



CUPA-HR **is** Higher Ed HR
Midwest Region



Midwest CUPA-HR Newsletter

Fall, 2010

Welcome Message from Chair Nancy Grassel

It has been a beautiful fall in the Black Hills of South Dakota, and Spearfish Canyon calls my name. Fall also means that it's time for another newsletter to keep our membership up-to-date on CUPA-HR happenings.



Nancy Grassel, Chair, CUPA-HR Midwest Region, 2010-2011

We would like to extend a big welcome to our two new board members! Karl Sparks, Director of Human Resources at the University of Wisconsin-Milwaukee joins us as chair-elect. You may remember him as Director of Membership a few years ago. We have brought him back to take full advantage of his expertise in HR Strategic Planning. More on that later. Kelli Shuman, Treasurer, is the

Assistant Director of Human Resources at South Dakota School of Mines & Technology. We also bid a fond farewell to Theresa Feldmeier, Treasurer, who filled in a one-year vacancy as Treasurer when I moved to Chair-elect, and we thank Theresa for her service.

In July, the Midwest Board attended the CUPA-HR Association Leadership Program (ALP) in Nashville, Tennessee. It was an exciting time as we discussed ways to better serve you as members. Just a few weeks ago, I had the privilege of attending the National Annual Conference and Expo in New Orleans. Every session I attended was excellent, the keynotes were inspirational, and the Second Line Parade to Generations Hall for the closing celebration truly memorable. The association voted to adopt revisions to the association's bylaws to change the structure of the national board. Membership will change from eight regional directors and three at-large directors to four regional directors and seven at-large directors. This restructuring will allow us to continue to attract diverse talents and skill sets to the board, and will allow for more even representation of all types of institutions.

Most exciting to me is the progress we've made on the plans for the 2011 Midwest CUPA-HR Conference, which will be held on May 15-17, 2011, at the JW Marriott in Indianapolis. The JW will open in



February 2011, and will be the largest JW Marriott in the world. This premier downtown venue opens directly onto White River State Park, a 220-acre cultural district featuring the Indianapolis Zoo, Indiana State Museum, Eiteljorg Museum of American Indians and Western Art, and “The Lawn,” an award-winning outdoor concert space. The Conference theme is “From Strategy to Delivery,” with the programming content centered on HR strategy, particularly with regard to examining upcoming issues that will affect our work – health care reform, OFCCP realignment, new technologies, executive expectations, etc.

Please mark your calendars and plan to attend. From the excellent conference content to the wonderful venue, this is going to be a conference you don’t want to miss!



Fall colors in Spearfish canyon taken by Randall D. Royer, professor of music at Black Hills State University

Conference Programming Update

Karl Sparks, of the University of Wisconsin-Milwaukee, is Program Chair for this year’s conference in Indianapolis and provides this update regarding programming which has the theme “From Strategy to Delivery.” The conference will be held on May 15-17, 2011.

“First I want to thank the committee members for their time and talent in putting together a conference program that will emphasize the onerous tasks ahead of us. In these recessionary times (or elongated recovery, if you prefer), providing practical information is the goal. So, thanks to AG Monaco, Chuck Standfuss, Jan Graunke, James Gallaher, Dan Griffith, and Nancy Paulson for reviewing program proposals and program content.

You will find program tracks are arranged so they fit into the categories for recertification of credentials: Workforce Planning; Total Rewards; Talent Management; Compliance; and HR Metrics. In addition, the program will include an afternoon of CHRO topical discussions that key in on new federal programs, the economy, and changes in compliance priorities. Keynotes include Michael Rogers (a practical futurist) and a moderated panel of higher education CEO’s (what do they want from us?).

In these times of tight budgets, this is one conference you cannot afford to miss. It promises to give you the insight and ideas to deal with the tough issues ahead.”

ALP Attendees Preview CUPA-HR's New Online Community and Emerging Issues

Well over 100 CUPA-HR leaders, corporate partners, and national office staff met in Nashville, Tennessee for the Association's annual Association Leadership Program (ALP) in July. Participants were treated to a preview of the new online community for CUPA-HR members. The Online Community will be rolled out to all members later this fall.

ALP participants also listened to presentations on eight association megatrends and their potential impact on CUPA-HR, such as reverse mentoring and redefined retirement. Mark Coldren, associate VP for human Resources at Ithaca College and 2009-2010 chair of the board's Emerging Issues Committee, shared the committee's working during the last year and two of the issues the committee identified as being critical to the higher education workforce: the sustainability of the current higher education business model, and the need for shared services models for higher education institutions.

Breakout sessions for region leaders, chapter leaders, and an engaging "heard it on the street" segment facilitated by CUPA-HR's key corporate partners rounded out the program. Overall, this year's event had an air of excitement, and attendees left energized and full of ideas as they begin to plan for chapter meetings, regional conferences and national programs and services.



MWR ALP attendees, L-R: Jennifer Kirtlink, Drury University; Gracie Reiff, Ball State; Lori Collard, College of St. Scholastica; Gary Johnson, Drake University; Kathie Gibb, Otterbein College, Gary Janikowski, Minnesota State Colleges & Universities; Jane Juchems, Wartburg College; Nancy Grassel, Black Hills State University; Jack VanHoorelbeke, Saginaw Valley State University, Patrick Rhoton, Mount Vernon Nazarene University; Kelli Shuman, SD School of Mines; Kirk Beyer, Gustavus-Adolphus College; Karl Sparks, UW-Milwaukee; and Randi Moldovan, Franklin University. Not pictured: Chuck Standfuss, Macalester College; James Gallaher, Eastern Michigan; Rich Miller, Northwestern; Connie Putland, UW-Madison; and Annette Czech, Northwestern.

Chapter News...

The **Illinois** Chapter will hold its Fall conference on October 21-22 at Danville Area Community College. This year's conference theme is "Increasing Effectiveness During Challenging Times".

The **Indiana** Chapter hosted a networking event at the Indiana SHRM Conference in August and is planning to offer a mid-winter partial day seminar in 2011. The Chapter's annual conference will be held on June 8, 2011 in the Hall of Champions at the NCAA headquarters in downtown Indianapolis.

The fall meeting of the **Iowa** Chapter was held on September 29 at Drake University in Des



Moines. The meeting featured a review of an annual benefit study and trends in employer group benefits in Iowa.

The **Michigan** Chapter's annual meeting will be held on October 13-15, at Hope College in Holland, Michigan. The theme of this year's conference is "Set Sail: Charting Your Course in Human Resources". In addition to two keynote presentations, participants will be able to attend four concurrent breakout sessions featuring timely topics in HR.

Minnesota Chapter members are scheduled to meet for a fall drive-in seminar on November 18 at Rochester Community and Technical College. In addition to a presentation on wellness and a legal update, participants will hear from Chris Heeter, a wilderness guide who brings metaphors from the outside to the workplace. His topic is titled: "Navigating Turbulent Waters: Thriving in Troubled Times."

The **Ohio** Chapter sponsored a one-day conference on Healthcare reform at Ohio Dominican University on July 30.

The **Rocky Mountain** Chapter will hold its annual conference on December 2-3 in Estes Park, Colorado. The conference will focus on employment law/legal issues; compensation; recruitment, and more.

Welcome New CUPA-HR Members...

- Amy Luesse, Director of Human Resources, Crown College, Saint Bonifacius, MN
- Ann Testini, Director of Human Resources, Finlandia University, Hancock, MI

- Sharon Mohr, Director of Human Resources, Hennepin Technical College, Brooklyn Park, MN
- John A. Sanders, Director of Human Resources, Hocking Technical College, Nelsonville, OH
- Susan Spivey, Executive Director, Kaplan University (previously Hamilton College), Cedar Rapids, IA
- Carmelita Sharpback, Personnel Director, Little Priest Tribal College, Winnebago, NE
- Jason Melford Pettigrew, Director, Human Resources, Presentation College, Aberdeen, SD
- Jodi Knaus, Chief Human Resources Officer, Ridgewater College, Willmar, MN
- Genelle Groh Beck, Director of Human Resources, Saint Mary's University of Minnesota



Upcoming CUPA-HR Events

- November 4, 2010, Wisconsin Chapter Meeting, Country Springs Hotel, Pewaukee
- November 18, 2010, Minnesota Chapter Meeting, Rochester Community and Technical College
- November 11-12, 2010, Ohio Chapter fall Conference, Hampton Inn at Easton, Columbus



- April 28-29, 2011, Iowa CUPA-HR 35th Annual Joint Conference with IACUBO, Ames, Iowa
- May 15-17, 2011, CUPA-HR Midwest Regional Conference, JW Marriott, Indianapolis
- June 8, 2011, Indiana Chapter Annual Conference, NCAA Headquarters, Indianapolis
- September 25-27, 2011, CUPA-HR Annual Conference & Expo, Hilton Orlando Bonnet Creek, Orlando, Florida

To submit articles or ideas for future Newsletters, contact:

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Did you Know????

- Today, CUPA-HR has 41 chapters nationally. Chapters help provide higher ed with vital programming and resources at the local level. Although chapters operate independently, the national office offers many support services, including chapter website hosting, email distribution, sample documents and legal assistance.
- Despite the challenging economic environment, corporate support of CUPA-HR is as strong as ever. Our 123 committed partners continue to provide the information that you need to provide essential services to your employees.
- One of the benefits of CUPA-HR membership is that your institution can include an unlimited number of representatives on its roster. If you have faculty members who could benefit from access to the Knowledge Center, your institutions key CUPA-HR representative can add them to the roster at any time.
- Twenty-five percent of CUPA-HR new memberships in 2009-2010 were community colleges or other two-year institutions.

MWR CUPA-HR Board of Directors, 2009-2010

Nancy Grassel, Chair, Director, Human Resources, Black Hills State University, South Dakota

Gary Johnson, Past Chair, Associate Director, Human Resources, Drake University, Des Moines, Iowa

Karl Sparks, Chair-elect, Director, Human Resources, University of Wisconsin-Milwaukee

Gary Janikowski, Director of Communications, System Director, Human Resources, Minnesota State Colleges and Universities

Kelli Shuman, Treasurer, Assistant Director, Human Resources, South Dakota School of Mines and Technology

Patrick Rhoton, National Board Representative, Director, Human Resources, Mount Vernon Nazarene University (OH)