



CUPA-HR Western Region Newsletter

Volume 2, Issue 2

May 2011

Letter from the Chair

The Western Region Board is pleased to present and congratulate the 2011-2012 board members.

2010-2011 Board Members

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- ◆ Janet May, Secretary
- ◆ Kevin Price, Treasurer and National Board Representative
- ◆ Heather Kobbe, Membership Coordinator
- ◆ Andrew Pena, Program/HR Development Coordinator
- ◆ Christy Drake, Communications Coordinator
- ◆ Michelle Kelley, Corporate Partners Liaison
- ◆ Kevin Fowler, Chapter Liaison.

We were also very pleased with the success of our third annual conference of the Western Region. There were 166 participants in Austin, Texas, and 37 exhibitors. Along with keynote presentations by Greg Giesen who explained the steps we can take to lead lives of purpose and passion, and Lenora Billings-Harris who helped us improve our cultural intelligence to boost performance at our institutions, there were 30 diverse educational sessions filling the agenda. On Sunday afternoon, the CUPA-HR Diversity Roundtable "Inclusion Cultivates Excellence" featuring Dr. Alma Clayton-Pedersen was well received and well attended.

In addition to these wonderful educational opportunities, there was ample time to connect and reconnect with colleagues. Thank you to everyone who made this such a successful conference.

– Penny Jenkins, Chair

Membership Update

On behalf of the Western Region, we'd like to welcome the following organizations to CUPA-HR. We are excited to partner with you!

Colorado Heights University
Otis College of Art & Design
Northeast Texas Community College
San Francisco Art Institute
Seminary of the Southwest
Texas State Technical College West Texas
University of North Texas System Administration

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Awards, Awards, and Awards



This year at the Western Region Conference we celebrated two individuals and a human resources office with awards.

Lewis Benavides & the Office of Human Resources at Texas Woman's University received the Excellence in Human Resources Practices Award. This award honors the achievements of college and university human resource professionals or teams at CUPA-HR member institutions in improving the quality of programs and services on their own campuses through effective human resource administration practices. The Office of Human Resources developed a service center concept to accomplish our vision of providing a service oriented environment utilizing the human resources team where each and every member of the department acts as a resource for issues and inquiries concerning their area of expertise and participates in campus and community activities. By developing this new service concept, the Office of Human Resources at Texas Woman's University has positioned itself to be a strategic planning partner with administration, faculty and staff.



Our first individual award was presented to Frank Montalvo for Regional Lifetime Membership. This award honors human resource professionals who have retired or are about to retire, and who have made outstanding contributions to their institutions, to CUPA-HR national and/or to the Western Region. Frank, over the past 38 years, has been a mentor to many individuals, over the years he has persuaded many HR leaders to become involved, and promoted at least 10 chapter President's. He served himself as Chair of the Southern California Chapter in 1993 – 1994. He also was involved on the Southwest Region board in 1994-95. Frank has connected people in ways that were very beneficial to both of them, and helped grow the profession. He has always been willing to share resources, toss around ideas, tell how he has done something- he's really a priceless treasure to our region.

Finally, Richard Gartrell was awarded the Regional Lifetime Membership. Dick has proven loyalty and leadership in CUPA as well as the human resources profession for many years. During his tenure with CUPA-HR, Dick served as the Colorado Director in the late 1970's to the early 1980's. He helped form the original Colorado Chapter at roughly the same time as well as served as the President of the unofficial chapter for one year. He also served at the national level as a board member and as the President of the organization. It was said by a colleague of Dick's "To define Dick would not only give you and I the ability to further understand his components of leadership, but would afford us the opportunity to learn from a man who commands, through example, how to better ourselves in every aspect of our lives."



Congratulations to all of our award winners and thank you to those who nominated them. You too could be a nominator or a recipient of an award next year in Sacramento. We have 5 regional awards available Excellence in Human Resources Practices Award, Western Academy Membership, the Roadrunner Award, Regional Lifetime Membership, and Hugh Avery Award of Distinction. Additional information can be found regarding each award at <http://www.cupahrregions.org/western/awards.asp>.

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Upcoming Chapter Events

- May 20 [Utah Chapter Spring Conference](#), Salt Lake City, UT
- June 2-3 [Arizona Chapter Spring Conference](#), Tucson, AZ
- June 16-17 [Rocky Mountain Chapter Summer Conference](#), Keystone, CO
- June 22 Northern & Central California Chapter Meeting, Belmont, CA
- June 24 [Southern California Chapter Meeting](#), Santa Barbara, CA
- July 13 Washington State Chapter Meeting, Seattle, WA



Financial Update

Thanks to all our “pardners” who made the March 2011 Western Region conference in Austin, Texas a success! The financial support of our corporate sponsors, as well as great negotiations by the National Office staff allowed us to provide attendees with solid opportunities to network, gain professional certification, and even make a modest profit.



We are now working with the National Office on preparing our budget for the 2012 conference in Sacramento. We look forward to seeing you there!

Program Development

The 2011 CUPA-HR Western Region Conference in Austin was a great success. Our thanks go out to the Conference Keynote Speakers, Concurrent Session Presenters, the CUPA-HR National Office staff, and the Western Region Board members for their assistance, and more importantly to our Conference Attendees and Corporate Partners.

Information about the 2012 CUPA-HR Western Region conference, which will be held in Sacramento, CA, March 18-20, will be available in the next few months.

National Update

CUPA-HR continues to grow! We have a record number of member institutions (1766) and more than 13,000 representatives from our member institutions. Additionally, over 1400 institution participated in the 2010-11 salary surveys. The 2011 College and University Benefits Survey is scheduled to close May 24. If you have not responded, please do! Your input is valuable!



Registration is now open for the CUPA-HR Annual Conference and Expo 2011 which will be held September 25-27 at Hilton Orlando Bonnet Creek near Walt Disney World Resort. The theme of Inclusion Cultivates Excellence – Making a Difference has set the stage for excellent educational sessions throughout the conference. Don’t forget to take a look at the pre-conference workshops for additional educational opportunities as well!

If you are not already a member of the [CUPA-HR Community](#), sign up today to connect with other CUPA-HR colleagues across the nation.