Let’s start off the month by congratulating all the students who will be participating in the Commencement Ceremonies on Sunday, May 15 at Cobo Arena in Downtown Detroit. The ceremony will honor Lawrence Tech’s December 2004, May 2005, and potential August 2005 graduates. Before the ceremony the University offers a brunch on campus between 8:30 and noon in the atrium of the Buell Management Building. Congratulations to our students and the family, friends, and employers who have supported them during this journey!

Students leading through theory and practice!

Four COM students were recently nominated by faculty and staff to receive the Lawrence Technological University Edward Donley Distinguished Graduate Award. The nominations honor students who demonstrate academic skill and also serve as an example of Lawrence Tech’s positive role in the community – both internal and external. One of the nominated students was spotlighted last month, Shelby Reno, MBA student in Northern Michigan. Shelby was nominated based on her GPA, her industry experience, and her active involvement in the community as detailed last month.

Neil Quinlan, MSOM student in Southfield was nominated by one of his professors who stated, “This is a 4.0 GPA student who I have had in three of my classes and find that he is extremely well prepared for class and contributes extensively in the classroom discussions. I find him to be a very bright student and enjoy reading his reports on case studies.” Neil received his undergraduate degree from Lawrence Tech in Engineering Technology in 2002 and received extensive training and education in his country of citizenship, Great Britain.

Marya Alazzawi, MBA, was recognized for graduating with distinction and for her extensive education and training in the United States and Saudi Arabia. Marya performed her medical residency in pediatrics at King Fahad Hospital, obtained her Medical Degree from King Saud University, and served on the Arab Board of Pediatrics in her native country. She originally considered attending the University of Michigan when she and her husband moved to the United States. Luckily for us, a member of the Lawrence Tech College of Engineering recommended she consider the College of Management based on the fact that “the faculty and staff have excelled in and offer the best program in our area.” In his letter of recommendation, Dr. Taraman continued, “Marya will make an excellent candidate. She has the energy and motivation to excel in our MBA.” How right he was!
Another MBA student, **James Patrick Forkin**, attended classes in Warren at the TACOM facility. An Adjunct Professor nominated James for this award and spoke highly of his GPA, community involvement, and excellence on the job. James assisted Professor Joe Hart and his firm, InfoAlly, during a directed study. Professor Hart stated, “The high quality of work, the depth of his insights, the impressive nature of his work ethic, and his clear integrity, make him a great example of the kind of graduate of which the College of Management can be proud.” James received his undergraduate degree in Marketing from Oakland University, where he graduated Magna Cum Laude.

Our goal is to do a more in-depth coverage of these outstanding students in future editions. A round of applause for all four, please!

**Success…you determine the degree!**

**CI-MBA.** Do YOU know what that stands for? Can YOU explain the difference between CI-MBA and a traditional MBA? Nontraditional in its intent, structure, and delivery, the **Career-Integrated Master of Business Administration** was designed for the middle manager looking to develop their interpersonal, managerial, and leadership skills in preparation for advancement to executive-level positions. Unlike some MBA programs, which rely on the “read, look, listen, and take an exam” approach to mastering knowledge, the **CI-MBA** is performance driven. Core business subjects are addressed in a “laboratory” environment that simulates real-world experiences. Combining theory and practice, the program incorporates lectures, case studies, seminars, simulation activities, and workshops that require hands-on participation. The structure of the **CI-MBA** consists of six modules of six credits each. These modules include: Foundations of Business, Foundations of Management, Operations Management, Business Management, Strategic Planning, and Applications Projects.

Courses within each module are team-taught by College of Management faculty, business executives, and guest speakers. The COM faculty provides insight and expertise through teaching, research, and facilitation of class discussions. **CI-MBA** faculty members are chosen on the basis of their work with corporate clients, their ability to interact with professionals, and their enthusiasm for teaching and learning. They are able to relate business theory to business applications and they represent some of the best resources that students can have to influence their business decisions.

The **CI-MBA** program is a customized weekend program that begins in the fall of each year and meets two weekends a month with a distance-learning component bridging the off-weekends. The classes are held on Friday night from 6:00-9:00 p.m. and Saturday from 8:30 a.m.-4:00 p.m.

Applicants for the **CI-MBA** program must be sponsored by their employer unless self-employed. They must have a minimum of seven years of business experience and five years of management or supervisory experience. Experience managing large projects also satisfies this requirement. Other differences in the application process are the need for three letters of recommendation, one of which must be from the applicant’s current
supervisor, and the personal interview process. The three phases of the interview process include the initial telephone conversation with the Program Manager, completion of an online interview questionnaire, and a face-to-face interview with two to three interviewers including the Program Manager, faculty, and/or program alumni. Since enrollment in a CI-MBA cohort is limited, not all applicants are accepted even when meeting these requirements. Currently there are 20 students in Cohort 5 and 18 students in Cohort 6. Enrollment for the CI-MBA is open now for the September 2005 start.

Diane Cairns, Program Manager, Career Integrated MBA, has developed a schedule of Information Sessions for potential students. These programs combine a short information session with an opportunity to meet with current students and observe classes. The next sessions are on Friday, May 13 and May 27 and begin at 5:00 p.m. in M336. An applicant recently attended a session and wrote, “Just a note to say thank you for allowing me to attend the information session last Friday. I found it most informative. What I enjoyed most is what appeared to be a very cohesive group working together for a common good. Not just the students but also the relationship between the student and faculty. This relationship certainly represents what would be found in the work place as upper and middle management. The difference was the comfort level that the students exhibited when addressing the speaker. This sense of confidence definitely paved the way for the student to reach a level of upper management as well as the confidence to handle the challenges faced with being an entrepreneur. Again, thank you for the opportunity.”

Diane Fox, PMP, Global Deployment Oversight Manager, IS&S Global Computing & Telecommunications Services, General Motors Corporation.

Location, location, location.

Location can be the key to success in many industries and certainly has become critical in the world of education. Over the years, the College of Management expanded from the main campus in Southfield to additional locations in Plymouth, Warren, Clinton Township, Northern Michigan, Taiwan, Vancouver, Toronto, and China. We haven’t stopped there! During the month of May our locations are expanding (temporarily) to London and Amsterdam. A few months ago we mentioned the exciting International Doctoral Seminar 2005 for doctoral and graduate students. The theme of the IDS2005 Seminar is Globalization and International Business.

This is not just a trip – this is a doctoral level course that is designed to provide an understanding of relevant issues confronting executives engaged directly or indirectly in international business. Particular emphasis will be placed on international business issues and opportunities, which will be analyzed and assessed with a political, economic, social/cultural and historical context in Europe. The material of this integrative course is aimed at understanding the major structural changes and issues in the world economy that affect our domestic economy: the dynamics of globalization, the impact of the U.S. dollar on other markets, rapid technological innovation and diffusion, dynamics of international competitiveness, global leadership, and economic power shifting. Students and faculty will examine these viewpoints from both the perspectives of the United States and two key European cultural capitals, London and Amsterdam.
This seminar is very fast paced and actually started with an introductory session here in Southfield on April 16 and will end in June with presentations based on the international trip experience and research. The travel begins on May 8 as the group leaves for London and will include trips and presentations in such locations as Oxford University, American Express, US Embassy and Greenwich University in London, Nijenrode Business University in the Netherlands, BMC Software and BT Learning Solutions in Amsterdam. Presentations will be delivered at each location by industry or academic leaders. These “temporary” locations provide unique opportunities for our students to interact with global leaders and to see things from a different perspective. Thanks to Dr. Patty Castelli, Dr. Lerine Steenkamp, Dr. Jackie Stavros, and Patty Riney for planning such a fantastic and once-in-a-lifetime experience. We look forward to an overview and photos in a future issue!

Faculty, and staff in the news:

- **Dr. David Allardice** has been named acting Associate Dean of the College of Management as of April 1, 2005. Prior to his appointment to this position he served as the Director of Executive Education in the College of Management. Dr. Allardice joined Lawrence Tech in the fall of 2002. His responsibilities have included a mix of teaching and administrative activities and he is currently responsible for the survey and analysis of the Metropolitan Detroit Purchasing Managers Report, a monthly survey of purchasing manager activity in the Detroit area. He has served as Project Director overseeing the economic analysis of the potential impact of the 2006 Super Bowl and the Detroit Thoroughbred Raceway on the Detroit Metropolitan economy. Before joining the College of Management, Dr. Allardice was the senior vice president for six years at the Detroit Branch of the Federal Reserve Bank of Chicago. In that capacity he oversaw the day-to-day operations of one of the nation’s largest Federal Reserve Branch offices. Dr. Allardice served a total of 27 years with the Federal Reserve System prior to his retirement. He received his Ph.D. in Economics from Colorado State University in Ft. Collins, Colorado in 1974.

- Congratulations to **Patty Riney**, Manager, Warren Education Center, who was the recipient of the Lawrence Tech **Staff Person of the Month Award** for March. A nominee for this award should possess exceptional leadership qualities, act as a role model or mentor to colleagues, demonstrate dedication, commitment, and professionalism beyond normal job expectations, and/or demonstrate motivation and commitment to the University’s team spirit by improving relations between and among staff, faculty, and students. Patty has truly reflected all these qualities during her service with the College of Management and has consistently put the college first, even during personally challenging times. Ms. Riney has been with the college since 2000, serving as an Administrative Assistant before being appointed as Manager for the Warren Education Center at TACOM. She graduated from Madonna University with a Bachelor of Arts degree and teaching certificate. She taught full-time for ten years, and then worked with the West
Bloomfield Parks and Recreation Department as Recreation Supervisor for twenty years, the last five of which were focused on organizing group travel activities. Thank you Patty for all you do for the students, faculty, and staff!

- **Dr. Patty Castelli**, DBA Program Director, and **Laura Majewski**, Executive Director, Graduate Management Programs, recently delivered a presentation at the IACBE 2005 Conference in San Antonio, Texas. The International Assembly for Collegiate Business Education (IABCE) is an accrediting body that promotes and recognizes excellence in business education in colleges and universities at both the undergraduate and graduate levels. Dr. Castelli and Ms. Majewski reached over 100 members when they delivered their presentation, “Time Compressed Hybrid Courses.” The presentation reviewed the launch and operation of the weekend MBA program in Northern Michigan. They discussed the challenges for instructors and administrators posed by this cohort-based, hybrid, time-compressed program. In addition, they addressed the use of Blackboard tools to support instruction and administration of the program, technical support issues, and faculty and staff collaboration necessary to provide a high quality student learning experience. They closed with “lessons learned” and outlined planned enhancements to the program. **Professor Emeritus, Dr. Leland A. Lahr** joined them on this trip and continues to be supportive of IACBE goals through participation in their evaluation of other business colleges.

- **Dr. Jackie Stavros** attended the 48th Annual Midwest Academy of Management Conference in downtown Chicago, IL, March 31 – April 2, 2005. This year’s theme was “Collaborative Improvisation: The Playful Intersection of Jazz and Work.” Presentations and workshops focused on:
  
  - How do management scholars and practitioners assist organizations in responding and acting strategically to consistently and rapidly changing global business conditions?
  - As managers, how can we be more proficient at moving back and forth between leading and supporting managerial roles and maintain the pace and tempo at which others within the organization are operating?
  - How do we hire, develop and retain talent by creating a culture of performance, creativity, innovation, and constant learning?
  - How do we assist managers in being proficient in creating organizational vision and goals without being dependent on action plans or scripts?
  - How do organizations collaboratively improvise internally and externally so that they are able to adopt new designs and practices that allow them to continually realign their organizations with new and emerging opportunities?

Dr. Stavros presented on a panel and in a paper session with Dr. Jane Seiling, Business Performance Group and Dr. Gina Hinrichs, John Deere on “Strategic Sensemaking in Organizations”. The presentation and paper highlighted that making sense is at the heart of organizing and is the soul of improvisation. Effective sensemaking and responding appropriately to people and external demands is a fundamental survival competency of organizations. It is also the way work can become a creative collective act. Fundamental to sensemaking is
constructive accountability (CA) that is both an attitude and a competency. Dr. Stavros introduced how to best engage organizations in a whole systems approach to strategic planning through the **SOAR model** that invites you to consider the organization’s **Strengths**, **Opportunities**, **Aspirations**, and measurable **Results** for strategic planning. The paper presented seeks to further the “sense” of sensemaking and provides a deeper understanding of how constructive accountability (CA) enables strategic sensemaking.

**Special events:**

- **Orientation and Registration** will be held for new students on Wednesday, May 11 from 5-7:00 p.m. in the Buell Management Building. Students who are interested in attending should contact the Office of Admissions at Admissions@ltu.edu or call 800.CALL.LTU, ext. 1.

- **BoardWalk, Developing Nonprofit Board Leaders Through Training**, continues with the 7th and final workshop in the series on Friday, May 13 in the Buell Management Building from 9 a.m.-12:00 noon. This month’s topic is “Executive Director as Leader.” The series will resume for another seven sessions beginning on November 4. For further information contact Lindman@ltu.edu.

- **CIMBA Information Sessions** will be held on two Friday nights in May. If interested in learning more about the unique, limited enrollment Career Integrated MBA program “up close and personal” take advantage of this opportunity to meet current students and faculty before and during an actual class. To participate on either May 13 or May 27, contact Diane Cairns at cairns@ltu.edu.

- Our Northern Michigan locations will be hosting two more **Open House** events in May. Invite your friends and colleagues to learn about the weekend programs, including the new “accelerated MBA program” in Petoskey and Traverse City by attending the sessions this month. Join Teri Goodman, Education Center Manager, at the Inn at Bay Harbor on May 18 from 5-7:00 p.m. or at the NMC University Center in Traverse City on May 19 from 5-7:00 p.m. RSVP to northernmi@ltu.edu or call 231.995.1725.

- Integrate. Investigate. Innovate. Be sure to stop by the College of Management booth at the **2005 Detroit ITEC Spring Series Conference** on Wednesday and Thursday, May 18 and 19 at the Novi Expo Center. This event is organized around the three key actions that define your role as an IT leader: Integrate. Investigate. Innovate. Go to [http://www.ltu.edu/management/index.asp](http://www.ltu.edu/management/index.asp) to access the student’s free exhibit pass for the event held from 10 a.m. – 4 p.m. on Wednesday and 10:00 a.m. – 3:00 p.m. on Thursday.

- Don’t forget about the **EMU/LTU Spring Lecture Series** that returns this year. This series on “Technology and the Human Life Cycle” will be held in conjunction with the College of Technology at Eastern Michigan University at the
Ypsilanti Marriott Conference Center. There are seven evening sessions from 7-10:00 p.m. on Wednesdays. This series can be taken as an elective for DMIT and graduate program students. Go to [http://www.ltu.edu/management/index.asp](http://www.ltu.edu/management/index.asp) and see our news section.

- A new hybrid course is being offered this summer at the Southfield campus. Professor Kamal Kakish will deliver *Network Security MIS7233, CRN3448* on Wednesdays. This course focuses on Information and Computer Security technologies, tools, techniques, and approaches. Topics include: Cryptology, Security Standards and Protocols, Intrusion Detection, Wireless Security, Disaster Recover, and Risk Management. This is another excellent election option for DMIT, graduate, or undergraduate students interested in technology.

- Kevin Finn, Director Career Services has invited four COM students to be his guest at an upcoming *Automation Alley* presentation. Their Business Forum on Thursday, May 19 will feature, “The Information Technology Futures is Perfectly ? Clear?” with guest Stephen Pickett, Vice President and Chief Information Officer, Penske Corporation. He is also the President Elect for the Society of Information Management. The event is from 11:00 – 11:45 a.m. at the Troy Hilton. If interested in attending, please reserve through [ltuocs@ltu.edu](mailto:ltuocs@ltu.edu) or call 248.204.3140 by May 12.

**Connecting with industry leaders:**

One of the best ways to connect with industry leaders is by becoming an active member of the Lawrence Tech Alumni Association Management Chapter. The mission of the chapter is to support the College of Management by serving as a liaison with students, business, and industry. Although the University Alumni Association has been active for many years, the COM Chapter is fairly young and looking for active participants from our current students and alumni. The Chapter currently has fourteen cabinet members: seven will be ending their term in 2005 and seven in 2006. Consider joining the chapter and making a contribution of your time and creative energy as you work with leaders from General Motors, Lear, DaimlerChrysler, Bosch, Ameritech, and other firms in the area. Contact current president, Diane Cairns at [cairns@ltu.edu](mailto:cairns@ltu.edu) if interested in joining the COM team.

Being a member of the University Alumni entitles you to numerous benefits including car rental and hotel discounts, discounts on entertainment venues such as Emagine Theatres, Henry Ford Museum, IMAX Theatre, and the Detroit Zoo. For a complete listing of benefits visit [www.lawrencetech.net/discounts.htm](http://www.lawrencetech.net/discounts.htm).

**In response to your requests:**

- The National Association of Colleges and Employers (NACE) mailed the *2005 M.B.A. Benchmark Survey* to NACE employer members in October 2004. They recently published the survey responses of 116 firms that indicated they generally
Employers plan to hire 24.9% more MBAs in 2004-2005 than in 2003-2004
MBA hiring is expected to be up in all regions, with the Midwest predicting the largest increase – 35.9%
Employee referrals were named as the technique most widely used to recruit MBAs
Employers rated communication skills and honesty as the most important skills/qualities they seek in their graduates
The largest group of respondents – 39.8% - reported that MBAs typically stay with their organization five or more years
Including benefits and perks, employers expect to offer a total compensation package averaging $93,770
Employers plan to recruit at more schools this year than last
When deciding on what schools they’ll recruit from, employers said accreditation of the business school and average work experience of the candidates were the most important criteria by which they judged schools

Lawrence Tech is accredited by the Higher Learning Commission and a member of the North Central Association. Your College of Management has business accreditation from the Association of Collegiate Business Schools and Programs (ACBSP) and the International Assembly for Collegiate Business Education (IACBE). These separate accreditation credentials are exactly what recruiters are looking for in a business school.

Laptop Return: If you have an MPC or a Compaq laptop and are not registered for summer and fall, you must return to the Help Desk by May 16. Failure to do so can result in holds on your account, which will prevent you from registering at a later date.

Computers for sale!! The College of Management has 3 retired Compaq desktop computers. They are on sale now. These computers are in good working condition – Pentium II, 6GB Hard Disk space, 192MB RAM, 3.5” floppy drive, CD-ROM, Zip drive, 17” CTX color monitor including mouse and keyboard while supplies last. The price is only $100.00! Please contact Wenping Bo (wp_bo@ltu.edu) ext. 3075 if you are interested.

Career Service Opportunities: Contact Career Services to hear about an opportunity at Hyundai for candidates with heavy IT backgrounds and another position requiring an engineering degree and 5-10 years of experience. Kevin Finn is also working with the HR Director of Michigan CAT seeking technically oriented candidates with a marketing background as well as Sales Engineer candidates. Habitat for Humanity of Oakland County has two Co-Op/Internship
opportunities that might be of interest to anyone with 20-25 hours per week to spare. These are open to undergraduates and possibly graduate students with at least three years of college that includes research experience. Contact Kevin at k_finn@ltu.edu about these opportunities.

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Volunteer Opportunities: Lawrence Technological University and Michigan Council of Women in Technology Foundation are hosting a girls’ technology camp June 27-30, 2005. The camp is funded through a $25,000 grant from AT&T. This is the second year AT&T has funded the camp, “AT&T Camp Infinity: Young Women in Science and Technology = Endless Possibilities.” The weeklong summer camp will be hosted on Lawrence Tech’s campus in Southfield. Working in teams, camp attendees will learn about computers, web-technology and robotics and will also design and build their own websites. Approximately 40 girls in grades four through seven will participate in the camp. The camp is designed to generate excitement about math and science among young women and encourage them to enter careers in the field of technology. To help us do that, volunteers are needed. We’d like to hear from you to volunteer in one of several areas:

- Host a one-hour technology learning experience for 4th and 5th grade students. The learning experience will include a well planned event for 20 girls to learn how a specific area of computer technology works, what type of employment this involves, what they need to study in school and college, how does this particular technology support the economy, and be engaging and fun.

- Volunteer as an assistant to help manage the classroom activities, be a classroom mentor, help the girls as needed during the learning experiences. This will be for one or more four-hour sessions.

As a volunteer you’ll leave feeling energized by the students and provide valuable experiences for our future leaders. For information contact Diane Cairns, 248.563.0452 or cairns@ltu.edu.

Copies of this newsletter available at www.ltu.edu/management/_newsletter.asp

Send questions, ideas, or requests to be deleted from this communication to: kirkwood@ltu.edu.