



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 2014!

The Human Resource Management Award for Excellence 2014

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 1 designated HR practitioner;
- 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 21, 2014 and March 30, 2014. This year we have simplified the nomination process and anyone can nominate any organization, including their own.



**COLLEGE OF BUSINESS
AND INNOVATION**
THE UNIVERSITY OF TOLEDO

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 and 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 (please 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:

4. **Description of the nominated organization;**
5. The **names, job titles, and length of tenure in the organization for all HR professionals** in the HR department to be recognized; and
6. **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 2014 Award recipients.

THE AWARD PROGRAM

The Human Resource Management Award for Excellence will be presented at the **breakfast celebration ceremony** on **May 13, 2014** 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 to recognize their achievement.**

ABOUT THE AWARD

The Human Resource Management Award for Excellence was established by the **Department of Management in the College of Business and Innovation** 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 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 organization's performance.**

The Human Resource Management Award for Excellence - 2014

2014 SELECTION COMMITTEE

Dr. Clint Longenecker

clinton.longenecker@utoledo.edu

Chair: Selection Committee

Professor of Management and Leadership

Dr. Dale Dwyer

dale.dwyer@utoledo.edu

Professor of Management

Dr. Laurence Fink

Laurence.fink@utoledo.edu

Professor of Management

Dr. Robert Yonker

robert.yonker@UTNet.Utoledo.edu

Associate Professor of Management

Mr. Scott Gearig

ScottGearig@mergisgroup.com

Managing Director – Ranstad

Mr. Jack Hollister

jhollister@employersassociation.com

President – Employers' Association

Ms. Kristie Kraftchick

Kristie.Kraftchick@fmc-na.com

President, TAHRA

Dr. Sheri Caldwell, SPHR

drc4nd@msn.com

Member-at-Large, TAHRA

PREVIOUS AWARD RECIPIENTS:

2013 – Sun Federal Credit Union
Spangler Candy Company

2012 - Diamond Crystal
Fresenius

2011 – Bard Manufacturing
First Solar Inc.
Sunrise Windows

2010 – CMC Group Inc.
Mercy health Partners

2009 - TNS Inc.
Luther Home of Mercy
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
Sauder Woodworking

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

The Human Resource Management Award for Excellence is made possible thanks to the following shareholders:

