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University of Illinois CENTER FOR HUMAN RESOURCE MANAGEMENT

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Spring 2004 Roundtable Presenters



Alan Feldman

Alan Feldman was elected president and chief executive officer of Midas International Corporation on January 13, 2003. Midas is one of the world's largest providers of automotive service, offering exhaust, brake, steering and suspension services, as well as batteries, climate control and maintenance services at 2,700 franchised, licensed and company-owned Midas shops in 19 countries, including nearly 2,000 in the United States and Canada.

Previously he held senior management posts at McDonald's Corporation from 1994 through March 2002. He became president of McDonald's USA in 1998 and president and chief operating officer of McDonald's Americas in 2001.

Mr. Feldman was at PepsiCo from 1983 to 1994. He was director of strategic planning and corporate accounting at Frito-Lay and later moved to the Pizza Hut unit, where he served in financial and operations posts. He was named senior vice president of operations for Pizza Hut in 1990 and senior vice president, business strategy and chief financial officer in 1993.

He previously held posts at Cidair Structures Corporation and A.T. Kearney.

Mr. Feldman holds a bachelor of arts degree in marketing and a master of business administration degree from the University of Illinois. He is married and has three daughters.



Kay Schwichtenberg

Kay Schwichtenberg is the President of Wellmark International, a leading global manufacturer of animal and home care products. Wellmark is a wholly-owned subsidiary of Central Garden & Pet (NASDAQ:CENT), the world's largest lawn, garden and pet supply manufacturing company in the United States.

Prior to becoming president of Wellmark, Ms. Schwichtenberg was the Vice President and General Manager of the Consumer and Animal Health Division of Sandoz Agro, Inc., a worldwide leader in pharmaceuticals. She also served in a variety of sales and marketing capacities for Brunswick Corporation, Skokie, Illinois, and Market Facts, Inc., Chicago, Illinois. Ms. Schwichtenberg holds an MBA from the University of Illinois at Chicago. She received a Bachelor of Arts degree from St. Norbert College where she was named a Rotary Scholar and studied at the University of Brussels in Belgium and the University of Aix-Marseille in France.

Ms. Schwichtenberg is a member of the Committee of 200, a professional organization of America's preeminent women business leaders. She serves as Chair of the Business Advisory Council of the University of Illinois at Chicago's Business School. In addition, Ms. Schwichtenberg serves on the Board of Directors for the American Pet Products Manufacturers Association and has recently been elected Treasurer.

Most recently, she has been an instructor in the MBA program at the University of Illinois at Chicago where she has taught two MBA courses, "**Chaos and Crises: Points of Inflection Faced by Business Today**" and "**The Organizational Leader: Managing Change**".

Wellmark International is located in Schaumburg, Illinois, just outside of Chicago, and operates a manufacturing, formulation, packaging and research facility in Dallas and a synthesis plant in Galena, Kansas.

Presenters (cont...)

Ed Santamauro is a Managing Director in the Chicago office of Korn/Ferry International. He leads the human resources consulting practice on a national basis, is a member of the financial services practice and is involved in the firm's human resources center of expertise.

In the human resources consulting area, Mr. Santamauro has successfully recruited individuals into senior management, business development, client management and functional areas, including human resources strategy, outsourcing and compensation. In the financial services area, he has focused most of his time in commercial and regional banking and has worked in the areas of credit, risk management, e-commerce, general management and marketing. Within the human resources center of expertise, Mr. Santamauro has worked on senior-level assignments for many of the *Fortune* 500 companies, including positions such as vice president, human resources; chief learning officer; and senior vice president, compensation and benefits on both the corporate and division level.

Previously, Mr. Santamauro was Director of Worldwide Professional Recruitment at the management consulting firm Hewitt Associates, which specializes in the design and administration of compensation, benefits and human resources programs. In 1990, Mr. Santamauro was Vice President of Professional Recruitment for Kidder, Peabody in New York. His career also includes a similar role at Chemical Bank and five years as Director of Professional Staffing and MBA recruiting programs worldwide for McKinsey & Company.

Mr. Santamauro is a member of several human resource professional organizations, including The Human Resource Planning Society (HRPS) and The International Association of Corporate and Professional Recruiting (IACPR).

Mr. Santamauro holds a BA in political science from St. John's University.



Ed Santamauro

Ken Schwartz will be presenting a legal update at the spring roundtable. Mr. Schwartz currently is the employment law advisor to the Center for Human Resource Management at the University of Illinois.

Mr. Schwartz was an associate with Seyfarth, Shaw, Fairweather and Geraldson in Chicago before joining Duvin, Cahn and Hutton in 1998, where he became a partner in 2001. His areas of concentration are labor relations law and employment litigation. He has extensive experience representing employers in these areas, as well as employment law aspects of business restructurings, transactions, and outsourcing.

Mr. Schwartz received his B.A. from Kent State University in 1987. He was awarded his J.D. and his M.A. from the University of Illinois in 1991.

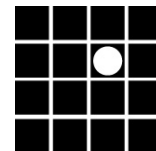


Ken Schwartz

CHRM Spring Roundtable: "What Your CEO Wants from HR"

April 15-16, 2004 at Hilton Northbrook, RSVP by March 24th!

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



Allstate Receives First UIC Corporate Partner Award

Allstate Corporation is the 2004 recipient of the Corporate City Partner Award. This new award is given by UIC and honors the long and extensive relationship shared with Allstate, working together on a diverse range of student, academic and research programs.

A major recruiter of UIC business administration students, Allstate participates in the College of Business Administration's "Intern for a Day" program and has provided scholarships to some of the most needy and deserving of CBA undergraduates. The company has partnered with UIC to deliver an onsite MBA program at its Northbrook campus, and has company representatives that serve on the Dean's Business Advisory Council, the Department Advisory Board and the University of Illinois Center for Human Resource leadership team. Most recently, Allstate became a charter member of the CBA's Insurance Center Initiative, a pilot program under development that will offer an array of insurance-related courses to UIC students.

Some of the criteria considered for the award include:

- Providing full or partial funding of internships/part-time jobs for students
- Demonstrating a history of recruiting graduates for career opportunities
- Providing significant and/or continued funding of faculty research
- Providing support for annual activities
- Sponsoring remodeling, upgrading or creation of new classroom/research facilities
- Arranging for major equipment or other in-kind donations
- Fostering mentoring programs between their employees and students
- Developing long-term academic involvement programs, such as by providing residency-practicum opportunities
- Consistently funding scholarships or fellowships



“g” is Key

“g”

As an employer, have you ever scratched your head and wondered who would be the best employee from a flood of applicants? Two University of Illinois faculty members, Nathan Kuncel and Sarah Hezlett, along with Deniz Ones, University of Minnesota, have identified a generic criterion for staffing, general cognitive ability or “g”.

General cognitive ability (g) consists of general information processing and problem solving skills. Previous research has shown that “g” scores on standardized cognitive ability tests can predict one’s success in academic achievement, job performance, creativity, and overall health. Nevertheless, many people believe that the ability to do well in school is different from the ability to succeed in the workplace. Kuncel, Hezlett, and Ones have found overwhelming evidence that this common belief is false. In their study, Kuncel et al. examined whether the Miller Analogies Test (MAT), which was designed to predict performance in academic settings, also predicts performance in work settings. To do this, the researchers reviewed dozens of studies of the MAT, which has been used since the 1920’s for admissions decisions. They found that scores on the MAT successfully predicted four out of four work performance criteria, seven out of eight graduate school performance measures, and five out of six measures of success in the school to work transition.

The researchers concluded that there is a general factor of cognitive ability that is a good predictor of a wide variety of life outcomes. And for employers, the bottom line is “When in doubt, go with g.”

Source: “Academic Performance, Career Potential, Creativity, and Job Performance: Can One Construct Predict them All?”, “ Nathan R. Kuncel and Sarah Hezlett, University of Illinois at Urbana-Champaign and Dennis S. Ones, University of Minnesota, Twin Cities Campus: *Journal of Personality and Social Psychology*, Vol. 86, No. 1, pages 148-161.

Dean Wiewel Accepts Provost Position At Baltimore

UIC College of Business Administration Dean Wim Wiewel has accepted the position of Provost and Senior Vice President for Academic Affairs at the University of Baltimore, starting July 1. Wiewel was recommended to UB President Robert Bogomolny by a search committee representing faculty, staff and students. He was selected from a national field of five finalists after meeting with the campus community in an open forum.

Wiewel will be leaving Chicago after the end of this semester, and 25 years of service at UIC. Prior to becoming dean of CBA in 2000, he worked at the UIC Center for Urban Economic Development, as Special Assistant to the Chancellor for Great Cities, and as dean of the College of Urban Planning and Public Affairs.

During his tenure as dean, Wiewel developed a strong leadership team and this year the college received \$5 million to name the Liautaud Graduate School of Business. The ranking of the undergraduate program increased from 94th to 62nd place; graduation rates rose significantly; new programs were established in real estate, insurance, and entrepreneurship; and externally funded research increased.

Thanks to Dean Wiewel for guiding the CBA to excellence. He will be missed. Please join CHRM in wishing him the best in his new venture at University of Baltimore!



Wim Wiewel

Fitzgerald Recognized by APA for Public Policy Research

Louise F. Fitzgerald, Ph.D., professor of psychology and women's studies at the University of Illinois at Urbana-Champaign, was honored along with other outstanding psychologists at the APA's Annual Convention in Toronto, August 7-10, 2003.

The awards were given to researchers, practitioners and educators in five categories: science, practice, public interest, education and international affairs. Professor Fitzgerald was recognized in the public interest category.

A graduate of The Ohio State University, she is a well-known scholar in the area of women and work, and has published widely on the topic of sexual harassment, which she was among the first to study in a scientific manner.

Professor Fitzgerald was social science consultant to professor Anita Hill's legal team during the confirmation hearings of Supreme Court Justice Clarence Thomas, and senior research consultant to the Gender Fairness Task Force of the U.S. Eighth Circuit. As a senior fellow of the Defense Research Consortium, she consults with the Department of Defense on sexual harassment in the U.S. military. She has provided expert testimony on behalf of the U.S. Equal Employment Opportunity Commission and the U.S. Department of Justice, as well as in numerous state and federal cases across the country.

Professor Fitzgerald is a fellow of APA in Divs. 17 (Society of Counseling Psychology) and 35 (Society for the Psychology of Women) and serves on the APA Task Force on Male Violence Against Women, whose book, "No Safe Haven," was awarded the 1994 Washington Educational Press Award for Outstanding Treatment of a Public Concern. Funded by NIMH, she is currently conducting the first longitudinal study of plaintiffs involved in sexual harassment litigation and works extensively with victims of sexual harassment and other forms of sexual abuse.



Louise Fitzgerald

CHRM Welcomes New Partners and Faculty

Company Representatives

Anheuser-Busch



Mark Stryshak

Mark Stryshak is the Director of Human Resources responsible for the Operations, Brewing, QA and Training groups within Anheuser-Busch. Prior to that Stryshak was HR Manager at the Cartersville Brewery from 1990-1995 where he was responsible for all HR aspects. He held that same position previously, in Fort Collins and Houston.

Before joining Anheuser-Busch, Stryshak held positions in Compensation and Benefits and Employee Relations for Phillips Petroleum.

He earned an MBA at Louisiana State University in 1981.

Frito-Lay



Kim Warmbier

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, Kim was the VP of HR for Field Sales supporting a \$4+ billion business supporting 10 of our 18 geographic regions with 10 HR Directors and 4 HR Managers on her team.

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 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.

She has been married for 15 years and has an 8-year old daughter and a 4-year old son. She stays busy with her kids' soccer, t-ball, and gymnastics. She enjoys traveling, reading, and is a big college basketball fan.

Jeff Becker, the other partner from Frito Lay, will be introduced in the next newsletter.

Microsoft



Marla Mellies

Marla Mellies is the General Manager of Human Resources for Microsoft's Server and Tools Business. She is responsible for leading the HR generalist and staffing teams. Prior to joining Microsoft in April 2002, Ms. Mellies was the VP Human Resources for Lante Corporation in Chicago.

She has also held senior and executive HR positions at 3Com Corporation/US Robotics and Caremark International and has several years of professional experience in both engineering/technical and human resources roles.

Ms. Mellies holds a B.S. degree in Industrial Engineering from Bradley University and a M.A. in Human Resources from the University of Illinois at Urbana-Champaign.

New Partners and Faculty (cont...)

Kalen Pieper, Ph.D. is Sr. Director HR for Microsoft. She supports the company's Central Marketing Group and Human Resources function in a generalist capacity. In addition, she oversees the broader Marketing function capability initiatives for the company. Prior to joining Microsoft, Dr. Pieper was with Trilogy, Inc. after leaving Enron in 2002 as VP Human Resources. Previously, she was the Chief Talent Officer for pcOrder and HR Director for Bristol-Myers Squibb. Dr. Pieper began her career with PepsiCo holding several roles in organization and leadership development in Frito-Lay and Pepsi Cola North America.

Dr. Pieper has her B.A. in Psychology from the University of Texas and a M.A. and Ph.D. in Industrial/Organization Psychology from the University of Houston.



Kalen Pieper

Faculty Members

University of Illinois at Chicago

Benet DeBerry-Spence, Ph.D. is a new marketing professor at the University of Illinois at Chicago. She has worked for Baxter International, Monsanto (G.D. Searle) and Northwestern, and has extensive managerial experience in marketing, strategy and business development, with a focus in global commercialization. Her research interests are in product transculturation, cross-cultural consumption and consumer appropriation. She has also published a number of articles on retailing. Dr. DeBerry-Spence is a member of the Association of Consumer Research, the National Black MBA Association, and the past President of *StreetWise*, the largest North American Street Newspaper. She holds a B.S. from the University of Notre Dame, an M.B.A. from the University of Chicago and a Ph.D. from the Kellogg School of Management at Northwestern University.



Benet DeBerry-Spence



Save the date!

CHRM Fall 2004 Roundtable
September 23-24, 2004

Communicating Strategies to Drive Results
Oak Brook Hills Hotel and Resort

CHRM

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

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Joan Crockett, Senior Vice President, Human Resources; Tom Tippet, Vice President, Human Resources

Vicki Chvala, Vice President, Human Resources

Mark Stryshak, Director, Human Resources

Debbie Furness, Corporate HR Services Manager

Paul Kurth, Manager, University Relations

Dennis Zeleny, Senior Vice President, Global Human Resources

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

Steve Malia, Senior Vice President, Human Resources

Jack Wiltrakis, Senior Vice President and Counsel, Human Resources

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

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