



MIDWEST CUPA-HR NEWSLETTER

March 2009

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Message from the Chair. . . .

Greetings Colleagues and Friends!

We have just returned from a final planning meeting in Branson, Missouri and I can assure you we have a conference planned that you will not want to miss. We realize that budgets are tight and travel restrictions are a reality for many of you, but the Midwest Region CUPA-HR Conference is definitely worth the investment. Living up to the theme of Beyond the Ordinary, it is the only Human Resources Conference that brings together your colleagues from Higher Education facing the same highlights and headaches that you have. It is also the perfect opportunity to interact with Corporate Partners who understand your environment and gain a better



understanding of what they can offer you.

Our keynote speakers will address crucial issues facing human resources in higher education. And our concurrent sessions offer the best of the best from the Midwest, sharing their experiences and knowledge. It goes without saying that in addition to the learning and networking there will also be some fun thrown in. We are in the final planning stages of a Cinco De

Mayo event that you won't want to miss. So don't delay any longer, visit our website for more details and to register for the 2009 conference. <http://www.cupahr.org/midwest2009/>

Spring Conference Promises Program "Beyond the Ordinary"

Registration is now open for the CUPA-HR Midwest Region's Annual Conference in Branson Missouri on May 3-6, 2009. The Conference theme, "CUPA-HR: Beyond the Ordinary" will be highlighted by two outstanding keynote addresses, as well as 28 concurrent programs on topics of interest to everyone in the higher education HR community.

learning tools, and performance improvement interventions that enable clients to discover the competitive advantages of creating and effectively leading a diverse multicultural workplace. Billings-Harris has also held several key positions with CIGNA, General Motors, and the University of Michigan.

Monday's keynoter will be Lenora Billings-Harris, who will present an address on "The Diversity Advantage: The Oz Perspective". In her address, Billings-Harris will use the characters of the Wizard of Oz as a metaphor to help participants understand how they can use their brain, heart, and courage to make a real difference in today's multicultural world. Billings-Harris is founder and president of Excel Development Systems, Inc., a full-service training and consulting firm that delivers high quality programs,

On Wednesday, participants will hear from Josh Ulman, the founder of Ulman Public Policy & Federal Relations, on "What the Change in Washington Means for You." Ulman brings over a decade of experience as a lobbyist and employment attorney, and will discuss what to expect from Congress, the EEOC, the NLRB, and DOL during the Obama administration. Ulman currently serves as the Chief Government Relations Officer for CUPA-HR.

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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

Can't Afford to attend your First CUPA-HR Conference?

CUPA-HR is once again offering assistance to individuals who would otherwise not be able to attend their regional conference or the national conference. This year, the Bob Barley Memorial Conference Grants program will award eight grants in the amount of \$1,500 each—double the number from last year.

Grants are awarded annually to CUPA-HR members or potential members who traditionally have not had the opportunity to attend CUPA-HR educational programs. Grant monies can be used for the national conference in October 2009 or the regional conference to be held in Minneapolis in the spring of 2010. Individuals wishing to be considered may be recommended by others or may self-nominate.

The deadline is May 1. For more information, go to the CUPA-HR web-site at www.cupahr.org



Did You Know?

Your contact hours at the CUPA-HR Midwest Region Conference in Branson may be accepted for re-certification by other organizations, such as SHRM?

Be sure to keep appropriate materials, especially a copy of the final program, to document your attendance. A contact-hours sheet will be enclosed in your registration packet for your convenience. Complete and submit it to the association that provided your certification. CUPA-HR does NOT keep a copy. If you have any questions, contact your certifying organization.

CUPA-HR now has 34 chapters and is still growing. In addition to the recent affiliation of the Iowa, Wisconsin, and Indiana chapters in the Midwest region, new chapters were recently also formed in West Virginia, Oregon, New York Metro, Utah, Texas, Northern New England, Washington, central California and Canada.

The National CUPA-HR Communications and Marketing team has significantly increased its support to chapters and regions through regional web-site development and management; e-mail editing, formatting and delivery; and region conference communications and marketing support.

CUPA-HR members now enjoy BNA services as a free benefit in the Knowledge Center. CUPA-HR members also receive special pricing for the online preparatory courses for the CEBS certification; and a 20% discount on WorldatWork online courses and publications.

Thanks to the 1,300+ institutions that participate annually, CUPA-HR continues to be THE source for higher education salary and benefits data. The Administrative Compensation Survey, the Mid-Level Administrative and Professional Salary Survey, the National Faculty Salary Survey, the Community College Faculty Salary Survey, and the Comprehensive Survey of College and University Benefits Programs continue to provide essential data to the higher education community.

Spring Conference continued.....

Concurrent sessions will also offer programming “beyond the ordinary”. Just a few of the unique sessions to be presented include:

- *Dude! Where Are My Benefits?; Leveraging Social Media for HR Communications;*
- *Immigration Enforcement: Academic Institutions Caught in the Middle;*
- *Faculty Behaving Badly: Issues and Interventions;*
- *Skeletons, Brooms, and Baggage: Cleaning Out Your Closet With an HR Audit;*
- *The Key to Investment Success in a Volatile Market*

More information on these and many other presentations can be found on the Midwest Region's web-site at www.cupahrregions.org/midwest. Along with program information, the web-site will also provide you with information on conference registration, and networking opportunities.

Complimentary Airport Transportation to the Conference Hotel

This year, your registration for the MWR conference comes with free shuttle transportation to/from the Springfield, Missouri airport and the conference hotel on Sunday and Wednesday (check schedule for times). Wait time at the Springfield airport should be no more than 20 to 30 minutes. Please plan your flights accordingly.

You do not have to make shuttle reservations, but we ask that you provide your approximate arrival time so we can be well prepared.



The host hotel, the Chateau-on-the-Lake, is Branson's only AAA Four-Diamond Hotel, Spa & Convention Center, standing on a beautiful Ozark mountain-top overlooking Table Rock Lake. Since hotel rooms at the Chateau are limited, registrations prior to March 31 will be given room priority and the CUPA-HR group rate of \$155 for single or double occupancy.



Other news.....

Iowa Chapter Officers announced.

At its first meeting on October 7, the Iowa Chapter announced charter officers Mike DeMouly, chair,

Loras College; Vicki Farmer, chair-elect, Cornell College; Anne Dennis, treasurer, Mercy College of Health Sciences; and Debra Hughes, secretary, University of Iowa.

Minnesota Chapter Celebrates Ten Years. The Minnesota chapter celebrated its 10th anniversary at its fall conference in November, with well over 100 participants, including several charter officers. Conference participants heard an energizing presentation by Andrea Gappmeyer on "The Power of Employee Recognition" Participants also attended ten other concurrent and keynote sessions.

Newly elected officers include Mary Gale, president-elect, William Mitchell College of Law; Patrick Stephan, membership/sponsor coordinator, Macalester College; Kay Cooper, assistant program coordinator, University of Minnesota; and Linda Maleitzke, communications officer, University of Minnesota.

Future MWR conference Sites Announced

The 2010 Midwest CUPA-HR regional conference will be held in Minneapolis, Minnesota on April 10-14 at the downtown Marriott hotel. The 2011 conference will be held in Indianapolis, Indiana (dates and hotel are yet to be determined).

New CUPA-HR Regional Structure. The national board has continued to tackle some very difficult governance issues.

Effective July 1, 2008 we changed from five to four regions. Board members from the Northwest Region and the Southwest Region boards worked diligently and collaboratively to create the governance structure for the new Western Region. The Southern Region board has also worked to incorporate leaders from Arkansas and Oklahoma.

During the 2007-08 fiscal year, the national board voted to add three at-large positions to the national board. Nine individuals submitted information expressing interest and the national board chose the first at-large board members at their March, 2008 meeting. These individuals began their terms on July 1, 2008.

Still Seeking Minneapolis Conference Theme

If you have a great idea for the region's 2010 conference theme, to be held in Minneapolis, please forward your theme to Gary Johnson, Chair Elect. Gary's email address is: gary.johnson@drake.edu

All individuals submitting entries will be sent a thank you gift. The individual who submits the selected theme will receive \$100 off on registration for the 2010 regional conference in Minneapolis.

Welcome New CUPA-HR MWR Members!

Membership in the Midwest Region is growing. Midwest Institutional membership increased from 414 institutions in FY07-08 to 429 for the current year. In addition, overall national membership has also grown from 1,661 institutions in FY07-08 to 1,696 in the current year. That growth is evidence that more and more institutions are seeing the value that CUPA-HR provides, especially in challenging financial times.

Welcome to the following new members of CUPA-HR from the Midwest region: Chuck Martin, Rock Valley College, Rockford, Illinois; Audrey Hein, Saint Ambrose University, Davenport, Iowa; Therese Scanlan, West Suburban Col-

lege of Nursing, Oak Park, Illinois; Martin D'Ambrose, John Marshall Law School, Chicago; Ann Forrister, Adrian College, Adrian, Michigan; Mindy Markey, Southern State Community College, Hillsboro, Ohio; Karen Boyd, Black Hawk College, Moline, Illinois; and Susan Anderson, Notre Dame College, South Euclid, Ohio



UPCOMING MWR CHAPTER MEETINGS

Ohio, April 16-17, 2009, Location TBD

Indiana, April 21, 2009,
Marion College, Indianapolis

Minnesota, April 21, 2009,
College of St. Scholastica,
Duluth

Iowa, April 23-24, 2009, Gate-
way Conference Center, Ames

Wisconsin, June 4-5, 2009,
Chula Vista Resort, Wisconsin
Dells

Michigan, October 1-2, 2009,
Location TBD

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MWR Seeks Board Nominations

Interested in seeking a CUPA-HR leadership position at the regional level?

The MWR Board is accepting nominations for three board positions with terms beginning July 1, 2009. We are looking for CUPA-HR members who would like to enhance their professional experiences by serving on the board. The nomination process will be open until March 13, 2009. Final selections will be made by the Midwest Region board.

In order to qualify, region board members must be listed as a representative of a higher education institution that is a member of the CUPA-HR national organization. Region board members must also meet the following minimum qualifications: 1.) hold

an active position in a CUPA-HR member institution within the region; 2.) have the support of his/her institution to attend all board meetings and related activities as appropriate for the duration of the term of office; 3.) have at least five years experience as a human resource professional, ideally in higher education; and 4.) have a record of active participation in and knowledge of CUPA-HR.

Open positions include Chair-Elect, Membership Director, and Corporate Relations Director. Position descriptions and the application/nominations process can be found on the MWR website under volunteer opportunities.

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