sullivan P.C.*

Angela Hubbell is a partner in the employee benefits practice group at Franczek Sullivan P.C., a Chicago-based labor and employment law firm. Hubbell counsels and represents employers on a broad range of employee benefits issues, including multi-employer pension plan issues, ERISA compliance, and benefits related tax issues. She has designed and improved executive compensation agreements, non-qualified plans, tax qualified plans, flexible benefit plans, and family and medical leave policies. In addition, Hubbell has significant litigation experience in state and federal trial and appellate courts. Her published cases include: *Vaughn v. Watkins*

Motor Lines, Inc., 291 F.3d 900 (6th Cir. 2002); *Miller v. Hygrade Food Prods. Corp.*, 198 F.R.D. 638 (E.D. Pa. 2001); *Miller v. Hygrade Food Prods Corp. and Sara Lee Corporation*, 89 F. Supp.2d 643 (E.D. Pa. 2000).

Hubbell is a graduate of Michigan State University, where she earned a Bachelor of Science in Social Policy Analysis. She attended Ohio Northern University on a judicial scholarship, earning her law degree with distinction and positions on the Moot Court Board of Advocates and the Law Review. She also holds an LL.M. in Taxation with honors from Northwestern University. Hubbell has served as a law

clerk to U.S. District Court Judge David W. McKeague and to U.S. Circuit Court Judge Pierce Lively and served as an Attorney Advisor to the Honorable Stephen J. Swift of the United States Tax Court in Washington, D.C. A former Seabee, Hubbell taught sexual harassment training programs in the Navy and has published several articles related to employee benefits, the FMLA, and privacy issues in the workplace. She is a popular public speaker on executive compensation, Health Savings Accounts, the FMLA and multi-employer pension fund issues. Hubbell is licensed in Illinois, Michigan and Tennessee and admitted to practice before the Sixth Circuit Court



Angie Hubbell

of Appeals and the United States District Courts for the Northern District of Illinois and the Eastern and Middle Districts of Tennessee.

Brad Patrick, *Sara Lee Food & Beverage*

Brad Patrick is the Senior Vice President, Human Resources for Sara Lee Food & Beverage. He has over twenty-one years of results-oriented, progressive human resources experience including a range of generalist and specialist roles. He is recognized as a trusted business partner, skilled in building functional HR capability including implementing effective systems and processes. Adept in strategic and change management, Patrick has extensive experience in leading large scale transformations including mergers and acquisitions. In addition, he has global human resource experience in leading a generalist function complemented by specialist knowledge in HRIS, labor relations, organiza-

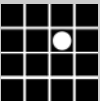
tional development and risk management.

Patrick earned a Personnel/Industrial Relations (BBA) degree from the University of Kentucky in 1986. His first role was as an HR Manager for Ralston Purina Grocery Products Division in Davenport, Iowa. In 1988, he joined Frito-Lay in Jackson, Mississippi as an HR Manager supporting a manufacturing and distribution center. Over the next 12 years he held a variety of field and corporate HR roles. Patrick joined Delta Air Lines in 2000 as the Global HR VP. Transformation work involved managing the business through 9/11, the airline industry's largest labor organizing at-

tempt, financial crisis and the reduction of 16,000 employees worldwide. Next, he joined The Gillette Company in Boston, Massachusetts as the VP HR for North America. Soon after, the company was purchased by Procter & Gamble. As a P&G employee Patrick was a co-leader in integrating the P&G and Gillette North America businesses. In addition, he served as a co-leader on the Culture Integration Team and as a member of the Global Integration team. Brad's current role as the SVP HR involves supporting the Sara Lee Food & Beverage transformation into an integrated operating company from nine separate bakery and meat production companies.

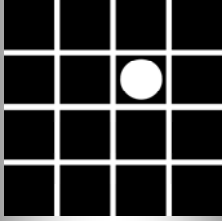
Please join us in welcoming the new partners!

Designed by **JoAnna Kester**, edited by **Cara Urban** and produced by **Jean Drasgow**



CHR M Newsletter is published by the Center for Human Resources Management (CHRM), a joint program between the University of Illinois at Chicago and University of Illinois at Urbana-Champaign. Your comments and suggestions are welcome. Please direct your correspondence to Jean Drasgow, CHRM Assistant Director, 233 ILIR, 504 East Armory Ave., Champaign, IL 61820. Phone 217-333-0981; fax: 217-244-9290

CHR M



CHRM Corporate Partners

3M	Karen Paul, Manager, HR Measurement Systems
Allstate Insurance Company	Joan Crockett, Senior Vice President, Human Resources
Anheuser-Busch Companies, Inc.	Mark Stryshak, Director, Human Resources
BMC Software	Michael Vescuso, Senior Vice President, Administration
Central Life Sciences	Kay Schwichtenberg, President
	Deborah Halsey, Director of Human Resources
Cummins Fuel Systems	John Brockhaus, Director, Human Resources
DTE Energy	Larry E. Steward, Vice President, Human Resources
Franczek Sullivan	Angie Hubbell, Partner
Frito-Lay, Inc.	Kim Warmbier, Vice President, Human Resources
Microsoft	Kalen Holmes, General Manager
Raytheon	John Kovach, Vice President, Integrated Defense Systems
Sara Lee Food & Beverage	Brad Patrick, Senior Vice President, Human Resources
Scherer, Schneider & Paulick	Paul Schneider, Partner
State Farm Insurance Companies	Laura Haas, Assistant Vice President, Human Resources
Trilogy Software, Inc.	Jim Abolt, Vice President Human Resources
University of Illinois	John Loya, Associate Vice President, Human Resources
	Elyne Cole, Associate Provost, Human Resources
USG Corporation	Brian Cook, Vice President Human Resources
Walgreens	Ken Weigand, Vice President Human Resources

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