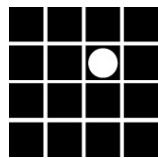


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CHR

Fall 2004 Newsletter

**University of Illinois
Center for Human Resource Management**

What's Inside...

Fall 2004 Roundtable Speakers	2-3
Calendar	3
Spring 2004 Roundtable Wrap-up	4
Tippett Retires from Allstate	5
Hallock Succeeds Drasgow as CHR Co-Director	5
CHR Welcomes New Partners	6-7
CHR Partner List	8



Fall 2004 Roundtable Presenters



Gail Fairhurst, Ph.D.

Dr. Gail Fairhurst is a Professor of Communication at the University of Cincinnati. Her research interests focus primarily upon leadership communication: leadership communication and organizational change, leadership communication during workforce restructuring, the communication of corporate philosophy statements, influence strategies used in controlling poor performers, relationship development between leaders and their direct reports, male and female leadership styles, and control patterns in routine leadership communication. She has received the National Communication Association's **Best Article Award** for Organizational Communication in 1994 and 2002 and **Best Book Award** for Organizational Communication in 1997, the International Communication Association's **Outstanding Member Award** for research and contributions to the discipline in 1999, and several **Top Papers** honors at international conferences. She has also received the 2003 University of Cincinnati **College of Arts and Sciences McMicken Dean's Award for Distinguished Scholarship**.

For over 20 years, Gail has worked as a process consultant, executive coach, and trainer for a variety of organizations including Procter & Gamble, Boeing, U.S. Air Force, General Electric, Kroger, Fluor Daniel, Merrill Lynch, State Farm Insurance, Lenders Service Inc., Cincinnati Bell, Children's Hospital of Cincinnati, and the Optimum Group among others. She specializes in leadership development and communication, culture diagnosis and organizational change.



James Haudan

James A. Haudan is CEO of *Root Learning® Inc.* and a co-founder of the *Learning Map®* technology. James is responsible for the firm's aggressive growth and the creation of a global client network. He has researched, developed, tested, and implemented a host of customized, enterprise-wide learning initiatives in areas that include global manufacturing, retailing, insurance, pharmaceuticals, health care, information technology, biotechnology, utilities, aerospace, transportation, and education.

James has worked with CEOs and senior executives from numerous organizations to create organization-wide strategy deployment processes on products in disciplines such as process re-engineering, customer value, cash flow, strategic direction, brand strategy, and organizational change. He has worked personally with senior executive teams or division executives at General Motors, Kaiser Permanente, Baxter, Taco Bell, Pizza Hut, Boeing, McDonald's, GlaxoSmith-Kline, Harley Davidson, Hewlett-Packard, IBM, Iowa State University, Maytag, Lufthansa, Mercedes-Benz, Pfizer, Pepsi-Cola, Owens-Illinois, PacifiCare, Sears, and Textron among others.

Root Learning and its innovative approach to strategy alignment and deployment has been featured in *Harvard Business Review*, *Financial Times*, *South China Morning Post*, *Fast Company*, *Fortune*, *Forbes*, *The Economist*, *Business Finance*, *Crains Business*, *INC*, *American Banker*, *Managers Intelligence Report* and *The Wall Street Journal*.

Join these presenters and more at the CHRM Fall Roundtable

Communication Strategies to Drive Results

September 23-24, 2004 at Oak Brook Hills Resort, RSVP by September 1, 2004!

Contact Jean Masiunas at 217-333-0981 or jeanmas@uiuc.edu for details

Panelists

Kim Warmbier is the VP of Human Resources for headquarters at Frito-Lay North America. In this role, she supports the following clients: Marketing, Technology and Innovation, the Convenience Foods Division in Plano and Chicago, Consumer/Public Affairs, and Human Resources. In addition, Kim is the Department Head for Compensation and Benefits in which she is responsible for the plan design and strategy for future years' programs. Prior to this role, she was the VP of HR for Field Sales supporting a \$4+ billion business in 10 of 18 geographic regions with 10 HR Directors and 4 HR Managers on her team.



Kim Warmbier

Kim grew up in the midwest and has lived in several states during her 16 years with Frito-Lay. She received her masters degree from the Institute of Labor and Industrial Relations at the University of Illinois at Urbana-Champaign. She worked as an accountant for a Big 6 firm in Chicago prior to graduate school.

Jennise Henry is Director of Human Resource Communications for the Allstate Insurance Company. Jennise has held various management positions across the company in finance, sales, underwriting and human resources in her 25+ years at Allstate.



Jennise Henry

Since joining the human resource function in 1990, Jennise has led various diversity, leadership development and succession management, merger and acquisition, and performance management initiatives. In her current assignment, Jennise leads enterprise communication efforts for new human resource programs.

Jennise is a graduate of Indiana University and, in 2004, earned a master's degree in Business Administration from the University of Illinois at Chicago.

CHRM Calendar

IMPORTANT DATES!

- Fall 2004 RoundtableSeptember 23-24, 2004
- Brief proposals due dateOctober 15, 2004
- Full proposals due dateMarch 15, 2005
- Spring 2005 RoundtableApril 28-29, 2005

HR Teleconference Series

- CHRM partners, faculty members and alumni are invited to join us for the teleconference series.
 - Mentoring: Successes and ChallengesSeptember 2, 2004
 - OutsourcingOctober 7, 2004
 - Life Beyond HR:
Reinventing Yourself and Applying Your Skills ElsewhereNovember 4, 2004
 - Compensation and Stock OptionsDecember 2, 2004
- Registration is required. For more information, contact Anita Broeren, ILIR Director of Development and Alumni Relations at 217-333-1488 or abroeren@uiuc.edu.

Spring 2004 Roundtable

The Spring 2004 CHRM Roundtable delivered an unusual experience for our partners and faculty. CEOs from Midas and Wellmark International shared personal insights of what they need from their HR leader. Attorney Ken Schwartz presented the recent legal update and four faculty members described their new research projects. The roundtable concluded with Nona Footz and Ed Santimauro from Korn/Ferry highlighting the top criteria requested from corporations when seeking their next HR leader.



Clockwise top left: Professor Liden discusses his new CHRM project on Leadership. Professor Gillespie, Partner Brian Cook, and Jim Shultz (Walgreens) enjoy a pre-dinner conversation on Thursday evening. Wellmark CEO Kay Schwichtenberg poses with her niece Sandy Schuppel. Ed Santimauro (Korn/Ferry) describes key traits of HR leaders. CHRM director, Sandy Wayne; Alan Tecktiel, (McDonalds); and Michael Ransom (UIUC) converse at the reception. Alan Feldman, CEO Midas, delivered the keynote address.



Tippett Retires from Allstate

Tom Tippett retired from Allstate June 30, 2004, after 39 years of service. Tom started as a Casualty Claim Adjuster in Louisville in 1965, moving to Human Resources in Indianapolis, then on to Denver, Chicago, Cleveland and returning to Chicago (Northbrook) in 1985. His assignments included Division HR Manager in Denver, HR Manager in the Home Office and in Hudson, OH and Corporate Benefits Manager in between. He was an Employee Relations Director in the Home Office and the Life Company; an Assistant Vice President and VP in Planning and Administration; VP of HR in the Personal Property and Casualty Company (what is now Allstate Protection) and in his last assignment, VP-HR Centers of Expertise since 1995. His career encompassed many different management and executive assignments, in both the field and home office/corporate positions.



Tom Tippett

Tom has served as a Co-Director for CHRM since 2000 and will continue in this role. During his retirement he looks forward to spending more time with his family, golfing and volunteering.

Hallock Succeeds Dragow as CHRM Co-Director

Professor Kevin Hallock (with appointments in Economics and the Institute of Labor and Industrial Relations at the University of Illinois at Urbana-Champaign) will serve as the new Center for Human Resource Management (CHRM) Co-Director succeeding Professor Fritz Dragow who served as Co-Director for 8 years.



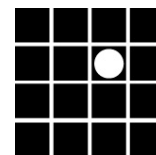
Kevin Hallock

Kevin joined Illinois in 1995, after earning a Ph.D. in economics from Princeton University. He has been a CHRM Board member since 2001 and he is also a Research Consultant at the Federal Reserve Bank of Chicago and a Research Associate at the National Bureau of Economic Research in Cambridge Massachusetts.

His research is focused on labor economics and corporate finance. He has written extensively on executive compensation in the for-profit and nonprofit worlds. His work has been published in a variety of outlets including the *American Economic Review*, the *Journal of Corporate Finance*, the *Journal of Financial and Quantitative Analysis*, the *Industrial and Labor Relations Review*, *Industrial Relations*, the *Journal of Economic Perspectives*, and *Research in Personnel and Human Resources Management*. He has co-edited four volumes on Labor Economics and two volumes on Executive Compensation.

Kevin's research has been supported from various sources including the American Compensation Association, the Intel Corporation, the National Bureau of Economic Research, the United States Department of Labor, the Alfred P. Sloan Foundation as well as CHRM.

His work has been discussed in various national and business publications such as the *Wall Street Journal*, the *New York Times*, *Barron's*, *Business Week*, and *Newsweek*. He has been awarded outstanding teaching awards by the Institute of Labor & Industrial Relations and by the Department of Economics. He currently teaches courses in Finance for Human Resource Managers and in Applied Econometrics.



CHRM Welcomes New Partners

Frito-Lay



Jeff Becker

Jeff Becker is the Vice President, Human Resources for the Food Service and Vending Sales Division of PepsiCo. In this role, he is responsible for providing HR leadership and support to the company's food service and vending customers in the Sales, Marketing, and Business Development groups of Frito-Lay, Tropicana, Quaker, and Gatorade. Before assuming this role, Jeff was VP, HR and Compensation Process for a PepsiCo-wide project to standardize business processes and design and implement a new HRIS platform.

Jeff has been with Frito-Lay/PepsiCo for 17 years, and has held a number of field and field support HR roles in Texas, California, and North Carolina. He joined Frito-Lay upon completion of his master's degree from the Institute of Labor and Industrial Relations at the University of Illinois at Urbana-Champaign, where he also earned his bachelor's degree in History.

Monsanto



Elizabeth Burger

Elizabeth Burger is responsible for Monsanto's Global Human Resources organization that provides support to over 5500 people in Ag Chemicals, Seed Supply and Dairy Operations. Her organization leads the development and implementation of a people strategy that is consistent with the LRP of the business. In addition, her group leads operations surrounding people and leadership development, organizational and team effectiveness, people review, recognition and diversity. Elizabeth also has responsibility for Organization and Management Development, Corporate Diversity and Staffing.

Monsanto is a leading provider of agricultural products and solutions. They produce leading seed brands, including DEKALB and Asgrow, and they develop biotechnology traits that integrate insect control and weed control into the seed itself. They make Roundup, the world's best-selling herbicide, and other herbicides, which can be combined with their seeds and traits to offer farmers integrated solutions.



Tim Knoerzer

Tim Knoerzer is currently the Human Resources Lead for Monsanto's Global Regulatory, Chemistry and Animal Ag R&D organizations. Prior to this role, Tim was Manager for Compensation and Rewards. Tim joined Monsanto in 1989 as a Telecommunication Systems Analyst and has held numerous roles during his career, including Internal Audit and HR for Information Technology. During his time with Monsanto, Tim has become certified as a Certified Compensation Professional (CCP) and a Certified Information Systems Auditor (CISA) and is actively involved in a variety of leadership initiatives across Monsanto.

Tim graduated from Illinois State University in 1989 with a B.S. Degree in Applied Computer Science/Business Administration. He later attended St. Louis University where he earned his Masters of Business Administration Degree with an emphasis in International Business.

Tim is a member of World-at-Work, Society for Human Resource Management (SHRM), St. Louis Compensation and Benefits Network, Human Resources Management Association of Greater St. Louis (HRMA).

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New Partners (cont...)

US Freightways

Gerry Klaisle was named Senior Vice President, Human Resources of US Freightways Corporation in 2001. He is responsible for the development and optimum utilization of the company's human resources. His principle accountabilities are the development, integration and implementation of effective human resource policy, programs and systems (e.g., recruitment, performance management, compensation and benefits, affirmative action planning, etc); development and execution of an overall labor strategy (union/ non-union) for USF; ensuring the effective selection, motivation, and retention of the executive management of USF and it's operating companies; identifying and promoting the best human resource practices from among the operating companies and/or the industry; and supporting the CEO in the day to day administration of the business.

Prior to joining USF, he spent 18 years at Midas, Inc., working his way up from Director of Labor Relations to Senior Vice President, Human Resources.

Gerry holds a Bachelor of Science degree in Industrial Relations from LeMoyne College in Syracuse, NY and an M.B.A from Loyola University in Chicago. He is also active in several human resource associations and sits on the Board of Directors of the Illinois Safety Council.



Gerry Klaisle

Verizon

Georgia Scaife is the Vice President – Human Resources Information Services Verizon Communications (VIS), the world's leading directory publisher (Verizon SuperPages) and producer of the Internet's leading online directory and shopping resource, www.SuperPages.com.

Georgia is responsible for the company's human resources services, including associate relations, compensation and benefits, training and development, staffing, diversity and business compliance. Prior to assuming her current position in 2003, she served as vice president – staffing services for talent acquisition and staffing operations for Verizon. There she handled staffing, recruitment, college and university relations, relocation services, workforce forecasting, assessment and selection, employee policies, staffing systems and vendor management.



Georgia Scaife

Before that Georgia was vice president – Human Resources for Puerto Rico Telephone Co. She has more than 20 years of experience in various human resources fields, including labor and employee relations, compensation, benefits, strategy and planning, recruitment and staffing, succession planning, leadership development, Equal Employment Opportunity/Affirmative Action and as a generalist. She earned a bachelor of arts degree in sociology from the University of California.

Georgia was elected to two terms as a member of the Board of Education Trustees for an independent school district in Texas. She serves on the advisory board for *Savoy Professional Magazine*, the business advisory board for South Carolina State University and the Executives Advisory Committee of the Consortium of Information and Telecommunications Executives New York.

CHRM

Produced by **Jean Masiunas**, Designed and edited by **Cynthia King**

CHRM Newsletter is published by the Center for Human Resource 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 Masiunas, CHRM Assistant Director, 233 ILIR, 504 East Armory Ave., Champaign, IL 61820. Phone 217-333-0981; fax 217-244-9290; e-mail jeanmas@uiuc.edu.

CHRM Corporate Partners

3M

Allstate Insurance Company

American Family Insurance

Anheuser-Busch

Frito-Lay, Inc.

Hewitt

IMC Global

Microsoft

Monsanto

OSRAM Sylvania

PPG

Raytheon

State Farm Insurance Companies

Sun Microsystems

Trilogy, Inc.

US Freightways

USG Corporation

Verizon

Wellmark International

Western Building Products

Karen Paul, Manager, HR Measurement Systems

Joan Crockett, Senior Vice President, Human Resources

Vicki Chvala, Vice President, Human Resources

Mark Stryshak, Director, Human Resources

Jeff Becker, Vice President, Human Resources; Kim Warmbier, Vice President, Human Resources

Steve King, Global HR

Steve Malia, Senior Vice President, Human Resources

Marla Mellies, Senior Director, Human Resources; Kalen Pieper, Senior Director

Elizabeth Burger, Global HR Lead, Manufacturing;

Tim Knoerzer, HR Lead, Regulatory, Chemistry and Animal Ag. R & D

Geoffrey Hunt, Vice President, Human Resources

George Krock, Director, Human Resources, Planning and Development

John Kovach, Vice President, Executive Leadership and Global Human Resources

David Powell, Assistant Vice President, Human Resources

Sharon Jordan, Vice President, Human Resources

Jim Abolt, Vice President Human Resources

Gerry Klaisle, SR VP, Human Resources

Brian Cook, Vice President Human Resources

Gloria Scaife, Vice President, Human Resources

Kay Schwichtenberg, President; Deborah Halsey, Director Human Resources

William Nicholson, President

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