



# Midwest CUPA-HR

August 28, 2006  
Summer Issue

## Message from the Chair

*By Beth Krueger*

Welcome to CUPA-HR' 60<sup>th</sup> anniversary year! CUPA-HR has come a long way since its inception 60 years ago. The composition of our CUPA-HR members has changed, workplace demographics are different, federal government regulations have increased, societal changes have directly impacted our workforce, etc. At times, when I am trying to keep up with all the changes, I must admit, there are days that I do long for the 'good old times'!!!

However, change can be fun and exciting, and our profession is certainly experiencing that! As we try to balance the demands we face, CUPA-HR provides us with the information we need to help us manage the changes and challenges. The Knowledge Center, introduced to us this past year, has been a HUGE benefit for our

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## "Capital Ideas in HR" – Madison, WI

Plans are now underway for a terrific regional conference in Madison, WI from Sunday May 6 - Wednesday, May 9, 2007. Our Midwest 2 1/2 day conference, "Capital Ideas in HR", will be packed full of concurrent sessions, excellent keynote presentations and wonderful networking opportunities. (And of course, we have some fun along the way!!) Plan to attend this event and encourage your colleagues to also attend. It is a great value, and travel, meal and hotel costs are fairly reasonable in Madison! For conference information, please see: [CUPA-HR Midwest](#).

## Indiana Chapter is Born

By Ellen Poffenberger

During the past year there has been significant interest in establishing an Indiana Chapter of the College and University Professional Association for Human Resources (CUPA-HR). This led a group of HR professionals to work with the national CUPA HR office in a more formal manner, and we received initial approval for affiliation on February 24, 2006, with further approval by the national office on May 18, 2006, for official incorporation as an Indiana Chapter of CUPA HR. This was a collaborative effort, and it was extremely helpful to receive the National CUPA HR office support, with a template for the by laws as well as assistance with the development of our new website:

<http://chapters.cupahr.org/in/index2.html> .

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members. I encourage you to become familiar with all that the Knowledge Center has to offer! Most recently, Skillssoft training was added to the Knowledge Center. This is a wonderful opportunity for you to take professional development classes, free of charge! This service is only available to CUPA-HR members and is another reason that CUPA-HR dues are a value!

The upcoming CUPA-HR National Conference and Expo, with the theme "Reflecting on the Past...Focusing on the Future" promises to be a wonderful blend of professional development and networking opportunities. I hope to see many of you in San Diego Sept 28 - 30<sup>th</sup>.

CUPA-HR continues to grow and we in the Midwest can celebrate part of that growth with the newly formed Indiana CUPA-HR chapter! Congratulations to those Indiana HR professionals who spearheaded the process to incorporate and become an official chapter. Ellen Poffenberger serves as the Indiana Chapter President this year and under her leadership, we look forward to the Indiana chapter becoming an integral part of the Midwest region! The national CUPA-HR office has established new guidelines and 'boilerplate' bylaws which makes chapter development a much easier process. If anyone is interested in exploring the formation of a state chapter, please let me know! The Midwest now has official state chapters in Michigan, Indiana, Ohio, Illinois, Missouri, and Minnesota.

Have a wonderful Fall! Please do not hesitate to contact me if I can be of any service to you. My email address is [kruegerb@ferris.edu](mailto:kruegerb@ferris.edu) and phone is 231.591.3878.

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## Honorary Membership

Do you know of someone who deserves to be an honorary member of CUPA-HR?

To be considered for Honorary Life Membership, individuals must meet the criteria set forth in this policy:

A. Have retired from one's HR position in higher education with no intent to return to full-time employment in higher education human resources administration, or have formally announced such retirement to have occurred no later than the end of the fiscal year during which the National Conference is held;

B. Have demonstrated in an exemplary manner professional qualities of leadership and/or service in CUPA-HR and in his/her institution which truly merit honorary recognition; and

C. Have shown a commitment to the values and goals of CUPA-HR as demonstrated by a consistent record of active leadership and participation at the national, regional, and chapter levels of the Association.

Nominations for Honorary Life Membership shall be made through the appropriate Chapter and then Regional Board of Directors to the National Board of Directors. Letters of nomination must specifically address the criteria set forth in this policy and the supplementary questions listed in Procedure 305A.

Members to be considered shall be endorsed by the Board of Directors. Upon a majority vote of the Association at its Annual Business Meeting, such members shall be designated Honorary Life Members.



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The primary objective of chapter formation is professional development in the Human Resources field, specific to higher education. This is meant to include all institutions, whether public, private, urban, rural, large or small. Institutions of higher education share similar issues, but probably have a myriad of approaches to managing those situations. Chapter members will benefit from gathering a few times a year to discuss best practices and lessons learned from daily work with campus constituents. Members will also enjoy the input of experts, opportunities to collaborate, and the development of relationships. Via corporate sponsorships, every effort will be made to offer high quality programming at very low prices.

The Indiana Chapter of CUPA HR will meet this fall on August 29, held at the Indianapolis downtown Westin Hotel. The primary topic of discussion will be business continuity in the face of an emergency such as a natural disaster or a pandemic. Plans will also begin for the Indiana Chapter CUPA HR Spring Conference to be held in Indianapolis on April 19, 2007, and input will be gathered at this meeting in August so that meaningful program planning can be launched.

## Newly Elected Officers, Indiana Chapter

Newly elected officers for the Indiana Chapter include:

President: Ellen Poffenberger, Assistant Vice Chancellor for Human Resources, Indiana University Purdue University Indianapolis (IUPUI)

President-Elect: Judy Burke, Director of Human Resources, Ball State University

Secretary: Norma Boenker, Director of Human Resources, University of St. Francis

Treasurer: Kimberly Mills, Director of Human Resources, Rose-Hulman Institute of Technology  
Program Chair: Kimberly Greenlee, Assistant Director of Human Resources, University of Southern Indiana

Program Chair-Elect: Debby Allmayer, Human Resource Officer, University Information Technology Services, Indiana University