



Midwest CUPA-HR Newsletter

Winter, 2012

Welcome Message from MWR Chair Nancy Grassel

With the start of a New Year, it is a great time to celebrate the success of our region, its members and member institutions, and to express our gratitude for our partnership with you. The holidays also provide us an opportunity to celebrate and express gratitude for the great things you are doing to make a difference in higher education. Most people will never know the small things that HR professionals do to demonstrate loyalty and commitment to our respective institutions.

2012 will be another exciting year for the Midwest Region.

At its November meeting, the Midwest Region Board continued to refine and to continue our work on the strategic priorities which were developed during our spring 2011 Board meeting and are aligned with the strategic initiatives of the CUPA-HR National Board.

- **Continuity** (citing the need for Region Board succession planning, pipelines of talent and identifying leadership potential early on and engaging those that show potential)
- **Innovation** (cutting edge ideas and technology to keep Midwest

members tuned into new developments and to take advantage of new ways of providing member benefits)

- **Reinventing the conference concept** (centering each conference on a theme, forming partnerships with other Regions/associations, using various technologies for content delivery, and exploring new formats)
- **New member professional development services** (more educational opportunities for those new to the profession and/or those seasoned professionals who might be new to higher education)
- **Leveraging modalities of professional development** (using technology and innovation to better serve Midwest members who may not be able to attend a conference)
- **Initiating/extending partnerships** (at the chapter, region, or with other professional organizations)
- **Increasing resources** (financial, knowledge repository, and people)

With these priorities in mind, the Board has identified our next steps, beginning with an exciting Midwest Region Conference, May 6-8, 2012 in Milwaukee, Wisconsin. The full Conference agenda – centering around our theme of “*Leadership & Engagement – Maximizing Your Employee Investment*” – has been announced, and includes a pre-conference



workshop, talented keynote speakers and another great line-up of concurrent sessions. Additional details are provided below.

Are you a Chapter Leader? Note the announcement of our Chapter Innovation Grants elsewhere in this newsletter.

Do you have knowledge to share? A desire to give back to CUPA-HR? If so, please respond to the soon-to-be-announced Members Needs Assessment. The results will serve as the guideposts for the Midwest Region to provide the services our members desire.

There are exciting things happening in the Region, and I challenge each of you to make 2012 a milestone year for the Region.

Yours in HR.

Nancy

Announcing 2012 Midwest Region Conference in Milwaukee!

Mark your calendars now and plan to join us **May 6-8** at **The Pfister Hotel in Milwaukee, Wisconsin**, for the **2012 CUPA-HR Midwest Region Conference**. Experience outstanding concurrent sessions along with unique interactive keynote appearances. The conference theme is *Leadership and Engagement: Maximizing Your Employee Investment*.



The conference will be kick-started with Sunday's keynote from Stephen P. Hundley, Ph.D., Associate Professor of Organizational Leadership and Supervision at the Purdue School of Engineering and Technology (IUPUI) and author on numerous scholarly books and articles related to the theme. Dr. Hundley will speak on "*The Intersection of Leadership and Engagement: Driving Human Capital for Sustainable Performance in Higher Education.*" Monday's keynote will carry the theme forward as Carmela Crawford, Director of Organizational Development, TIAA-CREF, will deliver "*Leveraging Your Strengths at Work and in Life*" and will guide participants through their individualized strengths assessment from the book *Strengths-Finder 2.0*, which is provided to participants upon registration.



Pfister Hotel



Finally, get energized with Tuesday's keynote facilitators, Cindy Maher and Carol Grannis of Leading Edge Coaching and Development, who will bring leadership and engagement to life through hilarious theatrical demonstrations and relevant workplace situations, dynamic discussions and easy-to-apply tools and strategies. The topic of their presentation will be "Reaching Resonance: Engaging Others Through Emotional Intelligence."



Carol Grannis and Cindy Maher of Leading Edge Coaching and Development

The **2012 CUPA-HR Midwest Region Conference** also includes a closing celebration at the world famous Harley-Davidson Museum®. A pre-conference workshop entitled "Understanding Higher Education" will also be offered for participants who are new to HEHR. For further information and to register: go to <http://www.cupahr.org/midwest2012/index.asp>.

Midwest Region Innovation Grants

The Midwest Region supports new ideas and practices to strengthen chapter programming. Toward that end, the Midwest Region Board has created the Innovation in Chapters Grants to fund and

encourage sharing of successful and innovative strategies, ideas, and programs among CUPA-HR chapters in the Midwest Region. The Board encourages chapters to think creatively and plan for projects or initiatives that build the membership's knowledge base.

The guidelines for this grant program are fairly broad, and all Midwest Region chapters are invited to apply. Applications may be submitted at any time and are reviewed three times a year: January 15, June 15 and September 30. Further information is available on the Midwest Region's website at:

<http://www.cupahrregions.org/midwest/grant.asp>.

Midwest Region Strategic Plan – Input Needed

The CUPA-HR Midwest Region Board has committed to developing and executing a five-year strategic plan for the Region. Among the Region's action plans are to create an HR academy, infuse leading edge technology, focus resources to improve engagement and alignment, develop a continuity plan to sustain engagement up the line, and innovation. Midwest Region and all other interested CUPA-HR members are encouraged to offer comment, feedback, engagement and additional ideas, and to use the document to generate enthusiasm, support and volunteerism for CUPA-HR Midwest Region programs and activities. The strategic plan may be reviewed at: <http://www.cupahrregions.org/midwest/strategic.asp>.



Chapter News

The **Illinois CUPA-HR** Fall Conference was held November 7-8 at beautiful Starved Rock State Park in Utica, Illinois. The keynote presentation featured Ken Baker, former NFL Referee and Eastern Illinois University's Director of the Recreation Center. Ken motivated participants to work hard and consider the consequences. It was a treat for participants to also have the opportunity to view a Super Bowl ring and a Super Bowl football. The conference also highlighted a panel of three Vice Presidents – Pam Beemer, Northwestern University, Richard Vertrees, Lincoln Land Community College, and William Weber, Eastern Illinois University – who presented their perspectives and shared what HR can do to help them. Other presentations included: Steve Cyboran, Sibson/Segal, *Human Resources Metrics*; Daniel Griffith, Indiana University - Purdue University Indianapolis, *Strategies for Fostering Welcoming, Collegial and Civil Work Environments*; and Joe Perkoski, Robins, Schwartz, Nicholas, Lifton and Taylor LTD, *Legal Update*. The conference also included an “early bird” session with Andrew Lenhardt from SIUE on *Staffing & Compensation*. Forty-eight attendees enjoyed the conference with ten first-time attendees.

The **Indiana CUPA HR** Winter Conference will be held on **February 3, 2012** at University of Saint Francis in Fort Wayne, IN. Topics include: *Social Media in the Workplace*; *Whistleblowers: Heroes*

or Tattletales?; and ADA/FMLA/Worker's Compensation: Intersection or Collision?

The 6th Annual **Wisconsin CUPA-HR** Conference is scheduled for **February 23-24, 2012** at the Inn on Woodlake in Kohler, Wisconsin. The theme of the conference is *Taking a Bolder Look at Human Resources: Managing Through Times of Change.* It will include a tour of the Kohler Plant and Design Center and also provide a stellar group of presenters to speak on employee recognition, opportunity and retention, as well as other topics. The conference is sure to inspire participants and help them think outside the box.

Additional Chapter Conference Information

- March 22-23, 2012, Illinois Chapter Conference, University of Illinois, Urbana-Champaign, IL
- April 12-13, 2012, Ohio Chapter Spring Conference, The Inn at Ohio Northern University, Ada, OH
- April 24, 2012, Indiana Chapter Spring Conference, University Library, Indiana University - Purdue University Indianapolis, Indianapolis, IN
- April 26-27, 2012, Iowa Chapter Joint Conference with IACUBO, Gateway Center, Ames, IA
- October 18-19, 2012, Missouri Chapter Conference, Country Club Hotel & Spa, Lake Ozark, MO



Welcome New CUPA-HR Members...

- Carol Emmel, HR Manager, Herzing University
- Nancy Merimee, Director Human Services, MidAmerica Nazarene University
- Keith Grace, Sr. Director, Total Compensation and Wellness, Cincinnati State Technical and Community College
- Denise A.T. Kriebel, Director of Human Resources, Anderson University
- Roger Dusing, Director of Human Resources, Park University
- Judith Trampf, Human Resources Director, University of Wisconsin-Whitewater
- Jason Abell, Vice President of Administration, Bethlehem College and Seminary
- Megan Mentzel, Human Resources and Career Services Coordinator, Mitchell Technical Institute
- Dawn Schlechte, Director of Human Resources, Lake Land College
- Biniam K. Tesfamariam, Institutional Research and Effectiveness Officer, Indiana University South Bend
- Josh Richards, Director of Human Resources, Saint Luke's College of Health Sciences
- Becky J. Barkmeier, Chief Human Resources Officer, Minnesota State University, Mankato
- Brett Hawkes, Senior Compensation Analyst, Capella University

- Anita L. Herbertz, Director, Human Resources, Marian University
- Laura Andersen, Human Resources Director, Kalamazoo College
- Robert Tabor, Director of Personnel Services, University of Wisconsin-Stevens Point
- Michael Brown, CFO, Ancilla College
- Kierstin Justinger, HR Consultant, Hazelden Graduate School of Addiction Studies
- Patricia Edman, Director, Human Resources, Dunwoody College of Technology

MWR CUPA-HR Board of Directors, 2010-2011

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To submit articles or ideas for future Newsletters, contact: Dan Griffith, CUPA-HR MWR Director for Communications; Phone: 317-274-5467; Fax: 317-274-5481; Email: dgriffit@iupui.edu

People and Events



Leaders of the Midwest Region Board and Midwest Region state chapters participated in the **CUPA-HR Associate Leadership Program** in Salt Lake City, July 8-10, 2011. From left, sitting: Ann Sherman, Michigan Chapter Leader; Sandy Smith, Wisconsin Chapter Leader; Kelli Shuman, Treasurer, MWR. From left, standing: James Gallaher, Chair-elect, MWR; Vicky Smith, Iowa Chapter Leader; Bill Hodson, Indiana Chapter Leader; Heather Kidd, Membership and Chapter Relations, MWR; Deb Hogenson, Minnesota Chapter Leader; Gary Johnson, National Board MWR Director & MWR Past Chair; Jennifer Kirtlink, Missouri Chapter Leader; Nancy Grassel, MWR Chair; Dan Griffith, MWR Communications Director; Sandy Bowman, Illinois Chapter Leader. Not pictured: Andrew Booth, Ohio Chapter Leader and Carol Hintz, MWR Emerging Leader.



The **Illinois CUPA-HR** Chapter met on November 7-8, 2011 at beautiful Starved Rock State Park in Utica, Illinois for their Fall Conference (see details in Chapter News).