
CUPA-HR MIDWEST REGION NEWSLETTER

FALL 2005

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

LETTER FROM THE CHAIR OF THE MIDWEST REGION OF CUPA-HR

It's my privilege to serve as Chair of the Midwest Region of CUPA-HR this year. We have an outstanding Board of Directors for 2005-06 with many new members from throughout the Midwest region, and I encourage you to consider how you may become involved in THE professional organization for higher education human resource professionals.

This newsletter provides you with key information about many of the activities, events and discussions currently occurring throughout the region and on a national basis. We've highlighted the newly adopted Code of Professional Ethics human resources professionals and CUPA-HR. And, you'll also see opportunities for award recognition, and an invitation to share your best higher education HR practices with your colleagues throughout the region.

I'm particularly excited that Michigan is the site for the upcoming spring [Midwest CUPA-HR](#) conference entitled, "Driving HR into the Future" that will be held April 23-26, 2006 at the Dearborn Hyatt Hotel in Dearborn, Michigan. [The Midwest Board](#), along with a diverse programming committee and site host committee are working diligently to make this conference an outstanding professional development event, along with opportunities to network, share ideas and build friendships. Mark your calendars now for this "not to be missed" Midwest conference. [Presentation Proposals](#) are being accepted now, so please consider sharing your best practices and other accomplishments during a concurrent session.

One of the most exciting initiatives of [CUPA-HR](#) is the launch of The Knowledge Center, a web-based compendium of resources designed specifically for higher education human resource professionals. I invite you to view this website and see first-hand the value of CUPA-HR membership.

I hope to see you in Dearborn next April, and in the meantime I hope you'll share your thoughts and suggestions for how CUPA-HR can help you achieve your professional goals.

All the best,

Pamela S. Beemer
Chair, Midwest CUPA-HR
Assistant Vice President for Human Resources
Michigan State University

2006 MIDWEST CONFERENCE

The 2006 Midwest Regional Conference - [Driving HR into the Future](#) - will be held in Dearborn, Michigan on April 23 - 26. It is not too early to begin planning for the conference.

The conference hotel is the [Dearborn Hyatt](#). Hyatt Regency Dearborn is a 4-diamond rated Detroit hotel, where high-impact design and world-class hospitality create a one-of-a-kind hotel experience in the Detroit, Michigan area. Among Detroit hotels, you won't find any more sophisticated or stylish than the Hyatt.

Dearborn is home to the Henry Ford Museum and Estate, Greenfield Village (a definite "must see" attraction!), [Detroit](#) and Windsor Casinos, sporting events, and cultural attractions—all designed to make your visit a memorable experience. Along with "nourishment" for the mind, opportunities to reconnect with old friends, and chances to make new friends, you won't want to miss this conference!

While conference planning is certainly not complete, it appears that the Tuesday gala event will be held at the [Henry Ford Museum](#). It began as one man's vision to document the genius of ordinary people by preserving the objects they used in the course of their everyday lives. It grew to become one of the largest collections of its kind ever assembled — a remarkable destination that brings American ideas and innovations to life. It's a truly amazing place.

Reserve these dates on your calendars - April 23-26, 2006! Driving HR into the Future, Dearborn, Michigan.

Code of Professional Ethics

The purpose of this document is to provide a set of principles to guide Higher Education Human Resources professionals as they perform roles within their institutions and as members, volunteers, and leaders of CUPA-HR.

As members of CUPA-HR, we will:

- Honor our commitments
- Act with integrity and accept responsibility for what we say and what we do
- Maintain confidences
- Make thoughtful, informed, and impartial decisions
- Model inclusiveness and treat others with dignity and respect
- Abstain from actions or decisions that could result in a conflict of interest or damage our credibility
- Stand ready to make difficult decisions for the good of our organizations and our profession

OHIO CHAPTER TO HOLD FALL CONFERENCE – HONORS JIM MCKEE

The Ohio CUPA-HR Chapter is gearing up for its fall conference to be held at the Embassy Suites in Dublin Ohio on November 3rd and 4th. The theme for this conference - "Is Your HR Office a Zoo? Tame It with Ohio CUPA's Best Practices!"

The presenters for this conference will be Miami University on Job Enrichment, Mount Union on rolling out HRA Communication, CWRU on their Leadership Internship Program, and

College of Mt. St. Joseph on a new PTO Time practice. The conference is generously supported by several sponsors including TIAA, Segal, AON and USI Midwest to name a few. The keynote presentation will be "Using DISC Behavioral Styles Analysis to Increase Personal and Organizational Effectiveness" presented by Dave Smith of Performance Dynamics Systems.

Two very special events happening at the conference will be the Thursday Social Event titled "Take a Walk on the Wild Side" An evening at the Columbus Zoo where dinner will be enjoyed and a private visitation of the zoo will be enjoyed by conference attendees. Additionally, Maxine and Todd McKee, widow and son of our beloved member Jim McKee, who passed away this past year, will pay a special visit to conference attendees. As a memorial to Jim, a donation will be made to his favorite charity. Afterwards, the McKees will join the group in a celebration of Jim's memory by kicking of the inaugural "Semi-annual Cocktail Networking Reception", which will be held late Thursday afternoon. All in attendance will be given a small remembrance token in memory of Jim. He was a great asset to Ohio CUPA-HR's Board and will be missed dearly.

YOUR OFFICERS FOR 2005-06

The following individuals are serving on the CUPA-HR Midwest Region's board of directors for the 2005-06 term.

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| Chair | Pamela Beemer, Michigan State University |
| Chair Elect | Beth Krueger, Ferris State University |
| Past Chair | Herbert Trenez, St John's University/College of St. Benedict |
| Past Past Chair | James E. Kemper, Ohio University |
| Treasurer | Patrick L. Rhoton, Mount Vernon Nazarene University |
| Director for Communications | James Ables, Denison University |
| Director for Membership | Nancy Grassel, Dakota State University |
| Director for Development | Julie Jenson, Illinois State University |

Mary Nienaber, Lake Superior College, was appointed as the Director for Conference Programming. This is an ad hoc position appointed annually by the Chair.

GAZELLA SUMMIT RETIRES FROM VINCENNES UNIVERSITY

Gazella A. Summit, Director of Human Resources and Affirmative Action for Vincennes University, Vincennes, IN retired on January 12, 2005. She held the position for 14 years, as well as served as Assistant to the President and Record Clerk for the Board of Trustees and several other positions for a total of 45 years! She is enjoying retirement and the joy of her first grandchild, Keegan Farrell, born on July 8, 2005 in Raleigh, NC. She remembers CUPA-HR fondly: "CUPA-HR is a wonderful organization and my HR colleagues were a true source of inspiration and assistance during my career in HR/AA."

Have fun Gazella!

AWARD NOMINATIONS NOW BEING ACCEPTED

Each year the Midwest Region of CUPA-HR strives to recognize and award the achievements of its members in a variety of categories. These categories reflect areas of achievement in both institutional and individual activities. The Midwest Region needs your assistance in

identifying and nominating members and member institutions that have excelled in the these categories and should be considered for an award or recognition.

Please visit [our awards page](#) for more information regarding the awards and to complete a nomination form. The deadline is November 30. You can contact [Herb Trezn, Past-Chair](#) for more information.

KNOWLEDGE CENTER BECOMES A REALITY

Innovative programs, time-tested strategies, public policy news, legal updates, online discussion groups, compliance libraries, and links to news and information relative to higher education—these are just a sampling of what you'll find in [CUPA-HR Web-based Knowledge Center](#). From the HE HR Practices Database, sponsored by The Segal Company & Sibson Consulting, to access to HR Comply's extensive compliance library, this new member benefit represents a significant value for CUPA-HR members.

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Newsletter Publication Notice: The winter issue of the CUPA-HR Midwest Region Newsletter will be published in January. 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 James Ables at ables@denison.edu.