

SHRM NEWS

February 2003

Reminders!

- Alumni panels coming soon
- Volunteer opportunities for ASTD and local church
- First years, get ready for IOOB in **AKRON!!!!!!!!!!**

University of Michigan Under Fire

The University of Michigan is facing a legal suit from a white law school applicant, Barbara Grutter, who claims that she was a victim of discrimination. She is accusing the university of admitting lesser qualified applicants based solely on race and wants race taken out of the equation for admission. The Court will rule on this decision on April 1 or 2, 2003. The outcome of this case will have a significant impact on the criteria that public universities use for admission.

Michigan uses a 150 point scale to score their applicants. Academics are entered into the formula along with several criteria that fall into the category of "other". These other criteria include variables such as socioeconomic status, scholarship athlete, and race. All of these factors add 20 points to an applicant's total out of 150. The White House has sided with the plaintiff, stating that the Michigan

policy is unconstitutional.

Expert Opinions

"I think that if they are going to

eliminate race from the additional criteria, then they should also eliminate factors such as alumni and athletics."-Lona Stanley

"I think that, unfortunately, this type of system is a necessary evil. Minorities do not always receive the same type of educational opportunities that white people do. They do not always have the quality of schools, books, or teachers that white people do. A system like this is necessary because of those disadvantages." - Khadesha Watson-El



Alumni Spotlight: Jennifer Flaig

Jennifer Flaig is a recent alum (2002) of the I/O program. She was one of the fortunate graduates who had a job before graduation. Jennifer is working for Fields Consulting in the northern Virginia area. Her company mainly consults for police and fire departments. Jennifer designs assessment centers for the

promotion of officers. An interesting tool that her company uses to assess fireman is simulating emergency situations. They will actually set a "practice" building on fire (not Jennifer) and then assess the various behaviors and decisions of the fireman. She also works with validation and other selection issues.