
CUPA-HR MIDWEST REGION NEWSLETTER

SUMMER 2005

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

2005 CONFERENCE

The enchanting city of Seattle proved to be a perfect setting for the joint 2005 CUPA-HR Midwest/Northwest Regional conference. The conference opened with a networking dinner sponsored by TIAA-CREF. This setting provided an excellent opportunity to build new and renew old friendships. Instead of the traditional run-walk event, participants were invited to take part in the *Seattle Urban Coffee Stroll*, where early morning walkers meandered through the downtown shopping district, sampling coffees at the various coffee shops along the way.

On Friday evening, attendees rode the monorail to a social event in the Science Fiction Museum. Guests toured part of the museum and enjoyed a delicious meal at the site. During their free time, conference attendees were encouraged to explore the city—shopping or visiting the renowned Pike Place Market, the Seattle Space Needle or any of the numerous art galleries and museums located throughout the city. These activities enabled the participants to experience the history and beauty of the area.

Feeding the intellect, conference participants had a multitude of informative concurrent sessions from which to choose, and they were treated to dynamic keynote speakers, each delivering insights and advice about topics relevant to human resource professionals. Of particular interest was the keynote address by Carr Hagerman, who spoke about FISH! A PHILOSOPHY. He provided a few simple ideas that anyone can incorporate into daily living to promote a healthy workplace and life. These are: *Play! Be There!, Make Their Day!, and Choose Your Attitude!*

To view conference pictures or to access available concurrent session documents, click on the following link: <http://www.cupahrregions.org/midwest/conference/2005/index2.html>.

CUPA-HR TO AWARD CONFERENCE GRANTS FOR 2005-06

After a brief hiatus, the CUPA-HR Conference Grants Program is available again. This program is designed to provide educational opportunities for higher education HR professionals who would otherwise not be able to attend a CUPA-HR conference, seminar, or other educational event.

Criteria: Grant recipients must be either CUPA-HR members or potential members who traditionally have not had the opportunity to attend CUPA-HR educational programs. The grants are intended for:

1. Traditionally under-represented groups, and/or
2. CUPA-HR members who have not been able to attend a regional or national conference.

Grants can be used for any educational offering including National or Regional conferences, seminars, and chapter events. In selecting recipients, CUPA-HR members take precedence over prospective members. Grants are not intended for individuals who have attended

educational programs in the past or who have budgeted during the current year to attend CUPA-HR programs. The grant recipients must first apply the dollar value of the award to the registration cost of the program requested, with any remainder being applied to transportation, meals, and lodging expenses associated with the conference.

Nominations should be submitted by **June 30** to [Herb Trenez](#) for consideration. If you have any questions about this process or the criteria, contact Leah Burns, director of Membership and Development, at 865-637-7673 x109 or e-mail lburns@cupahr.org or visit the CUPA-HR website at: <http://www.cupahr.org/conferences/conference/grants.html>

2006 REGIONAL CONFERENCE

The Hyatt Regency Dearborn in Dearborn, Michigan, has been chosen as the site of next year's Midwest Region annual conference. With its spectacular 16-story atrium lobby, newly renovated accommodations, and five on-site restaurants, the Hyatt is positioned to provide world-class service to conference participants. 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! Reserve these dates on your calendars—Dearborn, Michigan on April 23-26, 2006.

OFFICERS FOR 2005-06 ANNOUNCED

The following individuals have agreed to serve on the CUPA-HR Midwest Region's board of directors for the 2005-06 term.

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.

AWARD WINNERS ANNOUNCED

Each year, the Midwest Region of CUPA-HR recognizes the achievements of its members by bestowing awards in a variety of categories. These categories reflect areas of achievement in both institutional and individual activities. This year, we are pleased to recognize the following individuals and teams:

Individual Award of Excellence in Human Resources Administration – Presented to an individual who provides strong leadership or direction within the Human Resources field as recognized within his/her institution or by peers.

Recipient: John Gaeth, Rhodes State College
Details: During his tenure at Rhodes State College (formerly Lima Technical College), John has become known as the "go-to" person for human resources information. He has been an active participant within the HR circle at both

state and local levels, serving as President, Secretary-Treasurer, and Board of Trustees member for the Lima Society of Human Resource Management. He has been a member of SHRM (Society for Human Resource Management) for over 20 years and has taught HR certification classes through their continuing education program. He has also been active in CUPA-HR and the Ohio Association of Community Colleges Personnel Officers. Besides seeking out leadership roles where he can share his experience, John has served as a mentor, taking newcomers under his wing and providing insights and advice on both the politics and practices of human resources in higher education. His service and efforts in the field of human resources will leave a lasting impact on both the HR profession and those lucky enough to know him.

Honorable Mention - Individual Award of Excellence in HR Administration

Nominee: Bobbi Counts Kysar, Saint Louis University

Details: Throughout her distinguished career at Vanderbilt University and Saint Louis University, Bobbi has gained a reputation for excellence as a human resources professional. She is sought after for consultation when institutions undertake a reorganization or process redesign. She and her staff developed a staff classification and compensation program for Rockhurst University. This work was done pro bono to assist a fellow Jesuit school. She is widely respected for her knowledge of higher education and was recently selected as one of the "Women Leaders" by the Women's Commission at Saint Louis University. She is viewed by all who know her as an educator, mentor, and caring individual.

Best Practices Award – Presented to an individual or team who demonstrates creativity, process improvements, excellence, or professional achievement within a functional area of human resources (either an entire HR unit or smaller subunit).

Recipient: Case Western Reserve University – Human Resources

Details: The challenge: Case Western Reserve University wanted to contribute to Cleveland's revitalization and to assist university employees in the pursuit of home ownership.

The objectives: Developing an Employer-Assisted Housing Program was viewed as a way to entice its employees to live in and around the university community, to revitalize the city of Cleveland, and to recruit and retain the best employees in the country.

The approach: Case partnered with the City of Cleveland, University Circle, and other local Community Development Corporations; and in consultation with Fannie Mae, they developed a program to assist employees with home ownership and revitalizing neighborhoods. As part of the program, several lenders and realtors are committed to providing reduced mortgage rates and special offers. To showcase the services available to faculty and staff, the university hosted a housing and banking fair and has created a flyer and information booklet for promotional purposes.

This program provides benefits for closing cost/down payment assistance to eligible employees with the purchase of a home in the City of Cleveland with special incentives in certain areas or exterior renovations to an existing home in Cleveland. For more information about this program,

contact the Case Western Department of Human Resources at casehr@case.edu.

Honorable Mention - Best Practices – 2 Institutions

Nominee: Grand Valley State University – Human Resources

Details: The challenge: Grand Valley wanted to provide a work environment where employees' needs were heard and addressed. They sought to create a helpful, safe, and confidential place where employees felt appreciated and cared for by their employer...a place where work/life balance was a priority.

The objectives: Grand Valley wanted to be recognized as an employer of choice. Becoming a "family friendly" institution was seen as a way to improve employee morale, increase productivity and customer service, and aid in employee retention.

The approach: Grand Valley created a Work/Life Resources Consultant position, whose function is to specialize in providing resources to assist employees with balancing work, life, and family issues. In addition, the position is responsible for identifying the need for workshops and outreach initiatives and bringing topic experts to campus to develop and facilitate programs. For more information about how the addition of a Work/Life Resources Consultant has enhanced the personal service objectives of the University's human resource operations, contact Linda Yuhas at yuhas1@gvsu.edu.

Nominee: Michigan State University – Human Resources

Details: The challenge: Michigan State was experiencing annual double-digit rate increases for its health care benefits packages and was facing a health care cost crisis that would require difficult choices between achieving needed cost savings and continuing the level of benefit programs offered to MSU staff.

The objectives: MSU needed to research and analyze health care costs and benefits options in order to develop strategies to contain costs while ensuring the continued quality of benefits offerings for its employees.

The approach: To accomplish these objectives, MSU formed a joint labor/management committee comprised of Human Resources representatives and union leaders from nine labor unions that collectively represent about 5,000 university support staff. This Joint Health Care Committee sought to support the health and well-being of MSU employees and their families through cost-effective, accessible, quality-driven health care. After several years of negotiation, the committee reached agreement on a number of strategies, including: tying future wage increases to health care cost increases, moving to a three-tier system of prescription co-pays, and requiring spouses and same-sex domestic partners of benefits-eligible MSU employees to purchase their insurance separately through their own employers if they could do so for \$600 per year or less. These changes, which were adopted in July, 2002, contributed to slowing the rate of growth of health care

costs while protecting the quality of the health care programs. For more information about this successful cost containment program, contact Pamela Beemer at beemer@hr.msu.edu.

Chapter Distinguished Service Award - Presented by the region to individuals who have demonstrated continuing support of CUPA-HR at the chapter level.

Recipient: Pamela Beemer, Michigan State University – MICHIGAN

Details: Pamela is the Assistant Vice President for Human Resources at Michigan State University. She holds a B.S. in Social Science Multidisciplinary Studies and an M.L.R.H.R. in Labor Relations and Human Resources from MSU. She has twenty-five years of diverse human resource and benefits management experience in both the public and private sectors. She is past president of the Michigan Chapter of CUPA-HR, is Chair-Elect of the Midwest Region CUPA-HR, and recently served as Director of Conference Programming for the 2004 Midwest Region CUPA-HR conference. She is actively involved in community and charitable organizations, including serving on the Board of Directors of the Michigan Chapter of the Leukemia and Lymphoma Society. Ms. Beemer is an adjunct faculty member in the MSU School of Labor and Industrial Relations. She continues to be very active and supportive in her roles at the chapter and regional levels of CUPA-HR.

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Newsletter Publication Notice: The fall issue of the CUPA-HR Midwest Region Newsletter will be published in October. 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.