
CUPA-HR MIDWEST REGION NEWSLETTER

Fall 2003

Serving Illinois, Indiana, Iowa, Kansas, Manitoba, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, & Guam

2004 Conference

2004 Midwest Regional Conference

Rapid city
South Dakota

June 6-9, 2004

**Leading the
HR Charge**

Reaching
New Heights in
Higher Education
Management



1/34th Scale Model (c)
KORCZAK, Sc.

Photos by South Dakota Tourism

The 2004 Midwest Regional Conference will be held in the beautiful Black Hills of South Dakota, home of Mount Rushmore, the Crazy Horse Monument, Custer State Park, the Badlands, and Deadwood City. The conference site is the [Rushmore Plaza Holiday Inn](#) in Rapid City. Guestroom rates are guaranteed at \$85 single and double occupancy, \$95 king executive, and \$105 for the plaza suite. Conference rates apply three days prior to the conference and 3 days following so you can turn your business trip into a vacation.

The program being planned will undoubtedly benefit you professionally (learning and networking) and personally. The conference location site offers an inexpensive way for you to obtain professional development and to extend the trip into a family vacation. The Black Hills, located at the western edge of South Dakota, offer wondrous attractions and opportunities for education. Vacationers can visit memorials, learn about the local history through narrated tours, and wander through historical towns.

Interested in giving a presentation? Proposals must be submitted by November 14, 2003. For information and forms, go to www.cupahrregions.org/midwest/conference/2004/index.html and click on *Call for Presentations*.

Message from the Chair

I hope all is going well on your individual campuses—that student enrollment is up, your academic initiatives are capturing the attention of the media, your grants and gifts are on the rise, your athletic teams are successful, and that any faculty or staff discontent has all but dissipated. One thing I am certain of: if your institution is publicly funded, your budget is a concern!

Perhaps now, more than ever, you need support and resources in order to more effectively serve your college or university. CUPA-HR is here to help you, as is the Midwest Region of CUPA-HR (MWCUPA-HR). The MWCUPA-HR organization exists to serve member institutions and human resource professionals with developmental opportunities and technical assistance for the effective management of human resources in higher education.

Leadership of MWCUPA-HR is provided by volunteers, and this year, the organization is being led by an immensely capable cadre of HR professionals. Click on the following website links for the names and contact information of the Board, the Program Committee, and the Rapid City Site Committee.

www.cupahrregions.org/midwest/Regional%20Leadership/board.html and
www.cupahrregions.org/midwest/Regional%20Leadership/committee%20list.html.

News from the CUPA-HR National Board

- The national office will soon be conducting a national needs assessment/survey to determine your needs and desires for the association. When you receive it, please take the time to complete it. The data will greatly impact the future direction of the association.
- The association continues the development of a *Knowledge Center* that offers the higher education HR professional with state-of-the-art tools, products, services, and information necessary to transform their role as the HR professional on campus.
- Other initiatives include the development of a *Career Center*, deeper professional development opportunities, and opportunities to collaborate with HR faculty from around the country.

Feedback needed: The Midwest Region Board stands ready to serve you. We welcome and encourage your suggestions and comments. Email James Kemper, Midwest Region Chair, at kemper@ohio.edu with your comments.

2005 Regional Conference

The Midwest is going west, in 2005, that is, when we partner with the Northwest Region for a joint regional conference Wednesday-Saturday, **March 9-12, 2005**. The conference hotel will be the Sheraton Seattle Hotel and Towers on 6th Street, which is in the heart of the downtown area within blocks of the Public Market, Argosy tour boats, and a short metro ride to the Seattle Space Needle. Just step outside the Sheraton for fabulous shopping, antiques, dining, and touring—you won't want to miss this conference!

Spotlight on a Winner

Kirk D. Beyer, Director of Human Resources at Gustavus Adolphus College in St. Peter, Minnesota is the 2003 recipient of the CUPA-HR Midwest Region Outstanding Service Award. This regional award is given to one member who has provided outstanding service and leadership to the Midwest Region through involvement in activities such as board office, councils, task forces, committees, and/or teaching.

Kirk is a human resources professional with over 25 years experience, and he has been an active member of CUPA-HR since 1985 serving in leadership positions at the chapter, regional, and national levels. Kirk's involvement with CUPA-HR included service as:

- a member of the Administrative Compensation Survey Committee that advises the CUPA-HR Director of Research and Analytical Services since 1987 and as its chair since 1991
- a management program track coordinator in planning the educational content for Midwest regional conference in 1996 and as conference site coordinator for the 1998 Midwest regional conference in Minneapolis
- an officer on the Midwest Board from 1998 to 2003 as Director of Membership, Chair-Elect, Chair, Past-Chair, and Past Past-Chair
- a founding member of the Minnesota Chapter and as President in 1997. During his year as chapter President, MN-CUPA became incorporated and formally affiliated as a CUPA-HR chapter. The Minnesota chapter remains one of the strongest of the Midwest chapter.
- a conference co-chair for the successful combined Midwest/Southern conference in 2000
- a regional director on the CUPA-HR association board 2000-2003
- a member of the National Awards Committee in 2000, chair of the Budget and Finance Task Force in 2001, and a member of the 2002 Combined Operations and Finance Task Force that recommended improvements to regional budget allocations that will allow regions significant budget flexibility in achieving their goals and initiatives

His contributions to CUPA-HR programs and services include publications on compensation and human resources management. Most recently, Kirk contributed a monograph on using market salary data for the book *Contemporary Readings in Higher Education Compensation Practices* published in 2001. Kirk also co-authored a book on academic administration entitled *The Academic Chairperson's Handbook*. In addition, Kirk is a sought-after conference presenter, having facilitated concurrent sessions on compensation and benefits topics at chapter, regional, and national conferences. Perhaps one of the most important ways in which Kirk has contributed to the association is through his passion for increasing the value institutions receive for their membership.

As indicated above, Kirk has an impressive record of CUPA-HR service and richly deserves the Outstanding Service Award. Congratulations Kirk!

Regional Awards

It's time to stand up and be recognized for our achievements! Too often we don't give credit where credit is due, especially to ourselves. You can change that by nominating yourself or someone you've worked with for a Midwest region award. Do you know someone who developed a creative approach to a problem, demonstrated outstanding

leadership, or served his/her chapter well? Then consider nominating this individual or institution (or even yourself) for an award.

It's easy! Just complete the nomination form and send it electronically to Mary Fischer at fischerm@uwgb.edu. Award criteria as well as the nomination form is available at <http://www.cupahrregions.org/midwest/Midwest%20Region%20Awards/index.html>. The deadline for nominations is **March 15, 2004**, so there's plenty of time for you to get your information ready. Questions? Contact Mary Fischer at fischerm@uwgb.edu or 920/465-2203.

Chapter News

News from Michigan – Eastern Michigan University will host the Fall MI-CUPA-HR Conference on October 23 and 24, 2003. The conference will be held at the Crowne Plaza Hotel in Ann Arbor. The theme for this conference is *HR Strategy Amid the Rules*. Conference information is available at www.emich.edu/micupa/.

Miscellanea

Former Member On the Move: Marvin J. Lynch, who once served as the Director of Human Resources at the University of Iowa for several years and later worked as Director of Human Resources for the American Council on Education, has emerged from retirement to accept the position of Vice President, Human Resources for the American Association of Motor Vehicle Administrators (AAMVA) in Arlington, VA, in the greater Washington, DC area.

Friends and colleagues can contact Marvin at the American Association of Motor Vehicle Administrators, 4301 Wilson Blvd - Suite 400, Arlington, VA 22203 or via phone (703/908-8260) or e-mail (mlynch@aamva.org).

Newsletter Publication Notice: The winter issue of the CUPA-HR Midwest Region Newsletter will be published in February. If you have contributions to make or suggestions for newsletter items, or if you know about a school's "best practice" that would make an interesting article, please contact Maureen Moeglin at mmoeglin@metropo.mccneb.edu.