

Baseline Newsletter November 2025



PMI GREAT LAKES

From the President's Desk

Now we are into the Fun Holidays timeframe – we have a couple of events planned:

- **11/19 – Lunch & Learn** – we will have Roy Brewer, Senior Consultant and Trainer, from ILL, our Project Management partner.
- **12/15 – the Annual Meeting** – the last meeting of the year, to let you know what we have done and what we plan to do in 2026. If you have any suggestions or want to provide feedback on an event, please feel free to email me.

Other PMI activities:

- Please look for the updated Bylaws email so you can VOTE for final adoption
- Please see our new **PMIGL Vice Presidents** starting January 2026
- Have you thought about Volunteering? Please check out [PMIGL's open positions](#) – we need you!

Have a safe & wonderful holiday season and remember PMIGL will have more great events planned for our members.

Synthia S. Adams

President, PMI Great Lakes Chapter

president@pmiglc.net



Volunteer Spotlight



**Congratulations to Michelle Baker –
PMIGL’s Q3 2025 Volunteer Spotlight Honoree!**

Michelle Baker is the Founder and CEO of Strategic PM Dollars and Sense, bringing over 15 years of experience managing programs in IT management consulting for Fortune 500 clients across the automotive, healthcare, utilities, regulatory, and advertising sectors.

A dedicated leader in the Project Management Institute – Great Lakes Chapter (PMIGL), Michelle has served as Symposium Director (2022–2024), Vice President of Outreach (2025–2026), and as a featured speaker at multiple PMIGL events, including the 2020 Symposium, 2021 Dinner Meeting, and 2025 Professional Development Day.

Her volunteer and professional leadership reflect her commitment to advancing the project management profession through mentorship, collaboration, and community engagement — bridging excellence across corporate, nonprofit, and personal endeavors.



PMI Salary Survey Highlights: Certification Pays Off

The **Thirteenth Edition of PMI's Earning Power Salary Survey** continues to confirm what many of us in the project management community already know — professional credentials matter. Among U.S. respondents, the **median annual salary for project professionals stands at \$120,000**, with those holding the **PMP® certification earning roughly 33% more** than their non-certified peers. The findings also show that compensation tends to rise with experience, project size, and leadership responsibility, underscoring how career growth in project management is closely linked to both capability and professional development.

The survey revealed that **two-thirds of project managers received a salary increase in the past year**, even amid shifting economic conditions. These results point to the continued demand for skilled project professionals who can navigate complexity, manage change, and deliver results — especially those who have demonstrated mastery through PMI's globally recognized certifications.

For members of the **PMI Great Lakes Chapter**, this serves as an encouraging reminder that **earning your PMP can be a powerful career investment**. And for those newer to the profession, credentials like the **CAPM®** or **PMI Agile Certified Practitioner (PMI-ACP)®** offer excellent entry points to build credibility, sharpen skills, and join a growing community of professionals dedicated to excellence in project delivery. The data show that credentials open doors — and now is the perfect time to take that next step forward.



PMI Great Lakes Chapter – 2025 PD Day Recap & Appreciation

Thank You for Making PD Day 2025 a Success!

The PMI Great Lakes Chapter (PMIGL) extends a heartfelt thank you to everyone who joined us for our 2025 Professional Development Day! This year's event brought together PMs, industry leaders, and community partners for a day filled with insight, inspiration, and impactful connections.

Highlights from the Day

From dynamic keynote speakers and engaging breakout sessions to networking and career development opportunities, PD Day 2025 embodied the spirit of continuous growth and collaboration that defines our chapter.

Attendees walked away with new tools, ideas, and energy to bring “Project Leadership in Action” to life in their organizations (and even their job search).

Special Thanks to Our Gift Sponsors

We're grateful for the generous support of our sponsors, whose contributions made the day even more memorable. Your partnership truly helps us create meaningful experiences for our PMIGL community!

Spotlight on Our Recruiting Partner – HTC

A big thank-you to HTC for joining us as our Recruiting Partner this year!

HTC's team engaged directly with attendees to share career insights, hiring opportunities, and project management roles. Their presence added incredible value for members exploring new professional paths.

We're proud to have partners like HTC who are helping advance project management careers throughout our region.

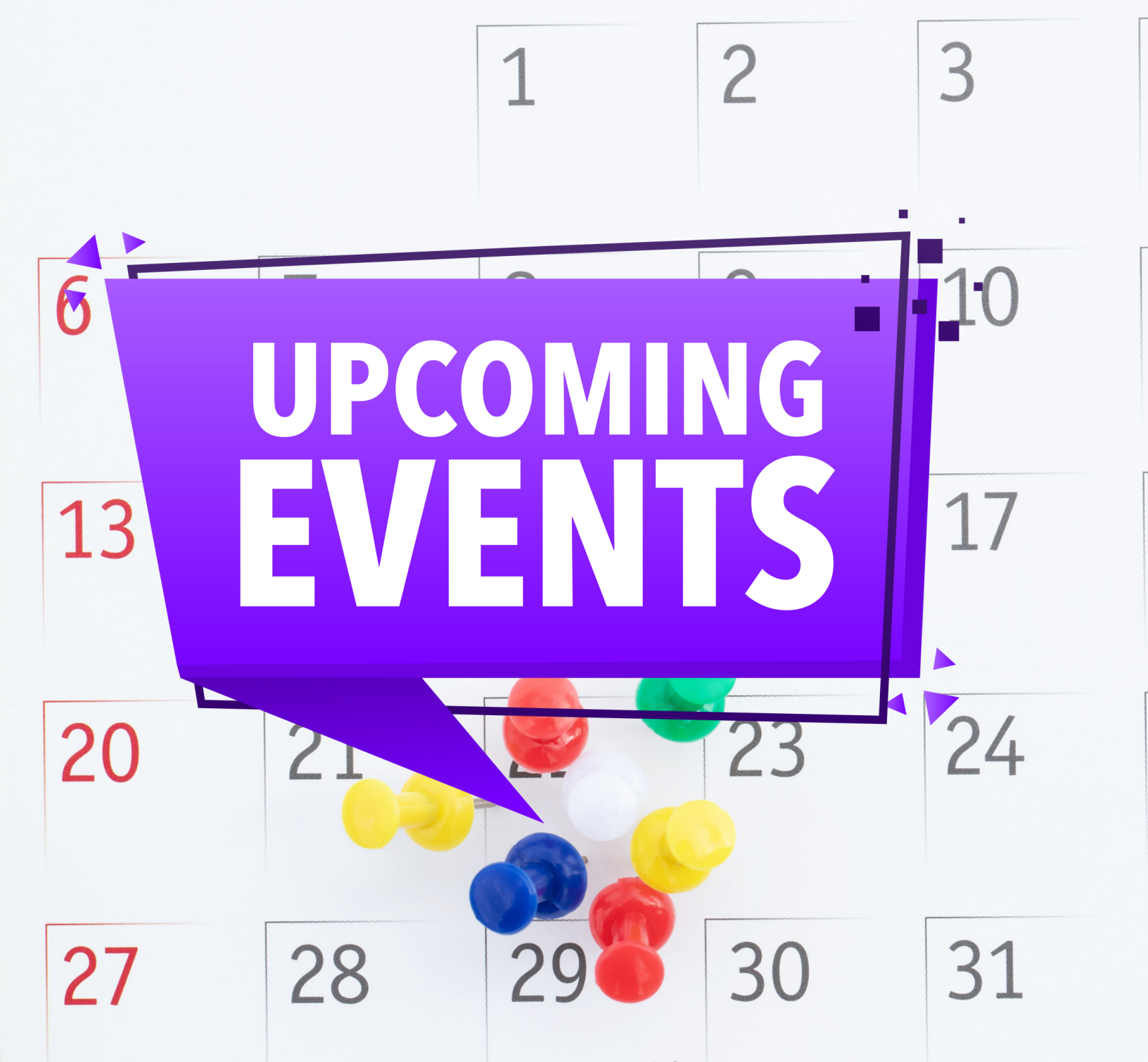
Looking Ahead

PD Day 2025 reminded us that our strength lies in community and collaboration. We can't wait to build on this momentum as we plan more engaging events and learning opportunities throughout the year.

Stay connected with PMIGL on LinkedIn, Facebook, and Instagram for upcoming announcements and chapter news.

Thank you again for making PD Day 2025 an event to remember! See you next year!!





UPCOMING EVENTS



Project
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VALUE DRIVEN PROJECT MANAGEMENT

LUNCH & LEARN

November 19, 2025

Historically, project decisions and tradeoffs have been made with the triple constraints of time, cost, and performance in mind.

Unfortunately, this does not guarantee that there will be value at the end of the project. Now, project managers need to make decisions based upon the value stakeholders have come to expect as well as the triple constraint.

What You'll Learn:

- ✓ Make business decisions and project-based decisions
- ✓ Determine better ways to cancel projects that aren't going anywhere
- ✓ Understand how value may affect the construction of a portfolio of projects

REGISTER NOW!



Roy Brewer

International Institute for
Learning
Senior Consultant and
Trainer

 Virtual

 1 PDU

 Noon - 1pm

 \$15 Members
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Project Management
Content Development
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Ready to Get Certified?
Take Advantage of Discounted Exam Prep Training!

Are you thinking about taking the next step in your project management career? Whether you're aiming for your **PMP®**, **CAPM®**, **PMI-ACP®**, or **Professional Scrum Master** certification, now is a great time to start preparing — and saving!

PMI Great Lakes Chapter (PMIGL) is proud to partner with [Peak Business Management](#) to offer **discounted exam prep** training for both **members and non-members**. These courses are taught by experienced instructors and are designed to help you confidently prepare for the certification exam that aligns with your career goals.

As a PMIGL member (or even if you're not!), you can receive **up to \$200 off** the cost of certification training through this partnership. Whether you're a seasoned professional looking to earn your PMP or a newcomer interested in the CAPM, this is a smart, cost-effective way to get started.

Have questions about the certification process or which path might be right for you? Feel free to reach out to me, **Ron Papa, Director of Certifications**, [**director.certifications@pmiglc.org**](mailto:director.certifications@pmiglc.org)

I'm happy to help!

Let's take your project management career to the next level — together



PM Musings: Is a Project Manager Necessary in the Age of AI Technology?

***By William A Moylan, PhD, PMP, FESD, DTM
Professor Emeritus – Eastern Michigan University***

Is a Project Manager Necessary in the Age of AI Technology? Intriguing question. In particular, when it hits very close to one's self worth, livelihood, and professional value. The AI Robot may be more efficient at certain activities and tasks [although routine and rather boring] than any human. However, the humanoid Project Manager [PM] provides the savant skills, savvy persuasion and sage advice critical to working with the building blocks of teams – people, which makes all projects work. The essential human aptitudes and competencies that AI cannot replace yet [as of the publication of this article] include creativity, critical thinking, ethical decision making, and human interaction.

The Irreplaceable Human PM

Four human skills that require real intelligence form the arsenal of the PM. These four irreplaceable people-tools are discussed herein.

- ***Creativity.*** The purpose of a Project is to “...create a unique product, service or result” (PMI, 2025). This requires the PM to lead their team to develop innovative solutions, solve problems that did not previously exist [uniqueness], and make executive-level decisions. These brain-based actions all require human insight, adaptability and confidence (Vichkanova, 2025). Creativity demands the PM to think outside the box, which is something an AI bot cannot do.

- **Critical Thinking.** The PM, above all else, must think. Critical Thinking, a unique human skill, involves several distinct human capabilities such as emotional intelligence and deep contextual understanding. While AI can be a powerful tool to assist the PM and their team by processing information, the human PM and their teammates must still perform the Critical Thinking itself, including questioning assumptions, evaluating evidence, and forming independent judgments (Harkness, 2024). Critical Thinking consumes a large portion of the PM's working day, which cannot be delegated to the AI bot.
- **Ethical Decision Making.** PMI's "Ethical Decision-Making Framework" (EDMF) is a five-step process designed to help PMs and their teams handle ethical dilemmas through critical thinking. The steps (PMI, 2025) are:
 - 1) Assess the situation and gather facts,
 - 2) Consider and evaluate alternative choices,
 - 3) Analyze the potential consequences of the best choice,
 - 4) Apply the PMI ethical principles (responsibility, respect, fairness, and honesty), and
 - 5) Make a decision and take action.
- The EDMF serves as a guide to supplement the PMI Code of Ethics and Professional Conduct. AI may help augment the EDMF process, such as, the facts gathering in step 1. However, the human PM and their team are essential for executing the bulk of the critical project items, especially applying the PMI ethical principles of responsibility, respect, fairness, and honesty (PMI, 2025). Moreover, ethical oversight is the sole providence of the human soul of all projects - the PM. PMs are responsible for ensuring the responsible and ethical use of AI, including managing potential bias and data privacy concerns (Vichkanova, 2025).
- **Human Interaction / Person-to-Person Communication.** The PM spends the majority of their time communicating with others, especially their Team [internal] and the key Stakeholders [external] of the project. PMs facilitate communication, translate complex AI-generated data into narratives for stakeholders, and handle crucial discussions that require genuine human interaction (Vichkanova, 2025). The AI-powered robot may be a novelty to communicate with by humans, but it certainly is not the preferred mode of communicating by fellow humans. People still prefer talking with each other.

AI Augments the PM's Role

The Project Manager of the future must be more than just conversant with Artificial Intelligence; the PM and their Team members will need to leverage AI to its full potential. Here are several examples of how AI augments the PM's role (Vichkanova, 2025).

Automates routine tasks: AI can automate administrative work like data collection, tracking, and reporting, allowing the PM to focus on strategic activities.

- ***Provides data-driven insights:*** AI tools can provide valuable insights and predictive capabilities, which the PM can use to make more informed decisions and improve accuracy.
- ***Increases efficiency:*** By handling repetitive tasks, AI can increase overall project efficiency and reduce human error.
- ***Enables a human-AI partnership:*** The future is a collaborative one where the PM will use AI as a tool to enhance their own capabilities, leading to better outcomes.

AI Requires Actual Intelligence

Presently, I have the pleasure of instructing a “touchy feely” Engineering course at Lawrence Tech University - EGE3022 “Leadership & Professional Development for Engineers”. This course lacks number-crunching and esoteric formulas [good news for the weary Engineering student]. Rather, my Engineering students are tasked with dealing with conflicting ethical dilemmas, making values-based decisions without the benefit of complete knowledge of all related facts, and then reflecting on the ethical conundrums. The writing assignments are particularly taxing. Not an easy assignment for this required course on Ethics in Engineering.

It is an ABET accreditation requirement that Engineering graduates need to “recognize ethical and professional responsibilities in engineering situations and make informed judgments, which must consider the impact of engineering solutions in global, economic, environmental and societal contexts” (Vazquez Toness, 2017). Similar Ethical Decision-Making accreditation requirements are mandated by all professional-focused academic programs including Architecture [AIA], Business / Management [AACSB], and Project Management [PMI-GAC]. The professionally educated and savvy PM will be prepared to perform their most important activities – think critically and act ethically. For now, the humanoid PM will rule.

As always, your questions, comments and criticisms are welcome. Feel free to contact me in care of email: William.moylan@emich.edu

Best regards,

Dr. Bill

William A Moylan, PhD, PMP, FESD, DTM

Professor Emeritus, Eastern Michigan University / Principal, WA Moylan & Associates

References

Harkness, T. (July 17th, 2024). AI Can't Think Critically, but People Must. Education Economist. <https://education.economist.com/insights/interviews/ai-cant-think-critically-but-people-must>

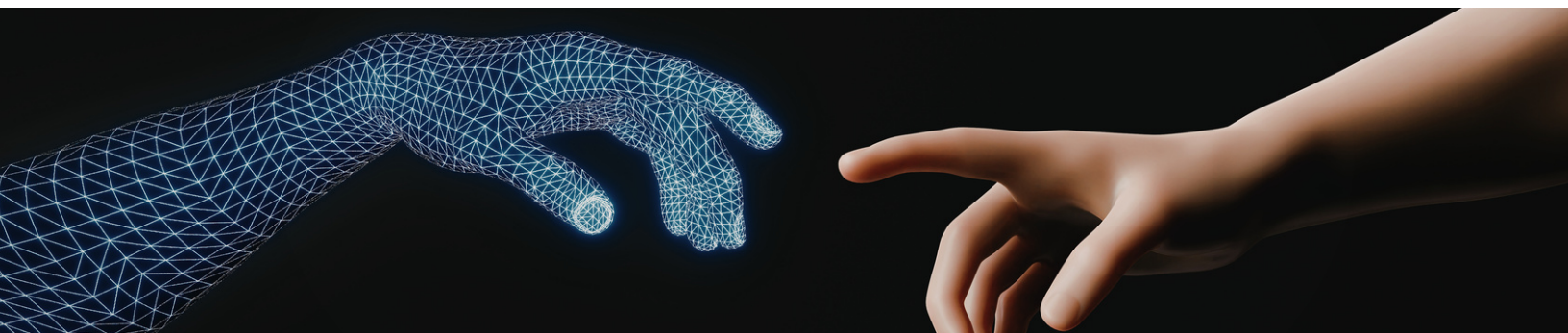
PMI (2025). The Guide to the Project Management Body of Knowledge (PMBOK), the PMI Ethical Decision-Making Framework (EDMF) and the PMI Code of Ethics and Professional Conduct are copyrighted publications of the Project Management Institute, Newtown Square, PA.

Vazquez Toness, B. (2017, January 10). Before the Bridge Falls Down. In Undark. Retrieved from <https://undark.org/article/did-the-engineer-learn-ethics/>

Vichkanova, T. (April 15, 2025). Project Management in the AI Era: How the PM Role Is Evolving. Project Management Pulse. <https://www.linkedin.com/pulse/project-management-ai-era-how-pm-role-evolving-tetiana-vichkanova-5nhhe/>

About the Author

William A. Moylan, PhD, PMP, FESD, DTM, is a Professor Emeritus with Eastern Michigan University - College of Engineering & Technology. He has extensive professional experience in all aspects of program and project management, including over eleven years internationally with the Saudi Arabian American Oil Co, and since 1983, has been involved in implementing information technology. He has degrees from Lawrence Technological University, Massachusetts Institute of Technology, and Capella University. He is active in a variety of professional societies and civic activities including American Society of Civil Engineers, Engineering Society of Detroit, Project Management Institute, Habitat for Humanity, and Toastmasters International. He can be contacted at William.moylan@emich.edu





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September 15th - October 6th 2025

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Do you want to upgrade your project management skills? Become a Certified Change Management Professional (CCMP™) with the READY, Set, Change! Accelerated Training and Exam Prep.

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Here are the 2026 Cohort Dates:

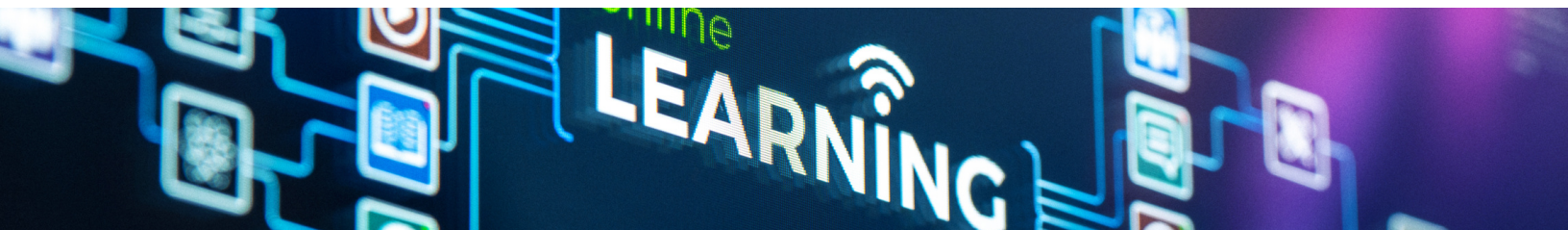
- February 23 - March 16, 2026
- June 1 - 22, 2026
- September 14 - October 5, 2026

Enrollment is open now at www.springboard-consult.com/readysetchange

A banner image showing a close-up of a document with the words "Job Opportunity" in large, bold, black letters. Below it, the word "EMPLOYMENT" is partially visible. In the background, there are some blurred text elements like "Inventory" and "Legal Administration".

Job Opportunity

The PMI Job Board has enhanced features, making it easier to connect job seekers and employers in the project management industry. You can access PMIGL's Job Board of local postings at <https://pmiglc.org/job-postings>



What is Disciplined Agile Certification?

As a leader in project management education, we are working with Peak Business Management to offer the official PMI Disciplined Agile workshop and DASM certification program for individuals looking to pass the exam and become a Disciplined Agile Scrum Master (DASM). Learn more at <https://pmiglc.org/peakbusinessmanagement>

Earn Free PDUs!

Peak Business Management, is offering chapter members free PDUs! Please [visit their website](#) for more details. Be sure to use the password PeakPDU0922 to access this offer.

PMIGL is thrilled to shine a light on our partnership with IIL.

Members have access to an incredible array of benefits and amazing opportunities such as discounts on courses, free webinars, and so much more. Please visit the IIL/PMIGL website

What is KICKOFF™?

KICKOFF™ is a free, interactive project management course that only takes 45 minutes to complete. Use it to get up to speed on project management basics. Once you're done, you can share a badge that shows you know the basics of managing projects from start to finish. Please visit <https://www.pmi.org/kickoff/> for more Information.

Stay Up to Date with PMIGL

Help promote PMIGL by following us on [Facebook](#), [X \(Twitter\)](#) and [LinkedIn](#), and share our upcoming events and volunteer opportunities as you see posted. You never know what door may open!



Welcome New Members & Congratulations on Milestone Anniversaries
Congratulations to members on their milestone anniversaries this month. Thank you for your valued membership and continued support!
Also, welcome to our new members who recently joined the chapter.



Sustained Annual Sponsorship Opportunities for 2025

Sponsors and recruiters are invited to connect with the PMIGL marketing team
(director.marketing@pmiglc.net) to participate in PMIGL events. We'd love to partner with you!

GOLD LEVEL



COPPER LEVEL



CHAPTER EVENT LEVEL

