

The Human Resource Management Award for Excellence 2010



**COLLEGE OF BUSINESS
ADMINISTRATION**

THE UNIVERSITY OF TOLEDO

Is the HR Department in YOUR organization making a real difference? Is the HR department of one of your customers, suppliers or partner organizations doing an outstanding job? Nominate a worthy HR department for the HR Management Award for Excellence in 2010!

This year, the HRM Award for Excellence will once again focus on human resource management performance at the department level, and will be given in two different categories:

Category 1: Small Organizations

Category 2: Large Organizations

In addition, a special HR Recognition Award will be given at the HRM Award for Excellence ceremony in May! Details will be announced in the months ahead!

CRITERIA FOR NOMINATION

- Have a minimum of 2 persons designated as HR practitioners;
- Be actively involved in the continued development and improvement of their organization's HR function;
- Contribute greatly, through their collective HR efforts, to improve organizational performance; and
- Provide vision, guidance and leadership in developing or improving the major HR practices in their organization.

NOMINATION PROCESS

Nominations will be accepted between December 15, 2009 and March 30, 2010. This year we have simplified the nomination process and anyone can nominate any organization, including their own. ***The nomination process is broken into two phases:***

Phase One:

To begin the process of nominating an organization in either category, the nominator must simply provide the following information:

1. Nominator's name, title, name of nominator's organization, and contact information;
2. Name of the nominated Human Resource Department's Department/Organization and the name and contact information for someone within that HR department;
3. A paragraph description of why this HR department is deserving of this recognition.

E-mail this information to:

Clinton.longenecker@utoledo.edu

Contact Information:

Dr. Clinton O. Longenecker

Chair - HR Award Selection Committee

Department of Management

The University of Toledo

2801 West Bancroft

Toledo, OH 43606

419-530-2368 (call with questions)

Phase Two:

Nominated organizations will be contacted by the Chair of the HR Award Selection Committee and will be asked to provide the following information:

1. Name and description of the nominated organization;
2. The names, job titles, and length of tenure in the organization for all HR professionals in the HR department to be recognized; and
3. **Specific examples** of the commitment and contribution to the practice of human resource management – e.g., details of successful projects, systems development, process improvements and organizational change efforts, and strategic impact in achieving the organization's strategic objectives or performance. ***It is critically important to provide the Selection Committee with adequate detail of the nominated department's achievements.***

Phase Two nomination materials will be reviewed by the full Selection Committee and Finalists will be selected for site visits in April. Site visits and all supporting documentation will be used to select the 2010 Award recipients.

THE AWARD PROGRAM

The Human Resource Management Award for Excellence will be presented **at a new breakfast celebration format** on **May 12, 2010** at 7:30am at the Toledo Area Human Resource Association meeting held at Hilton Garden Inn at Levis Commons. The winning departments and finalist organizations will receive a commemorative award.

ABOUT THE AWARD

The Human Resource Management Award for Excellence was established by the **Department of Management** at The University of Toledo in 1998. The purpose of the award is to encourage and recognize excellent progress and achievement in the field of human resource management among area organizations. It has been given annually to an individual or HR department found to have a profound impact on their organization's performance through demonstrated commitment, innovation and leadership in the human resource function. **Our goal this year is to recognize two outstanding HR teams that are making a real difference in their organizations performance.**

The Human Resource Management Award for Excellence - 2010

2010 SELECTION COMMITTEE

Dr. Clint Longenecker
clinton.longenecker@utoledo.edu
Chair: Selection Committee
Professor of Leadership and Organizational Excellence

Dr. Dale Dwyer
dale.dwyer@utoledo.edu
Professor of Management

Dr. Laurence Fink
lfink@utnet.utoledo.edu
Associate Professor of Management

Dr. Robert Yonker
ryonker@UTNet.Utoledo.edu
Associate Professor of Management

Mr. Scott Gearig
ScottGearig@mergisgroup.com
Managing Director – The Mergis Group

Mr. Jack Hollister
jhollister@employersassociation.com
President – Employers' Association

Ms. Jodi Heisler
jheisler@firstsolar.com
President, TAHRA

Dr. Sheri Caldwell, SPHR
drc4nd@msn.com
Member-at-Large, TAHRA

PREVIOUS AWARD RECIPIENTS:

- 2009** - TNS Inc.
The Luther Home
E.S. Wagner Inc.
- 2008** – SSOE, Inc.
Shrader Tire & Oil, Inc.
- 2007** – Toledo Metro Parks
Ed Schmidt Automotive Group
- 2006** – IET, Inc.
Decoma, Inc.
- 2005** - Owens Corning Corporate HR Department
Sauder Woodworking HR Department
- 2004** - Robin Woodall Klein – Root Learning
- 2003** - Rich Menzel - North Star Steel
- 2002** - David Barchick – Pilkington
- 2001** - Tom Maxon - Daimler-Chrysler
- 2000** - Benet Rupp - Walbridge Coatings
- 1999** - Rhonda Francis - Johns-Manville
- 1998** - Kris Rogers - Boise Marketing

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