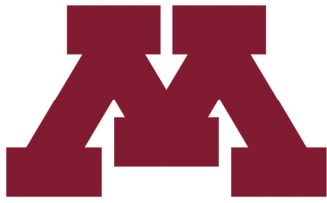


2008



The Fifth
Innovative Teaching
in **HRIR** Conference

Agenda

Thursday, April 24, 2008

6:00pm - 9:00pm Welcome Reception (light hors d'oeuvres, soft drinks, and a cash bar)
(Aragon AB, Holiday Inn Metrodome)

Friday, April 25, 2008

7:30am - 8:30am Registration and Light Continental Breakfast (Humphrey Institute Atrium)

8:30am - 8:40am Welcome and Introductory Remarks (Cowles Auditorium, Humphrey Institute)
JOHN W. BUDD, University of Minnesota

8:40am - 9:40am **Keynote Address** (Cowles Auditorium, Humphrey Institute)
Presiding—JASON D. SHAW, University of Minnesota
LYNN M. SHORE, San Diego State University—*HR Education: Reflections and Recommendations*

9:50am - 10:50am Concurrent Presentation Sessions

A1. Livening Up the HR Classroom (Room L-118, Carlson School)

Presiding—SARAH SORENSON, University of Northern Iowa
MARK S. MILLER, Carthage College—*How to Make Your HR Class Fun*
PHILIP H. DEGER, University of Minnesota-Morris—*HR Hotdish: Feeding Student Appetites*

A2. Teaching HRM in Transition Economies (Room L-122, Carlson School)

Presiding—LEE DYER, Cornell University
JAMES JIANMIN SUN, Renmin University (China)—*Developing HRM Degree Programs in a Transition Society: Practices and Experiences from China*
JOHN A. FOSSUM, University of Minnesota—*From Managed Human Resource to Managing Human Resources: The Evolution of Courses, Faculty, and Students from State Socialism toward Free Market Economies*

A3. Multimedia Case Demonstration (Room L-126, Carlson School)

GAIL F. LATTA, University of Nebraska-Lincoln—*Using Simulation as a Didactic Platform for Mastering Cultural Analysis and Change Management*

10:50am - 11:10am Break (Humphrey Institute Atrium)

11:10am - 12:10pm Concurrent Presentation Sessions

B1. Multimedia Teaching Tools (Room 2-234, Carlson School)

Presiding—MICHELLE K. DUFFY, University of Minnesota

JOSE ALCAREZ, University of Dubai—*Using TV Commercials as a Powerful Tool for HR Story-Telling*

LARRY CASEY, University of Minnesota—*Using Classic Movies and Comedy as Teaching Tools*

B2. Course Ideas (Room L-118, Carlson School)

Presiding—REBECCA A. THACKER, Ohio University

BARBARA RAU and DALE FEINAUER, University of Wisconsin-Oshkosh—*Teaching HRIS in HR/IR Programs*

BETTY BARRETT, University of Illinois—*Socio-Technical Systems: An HRIR Must Have Class*

B3. Case Demonstration (Room L-122, Carlson School)

SUMITA RAGHURAM, Pennsylvania State University —*Strategic HRM in Indian Outsourcing Firms*

12:10pm - 1:15pm Lunch (Humphrey Institute Atrium)

1:15pm - 2:15pm Concurrent Presentation Sessions

C1. Multimedia Case Demonstration (Room L-110, Carlson School)

WAYNE CASCIO, University of Colorado-Denver—*Trust Travels: The Starbucks Story* [A SHRM Foundation DVD]

C2. Teaching Topics and Tools (Room L-118, Carlson School)

Presiding—DANIEL FARRELL, Western Michigan University

BARBARA McINTOSH, University of Vermont—*Teaching How to Manage an Aging Workforce*

JENNIFER J. DOSE, Messiah College —*Difficult Choices in Total Compensation: Balancing Health Care Costs and Wage Increases*

C3. Pedagogical Goals: Performance or Mastery?

(Room L-122, Carlson School)

Presiding—LA VERNE HIGGINS, Eastern Michigan University

NANCY E. DAY, DORANNE HUDSON, PAMELA ROFFOL-DOBIES, and

ROBERT WARIS, University of Missouri–Kansas City—*Bad Apples in a Bad Basket? Context and Personality Factors in Business School Cheating*

JACK N. KONDRASUK, University of Portland—*A New Approach to Teaching HRM: Servant Teaching*

- 2:15pm - 2:30pm Break (Atrium, Carlson School)
- 2:30pm - 4:00pm **Plenary Panel Session** (Room L-110, Carlson School)
Academic and Corporate Perspectives on HRIR Curriculum: Strengths, Weaknesses, Directions, and Standards
DEBRA J. COHEN (Moderator), Society for Human Resource Management
MICHAEL DAVIS, General Mills
JOYCE HEAMES, West Virginia University
DAVID HUTCHINS, U.S. Federal Credit Union
MICHAEL MORRIS, University of Tennessee
JUDY TANSKY, Ohio State University
- 4:00pm - 5:00pm Reception Sponsored by Anheuser-Busch
Joint with the HR Tomorrow Conference
- 5:00pm – 9:00pm *(Optional) IRC Retirement Dinner (Atrium, Carlson School)*
In Honor of Professors John Fossum, James Scoville, and Mahmood Zaidi
(limited to those who pre-registered; walk-ins cannot be accommodated)

Saturday, April 26, 2008

8:00am - 8:30am Light Continental Breakfast (Lower Level Atrium, Carlson School)

8:30am - 9:45am Concurrent Presentation Sessions

D1. HR Games and Competitions (Room L-122, Carlson School)

Presiding—SANDY J. WAYNE, University of Illinois at Chicago
CARRIE BELSITO, STEVE HANKS, GLENN MCEVOY, and ALAN
WARNICK, Utah State University—*Student Engagement in Learning: Using
HR Games as a Vehicle for Engaging the Intrinsic Motivation of Students in
Mastering the HR/IR Body of Knowledge*
MARK L. LENGNICK-HALL, University of Texas-San Antonio and TONY
SGRO, EdVenture Partners—*Using Competitive Consulting Teams for
Teaching Strategic Human Resource Management*

D2. Case Demonstration (Room L-118, Carlson School)

ALYSA D. LAMBERT and SANTO D. MARABELLA, Moravian College—
*Implementing Flexible Work Arrangements: Competing Interests,
Organizational Decision-Making, and Resistance to Change* [A SHRM
Academic Initiatives Case Using a Not-for-Profit Organization]

9:50am - 10:50am Concurrent Presentation Sessions

E1. Engaging HR Instructors (Panel) (Room L-118, Carlson School)

*Creating an Online Community of Practice for HRIR Educators: An Exploration of
Needs, Mechanisms, and Involvement*
KENNETH G. BROWN, University of Iowa
DEBRA J. COHEN, Society for Human Resource Management
HOWARD J. KLEIN, Ohio State University

E2. Labor Relations Innovations with HRIR Applications
(Room L-126, Carlson School)

Presiding—JAMES G. SCOVILLE, University of Minnesota
LAURA LEAVITT, Michigan State University and MARIS STELLA SWIFT,
Grand Valley State University—*Creating Digital Collections in Michigan to
Support HRIR Teaching and Learning*
JOHN REMINGTON, University of Minnesota—*Negotiating the Terms and
Conditions of Study: A Mock Bargaining Exercise*

E3. Student Projects (Room L-122, Carlson School)

Presiding—NANCY BEREMAN, Wichita State University
MARK L. LENGNICK-HALL, University of Texas-San Antonio—*Using
Groups/Teams for HR Projects: The Good, The Bad, and The Ugly*
RANDY RICHARDS, St. Ambrose University and IVONA SKREBLIN, Zagreb
School of Economics and Management (Croatia)—*Teaching HR in Croatia
Using Work-Based Action Projects*

10:50am - 11:15am Break (Lower Level Atrium, Carlson School)

11:15am - 12:15pm Concurrent Presentation Sessions

F1. Fostering Critical and Strategic Thinking (Room L-126, Carlson School)

Presiding—ALAN LEVY, University of Regina

EDWARD FISHER, University of Alberta—*Learning by Doing: Effective Negotiations and Critical Thinking Skills*

JULIA STORBERG-WALKER, North Carolina State University—*Towards Embedding Critical Thinking in Curriculum: The Role of the Critical Educator*

F2. Capstone Experiences (Room L-122, Carlson School)

Presiding—COLLEEN MANCHESTER, University of Minnesota

MARC MARCHESE, King's College—*Ideas for Developing a Capstone Course for Undergraduate HR Majors*

ALAN TUCKMAN, Nottingham Business School (UK)—*Keeping Up With the Changes: Involving Students and the Researching of Employment and Work (Or, Can We Get More Than 80 Research Assistants on the Cheap ...)*

F3. Teaching HR to Non-HR Majors (Panel) (Room L-118, Carlson School)

Leading the Horse to Water and Getting it to Drink: Teaching HR to Non-HR Majors

HOWARD J. KLEIN (Moderator), Ohio State University

SID BENROUANE, University of Minnesota

ROBYN A. BERKLEY, Southern Illinois University

TIMOTHY M. GARDNER, Vanderbilt University

12:15pm - 1:45pm **Lunch and Plenary Address** (Private Dining Room, Carlson School)

Presiding—MAHMOOD ZAIDI, University of Minnesota

MICHAEL BYUNGNAM LEE, President, LG Academy (Korea)—*A Corporate Approach to HRIR Education: The Case of LG Academy*

2:00pm - 3:00pm

Concurrent Presentation Sessions

G1. Engaging Students (Room L-118, Carlson School)

Presiding—JENNIFER MENCL, University of Minnesota-Duluth
KAREN S. MARKEL, LIZABETH A. BARCLAY, and KENNETH M. YORK,
Oakland University—*Engaging Students in Large Introductory Sections of OB
or HRM: Avoiding Blah, Blah-blah, Blah-blah*
THOMAS J. NORMAN, California State University-Dominguez Hills—*Two Tools
for Engaging Student Learning: Using Experiments and Menus in HRIR
Classes*

G2. Blended and Online Learning (Room L-126, Carlson School)

Presiding—PAIGE WOLF, George Mason University
JEAN-CLAUDE PROVOST, MAGGIE LATTUCA, and ADAM FINKELSTEIN,
McGill University (Canada)—*Teaching HRM: A Case Study on Using Blended
Learning to Teach Employment, Recruitment and Selection at the
Undergraduate Level*
JAMES E. WANEK, Boise State University—*Virtually Settled: Tips for Online
Labor Negotiation Projects*

G3. Case Demonstration (Room L-122, Carlson School)

NITI PANDEY and BETTY BARRETT, University of Illinois—*Virtually There: A
Team Simulation In and Out of the HR Classroom*

3:00pm - 3:15pm

Break (Lower Level Atrium, Carlson School)

3:15pm - 4:55pm

Closing Plenary Session: Service and Experiential Learning
(Room L-122, Carlson School)

Presiding—JAMES C. HAYTON, Bocconi University
LORI K. LONG, Baldwin-Wallace College—*Introducing Service Learning in a
Human Resource Management Course*
CATHERINE E. GIUNTA, Seton Hill University—*An Experiential Learning
Model for HRM Students*
JONATHAN R. ANDERSON, University of West Georgia—*Using Experiential
Learning to Teach Human Resource Practices in Small Firms*
DUSTY BODIE and GUNDARS KAUPINS, Boise State University—*Strengths
and Weaknesses of HRM Live Case Projects*

4:55pm - 5:00pm

Closing Remarks
BRUCE E. KAUFMAN, Georgia State University

Version Date: April 21, 2008