



MIDWEST CUPA-HR NEWSLETTER

November 2008

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GREETINGS FROM THE CHAIR

Greetings from the CUPA-HR Midwest Region Board!

It's a great time to be a part of the Midwest Region. Our Illinois, Michigan, Minnesota, Missouri, Ohio, and Wisconsin Chapters have had/or will have exciting fall events. There is an interest group meeting in Iowa and your regional board is hard at work planning the 2009 Midwest Region Conference. I hope you will take advantage of these great opportunities to network and learn.

Our Spring Conference, May 3-6th, 2009, in Branson, Missouri is really starting to take shape. The Board has just returned from our fall meeting in Branson and we are all excited about the venue and the "Beyond the Ordinary" event we are planning. It's not too late to submit a proposal to present at our conference, so please take the opportunity to share your successes or your lessons learned with your Midwest colleagues. The Chateau on the Lake is a beautiful setting and it is most definitely worth the trip! Please watch our website for more details as they unfold. <http://www.cupahr.org/regions/chapters/midwest.asp>

I hope that you are taking advantage of all the great



MWR Chair, Julie Jensen, showcases the setting for the region's Spring Conference at The Chateau-on-the-Lake, in Branson, Missouri.

This year's Conference theme is "HR: Beyond The Ordinary"

things CUPA-HR offers; it truly is an organization "Beyond the Ordinary." The Knowledge Center is a first class resource focused on Human Resources in Higher Education. If you can't find an answer on your own, be sure to "Ask Ken" and he will find it for you. We live in an age with information at our fingertips and it is good to know the Knowledge Center is there with specialized information for you 24/7.

Finally, I want to take the opportunity to tell you what a great group of volunteers you having working for you on the Midwest Region Board. They are dedicated professionals with very busy full time positions across the region, yet

they still give their expertise and time to serve you. Please be sure to thank them for their outstanding service as you meet them at state, regional and national events. I hope to see you soon at a CUPA-HR event and most definitely encourage you to join us in Branson next May!

*For the board,
Julie Jensen
CUPA-HR Midwest Region
Chair, 2008-2009*



CUPA-HR's Mission: To provide global leadership to the higher education HR profession and the higher education community by offering : essential knowledge, resources and connections that enhance individual and institutional capacity and competitiveness



The "Chateau-on-the-Lake" Branson, Missouri



Chapter News.....

regional levels.

Indiana Chapter. The Indiana Chapter of CUPA-HR held its Chapter meeting and heard about the final 403(b) regulations from Tara Sciscoe, of the Ice Miller law firm at its meeting on August 26, 2008 at the Westin Hotel in Indianapolis.

Michigan Chapter. Members of the Michigan Chapter were able to attend thirty breakout sessions during their annual meeting held on October 1-October 3, 2008 at Lake Superior State University. Additional highlights included keynotes by David Anderson of Famous Dave's and Craig Clayton of the University of Houston, who talked about Cultural Competency-Business Necessity. Attendees were also treated to a Soo Lock Boat Tour as a sponsored special event.

Minnesota Chapter. Over 120 participants are expected when the Minnesota Chapter celebrates its 10th anniversary

at its fall conference which is set for November 5 - 6, 2008 at the Marriott Hotel Minneapolis-Airport. In addition to recognizing the Chapter's past and present leaders at the conference, attendees will hear from Andrea Gappmayer, author of the best selling book, *The Carrot Principle: How the Best Managers Use Recognition to Engage Their People, Retain Talent, and Accelerate Performance*. The presentation will include a free copy of Gappmayer's book. In addition to a series of concurrent sessions, attendees will also enjoy a closing keynote, *The Hero's Journey: Legendary Leadership and Employee Engagement*, presented by Jeff Mangrum, SST Communications Inc.

Ohio Chapter. "Total Rewards Strategy" is the topic for the Ohio CUPA-HR Chapter's fall meeting, to be held on November 6 - 7, 2008 at the Hilton Garden Inn at Polaris in Columbus.

Spring Program: "HR: Beyond the Ordinary"

The Program Committee for the 2009 CUPA-HR Midwest Regional Conference will be busy reviewing proposals for the Spring conference in early November. We have already received several proposals on a variety of topics.

Whether you are concerned about changes in retirement regulations or helping your staff adjust to changes at your institution, we hope to provide a program that has something of interest to all attendees. In addition, we are diligently working on some informative and entertaining keynote presentations to cap off the program.

More detailed program information will be coming out soon, so watch your mail and the CUPA-HR website for more on the latest news.

Please make your plans now to join us in Branson, Missouri on May 3-6, 2009 for a program that is "Beyond the Ordinary"!

Gary Johnson, Program Chair

Iowa Chapter forming. HR representatives in Iowa are exploring the possibility of forming a State CUPA-HR chapter following several organizational meetings. Proposed by-laws were recently presented to the Midwest Region Board. Coordinating the effort is Mike DeMouly of Loras College in Dubuque.

Illinois Chapter. The Illinois Chapter held its fall conference at the Doubletree Hotel in Bloomington, Illinois on September 22-23, 2008. In addition to Round Table and "best practices" discussions, Joe Perkoski, of the Robbins, Schwartz, Nicolas, Lifton, and Taylor law firm, provided an update on FMLA regulations and Ken Tagawa, of the CUPA-HR Knowledge Center, and Julie Jenson, Chair of the Midwest Region, provided insight and updates on CUPA-HR events at the national and

Leadership Program Trains Leaders at All Levels

In July of each year, CUPA-HR hosts the Association Leadership Program (ALP) in Tempe, Arizona. This program is designed to provide volunteer leaders at the chapter, regional, and national levels with training and networking opportunities.

This year's meeting focused on collaboration among chapters, regions and the national office. Chapter leaders met with region board members to get to know one another, share ideas, and discuss opportunities for attracting new members and developing valuable meeting programs. National office staff members presented details of upcoming professional development events and materials, new leader resources and tools, and new ways for our volunteer leaders to communicate with one another and their members.



ALP Chapter Leaders Getting Their Feet Wet. From L-R: Kathie Gibb, Otterbein College, Ohio Chapter; Dawn Marvel, Butler University, Indiana Chapter; Beverly Graves, University of Wisconsin-Parkside, Wisconsin Chapter; Heather Kidd, Minnesota State Colleges & Universities, Minnesota Chapter; Mike DeMouly, Loras College, Iowa Chapter formation leader; and Lou Ester Petty, University of Illinois at Chicago, Illinois Chapter

Another highlight of this year's program was an outstanding presentation by Charlotte Fugett, president of Pima Community College - East Campus. Fugett was president of CUPA-HR in 1993-94. In her presentation, "Backing Into the Presidency," she shared her own career path and demonstrated how her roles in HR had prepared her for the position of president of her own campus.

Over 110 leaders at the chapter, regional, and national levels attended the leadership program thanks in large part to the generosity of CUPA-HR Corporate Partners ING, TIAA-CREF, Sibson Consulting, The Chronicle, AIG, Fidelity, HigherEd Jobs, PeopleAdmin, Sungard, Aetna, and AON Consulting.

Did You Know?

- A new dues structure makes CUPA-HR membership more accessible than ever to smaller colleges and universities? Dues start as low as \$210 for the smallest institutions.
- CUPA-HR is **the** recognized authority for higher education salary survey information.
- CUPA-HR has a strong governmental relations presence in Washington, D.C. to help ensure that those who make changes to legislation and regulations understand the impact these changes have on higher education HR professionals.
- CUPA-HR was formed more than 60 years ago by a group of higher education HR professionals to share best practices and debate ideas.
- CUPA-HR has 34 affiliated chapters across the nation, including these chapters in the Midwest region: Illinois, Indiana, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

2008 "HR Milestones" Conference a Success; Award Winners Named

Close to 200 HR professionals in Higher Ed convened in Chicago, Illinois on March 16-19, 2008 to celebrate Magnificent Milestones in HR. In addition to two great keynote sessions and 35 concurrent sessions, there was also ample opportunity to network with colleagues and even help the City of Chicago celebrate St. Patrick's Day.

Regional award winners recognized at the conference included

- **Successful Practices:** Purdue University Calumet, for its *Supervise for Success* program



Successful Practices Award Winners Colleen Robison, HR Officer, and Howard Coben, Chancellor, of Purdue University Calumet are congratulated by Beth Krueger, awards committee chair, and Patrick Rboton, 2008 Midwest Region Chair at the Region's Spring Conference

- **Excellence in HR Management:** Mark Kennedy, CHRO for Mott Community College in Flint, Michigan
- **Midwest Region Outstanding Service:** Gary Janikowski, Minnesota State Colleges and Universities
- **Midwest Retiree Lifetime Membership:** Herb Trenz, former CHRO at the College of St. Benedict and St. John's University in Collegeville, Minnesota
- **Distinguished Chapter Service:** Renee Rivard, Michigan Chapter; and Teresa Long, Missouri Chapter

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Minneapolis Site Committee members Shiona Christenson and Nancy Grassel celebrate their "inner Mary"

You Might Just Make It After All....Seeking 2010 Conference Theme

The Midwest Region will be holding its 2010 conference on April 10-14 in Minneapolis at the downtown Marriott hotel.

The Region Board could use some help in coming up with a theme for the conference. If you have any creative ideas for a conference theme for the 2010 MWR conference in Minneapolis, please email them to gary.johnson@drake.edu. The winning entry will be awarded \$100 off on registration for that conference.

What's Happening in Your State Chapter?

Membership in a local chapter is a great way to network and connect with higher ed HR professionals at institutions in your area. Chapters provide opportunities for campus systems and similar institution types to meet to discuss common challenges, share ideas, and deliver information specific to your institution's needs.

The dues structure and number of representatives allowed with chapter membership are determined differently for each chapter. National membership is not a requirement for chapter membership. However, certain leadership positions within the chapter may require national membership.

Check out your chapter's web-site to see what's happening in your area:

<http://www.cupahrregions.org/midwest/leadership/chapters.asp>

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