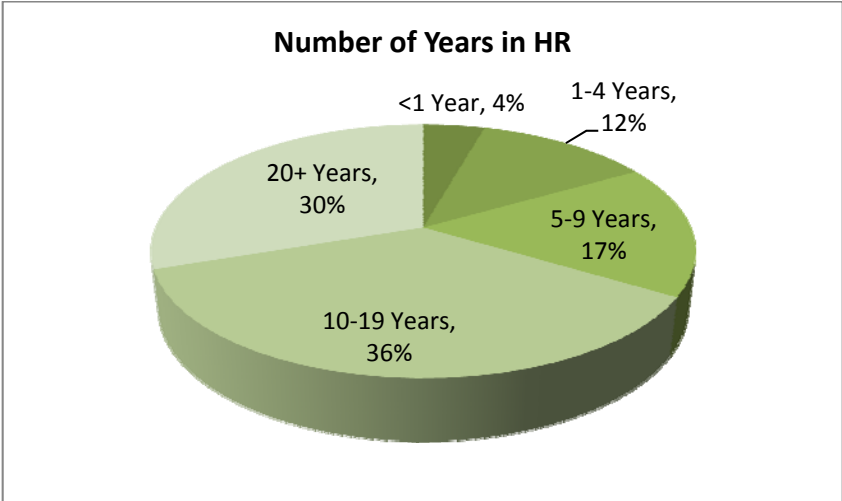
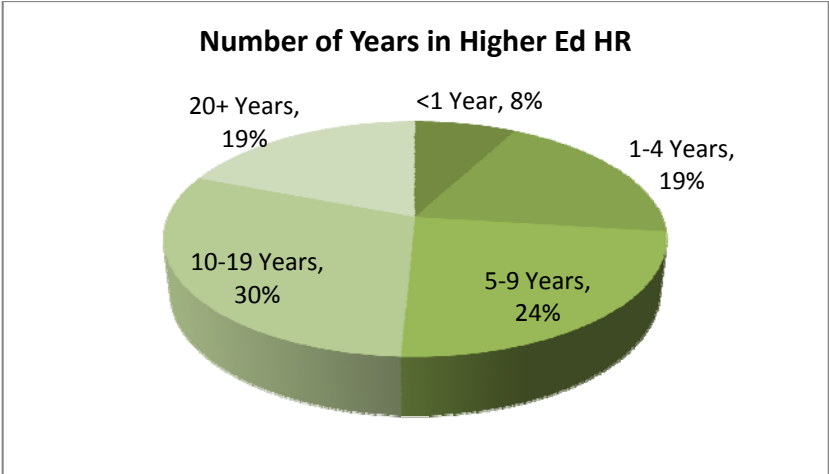


CUPA-HR Region Conference Attendee Demographics

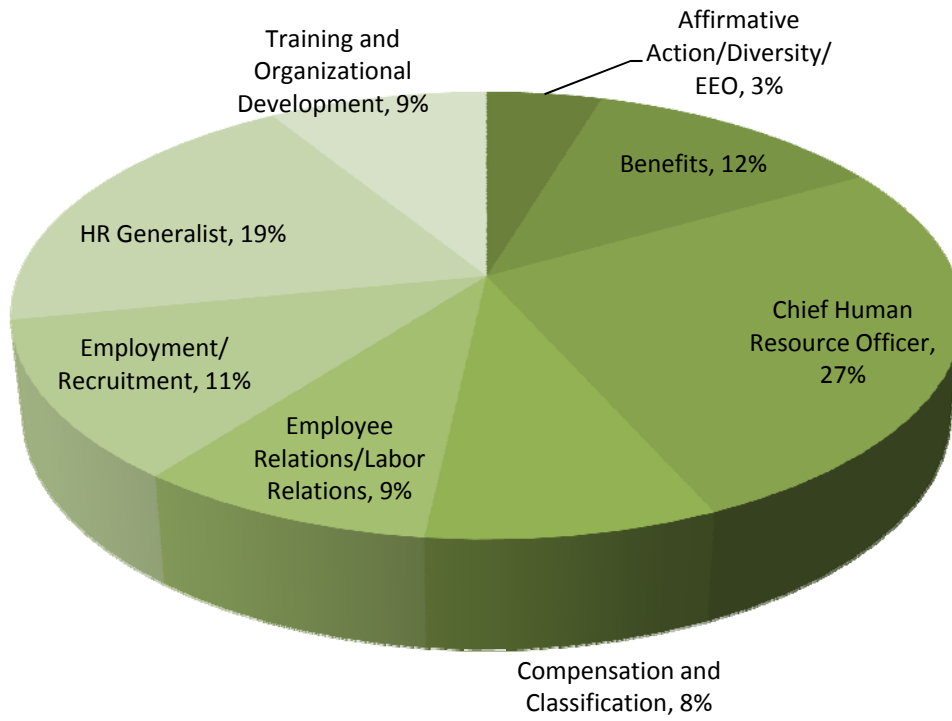
Southern Region 2010 and 2011 Attendee Demographics

Avg Number of Attendees: 178

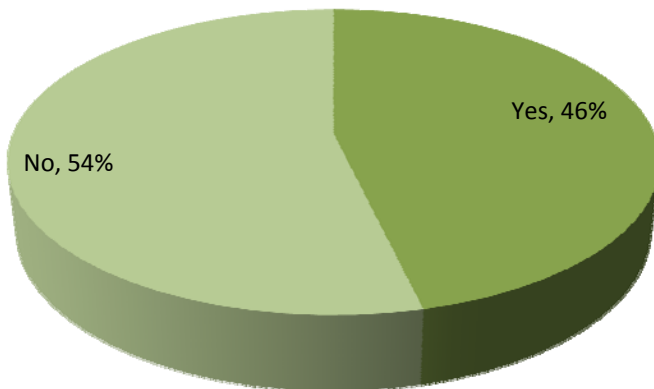
78% of the Southern Region attendees either influence or make the final decision on purchasing HR products/services.



Primary Area of Focus



First-Time Attendee?



CUPA-HR Southern Region Conference - Attendees 2010 and 2011

Title	Institution Name	Institution City	State
Director of Human Resources	American University of Afghanistan	Kabul	Afghanistan
Assistant Director of Benefits	Appalachian State University	Boone	NC
Director of Human Resource Services	Appalachian State University	Boone	NC
Human Resource Director	Arkansas Baptist College	Little Rock	AR
Coordinator, Human Resources & ADA	Arkansas Northeastern College	Blytheville	AR
Director of Finance	Arkansas School for Mathematics, Sciences, and the Arts	Hot Springs	AR
Human Resources Manager	Arkansas School for Mathematics, Sciences, and the Arts	Hot Springs	AR
Associate Vice Chancellor for Administration	Arkansas State University	State University	AR
Director of Human Resources	Arkansas State University-Beebe	Beebe	AR
Human Resources Assistant	Arkansas State University-Beebe	Beebe	AR
Human Resources Assistant	Arkansas State University-Beebe	Beebe	AR
Director of Human Resources	Arkansas State University-Mountain Home	Mountain Home	AR
Human Resources Analyst	Arkansas Tech University	Russellville	AR
Human Resources Assistant	Arkansas Tech University	Ozark	AR
Special Projects Coordinator	Arkansas Tech University	Russellville	AR
Assistant Vice President for Human Resources	Auburn University	Auburn	AL
Business Mgr-College of Engineering	Auburn University	Auburn University	AL
Employment Specialist	Auburn University	Auburn	AL
Human Resources Specialist	Auburn University	Auburn	AL
Manager, Human Resources	Auburn University	Auburn	AL
Manager, Human Resources	Auburn University	Auburn	AL
Business Manager & Executive Assistant To the Dean	Auburn University	Auburn University	AL
Business Mgr-College of Engineering	Auburn University	Auburn University	AL
Business Mgr-College of Engineering	Auburn University	Auburn University	AL
Counseling Psychologist	Auburn University	Auburn	AL
Director of Human Resource Development, Auburn Univ.	Auburn University	Auburn	AL
Employment Specialist	Auburn University	Auburn	AL
Human Resources Specialist	Auburn University	Auburn	AL
Manager, Human Resources	Auburn University	Auburn	AL
University Ombudsperson	Auburn University	Auburn University	AL
Associate Director, Human Resources	Austin Peay State University	Clarksville	TN
Benefits Manager	Austin Peay State University	Clarksville	TN
Director, Affirmative Action	Austin Peay State University	Clarksville	TN
Assistant Vice President, Human Resources	Barry University	Miami Shores	FL
Benefits Manager	Bellarmino University	Louisville	KY
Assistant Director, Human Resources	Belmont University	Nashville	TN
Director of Human Resources	Berry College	Mount Berry	GA

Assistant Director of Human Resources	Birmingham-Southern College	Birmingham	AL
Payroll Coordinator	Birmingham-Southern College	Birmingham	AL
Human Resources Assistant	Black River Technical College	Pocahontas	AR
Payroll Technician	Black River Technical College	Pocahontas	AR
Associate Vice President for Professional Development	Broward College	Davie	FL
Associate Vice President of Employee Relations	Broward College	Ft. Lauderdale	FL
Human Resources Officer	Catawba College	Salisbury	NC
Human Resources Officer	Catawba College	Salisbury	NC
Human Resources Director	Clark Atlanta University	Atlanta	GA
Human Resources Mgr II, Employee Relations	Clemson University	Clemson	SC
Assistant Director of Human Resources	Columbia College	Columbia	MO
Director of Human Resources	Cossatot Community College of the University of Arkansas	De Queen	AR
Payroll Services Specialist	Cossatot Community College of the University of Arkansas	De Queen	AR
Assistant Director	Davidson College	Davidson	NC
Benefits Manager	Drury University	Springfield	MO
Assistant Vice Chancellor & Director	East Carolina University	Greenville	NC
Director of Human Resources	East Tennessee State University	Johnson City	TN
Director, Employee Relations, Compensation	East Tennessee State University	Johnson City	TN
Director, Employee Relations, Compensation	East Tennessee State University	Johnson City	TN
Manager, Training	East Tennessee State University	Johnson City	TN
Associate Director, Compensation & Benefits	Eastern Kentucky University	Richmond	KY
Associate Director, Compensation & Benefits	Eastern Kentucky University	Richmond	KY
Associate Vice President of Human Resources (District)	Edison State College	Ft. Myers	FL
Manager, Staffing Services	Edison State College	Fort Myers	FL
Director of Human Resources	Elon University	Elon	NC
Director of Human Resources	Elon University	Elon	NC
Director, Employee Benefits	Emory University	Atlanta	GA
Human Resources	Flagler College	St. Augustine	FL
Director of Human Resources	Florida Institute of Technology	Melbourne	FL
Human Resources Manager	Florida Institute of Technology	Melbourne	FL
Senior Human Resources Associate	Florida International University	Miami	FL
Assistant Director, Benefits	Florida State University	Tallahassee	FL
HR Specialist	Florida State University	Tallahassee	FL
Human Resources Coordinator	Florida State University	Tallahassee	FL
Staff Coordinator	Florida State University	Tallahassee	FL
Assistant Director	Florida State University	Tallahassee	FL
Associate Director	Florida State University	Tallahassee	FL
Associate Director, Human Resources	Florida State University	Tallahassee	FL
Diversity & Equal Opportunity Specialist	Florida State University	Tallahassee	FL
Associate Vice President For Human Resources	Georgia Health Sciences University	Augusta	GA
Administrative Manager II	Georgia Institute of Technology	Atlanta	GA

Director of Training & Professional Development	Georgia Institute of Technology	Atlanta	GA
Interim AVP Human Resources	Georgia Institute of Technology	Atlanta	GA
Senior Director Employee Relations	Georgia Institute of Technology	Atlanta	GA
Vice President of Human Resources	Georgia Military College	Milledgeville	GA
Chief Human Resources Officer	Georgia Southern University	Statesboro	GA
Chief Human Resources Officer	Georgia Southern University	Statesboro	GA
Director of Human Resources	Georgia Southwestern State University	Americus	GA
Associate Vice President of Human Resources	Greenville Technical College	Greenville	SC
Director of Human Resources	Harding University Main Campus	Searcy	AR
Director of Human Resources	Henderson State University	Arkadelphia	AR
Director of Human Resources	Huston-Tillotson University	Austin	TX
Vice President	Huston-Tillotson University	Austin	TX
Director, Human Resources	Jacksonville University	Jacksonville	FL
Director, Employee Data Services	Kennesaw State University	Kennesaw	GA
Director, Human Resources Services	Kennesaw State University	Kennesaw	GA
Vice President	Kennesaw State University	Kennesaw	GA
Director of Human Resources	Lee University	Cleveland	TN
Director, Human Resources	Lord Fairfax Community College	Middletown	VA
HR Analyst	Lord Fairfax Community College	Middletown	VA
Director of Training & Development	Louisiana State University and Agricultural and Mechanical College	Baton Rouge	LA
Employee Relations Director	Louisiana State University and Agricultural and Mechanical College	Baton Rouge	LA
Executive Director	Louisiana State University and Agricultural and Mechanical College	Baton Rouge	LA
Benefits Manager	Louisiana State University System Office	Baton Rouge	LA
Associate Vice President For Human Resources	Medical College of Georgia	Augusta	GA
Chief Operations Officer	Medical University of South Carolina	Charleston	SC
Chief Operations Officer	Medical University of South Carolina	Charleston	SC
Director, Human Resources	Mid-South Community College	West Memphis	AR
Associate Director Human Resources Management.	Mississippi State University	Mississippi State	MS
Director, Human Resources Management	Mississippi State University	Mississippi State	MS
Director, Human Resources Management	Mississippi State University	Mississippi State	MS
Assistant Director, Employee & Training	Morehead State University	Morehead	KY
HRIS/EEO Specialist	Morehead State University	Morehead	KY
Director, Human Resources	Morehead State University	Morehead	KY
Director of Human Resources	Murray State University	Murray	KY
Director of Human Resources	Murray State University	Murray	KY
Director of Human Resources	North Arkansas College	Harrison	AR
Payroll Coordinator	North Arkansas College	Harrison	AR
Director, Client Services (Non-academic)	Nova Southeastern University	Fort Lauderdale	FL
Human Resources Consultant	Nova Southeastern University	Fort Lauderdale	FL
Total Rewards Analyst	Nova Southeastern University	Fort Lauderdale	FL
Vice President for Human Resources	Oklahoma City Community College	Oklahoma City	OK
Director of Compensation and Human Resources Systems	Oklahoma City Community College	Oklahoma City	OK
Director of Employment	Oklahoma City Community College	Oklahoma City	OK

Director of Employment	Oklahoma City Community College	Oklahoma City	OK
Director of Professional Development	Oklahoma City Community College	Oklahoma City	OK
Asst. Director, Human Resources (Student Employment)	Oklahoma City University	Oklahoma City	OK
Benefits/Payroll Coordinator	Oklahoma State University - Oklahoma City	Oklahoma City	OK
Director of Human Resources	Oklahoma State University - Oklahoma City	Oklahoma City	OK
Director of Human Resources	Oklahoma State University - Tulsa	Tulsa	OK
Human Resources Coordinator	Oklahoma State University - Tulsa	Tulsa	OK
Payroll Officer	Ouachita Technical College	Malvern	AR
Personnel Analyst	Ouachita Technical College	Malvern	AR
Vice President, Finance & Administration	Ouachita Technical College	Malvern	AR
Director of Human Resources	Pace Academy	Atlanta	GA
Director, Organizational Learning & Development	Pace University	Briarcliff Manor	NY
Director of Human Resources & Affirmative Action	Pellissippi State Community College	Knoxville	TN
Employee Services Coordinator	Pellissippi State Community College	Knoxville	TN
Director of Human Resources & Affirmative Action	Pellissippi State Community College	Knoxville	TN
Director for Human Resources	Philander Smith College	Little Rock	AR
Associate Director	Ringling College of Art and Design	Sarasota	FL
Associate Director of Human Resources	Ringling College of Art and Design	Sarasota	FL
Assistant Vice President Human Resources & Risk Management	Rollins College	Winter Park	FL
Director of Human Resources	Rollins College	Winter Park	FL
HR Specialist	Rollins College	Winter Park	FL
Human Resources Associate	Rollins College	Winter Park	FL
Human Resources Manager	Rollins College	Winter Park	FL
Assistant Vice President Human Resources & Risk Management	Rollins College	Winter Park	FL
Director of Human Resources	Rollins College	Winter Park	FL
Human Resources Manager	Rollins College	Winter Park	FL
Director of Compensation	Savannah College of Art and Design	Savannah	GA
Director of Staff Recruitment	Savannah College of Art and Design	Savannah	GA
Director of Human Resources	South Arkansas Community College	El Dorado	AR
Payroll Services Coordinator	South Arkansas Community College	El Dorado	AR
Human Resources Officer	South Piedmont Community College	Polkton	NC
Human Resources Supervisor	Southeastern Louisiana University	Hammond	LA
Training & Development Program Manager	Southeastern Louisiana University	Hammond	LA
Human Resource Coordinator	Southern Arkansas University	Magnolia	AR
Human Resources Director	Southern Arkansas University Tech	Camden	AR
Assistant Director of Human Resources	Southern Polytechnic State University	Marietta	GA
Associate Director of Human Resources	Spelman College	Atlanta	GA
Director, Human Resources Operations	St. Petersburg College	Clearwater	FL
HR Program Coordinator	St. Petersburg College	Saint Petersburg	FL
HR Program Coordinator	St. Petersburg College	Saint Petersburg	FL
Vice President, Human Resources & Public Affairs	St. Petersburg College	Saint Petersburg	FL
HR Program Coordinator	St. Petersburg College	St. Petersburg	FL
HR Program Coordinator	St. Petersburg College	Saint Petersburg	FL
Human Resources Director	Stanly Community College	Albemarle	NC

Payroll Specialist	Stanly Community College	Albemarle	NC
Assistant Director of Human Resources	Stetson University	Gulfport	FL
Associate Vice President, Legal Affairs	Stetson University	Gulfport	FL
Director of Human Resources	Stetson University	DeLand	FL
Associate Vice Chancellor for Human Resources	Tarrant County College District	Fort Worth	TX
Director of Human Resources	The Citadel, the Military College of South Carolina	Charleston	SC
Employment Manager/Compensation Manager	The Citadel, the Military College of South Carolina	Charleston	SC
Employment Specialist	The Citadel, the Military College of South Carolina	Charleston	SC
Classification, Compensation and Employment Manager	The Citadel, the Military College of South Carolina	Charleston	SC
Director of Human Resources	The Citadel, the Military College of South Carolina	Charleston	SC
HR Specialist	The Citadel, the Military College of South Carolina	Charleston	SC
Director- Arts & Sciences Administration	The University of Memphis	Memphis	TN
Director-Academic Affairs Administration	The University of Memphis	Memphis	TN
Director- Arts & Sciences Administration	The University of Memphis	Memphis	TN
Director of Employee Records	The University of Memphis	Memphis	TN
Director-Academic Affairs Administration	The University of Memphis	Memphis	TN
Employee Relations Manager	Tulsa Community College	Tulsa	OK
Employee Relations Manager	Tulsa Community College	Tulsa	OK
Compliance Manager	University of Arkansas at Little Rock	Little Rock	AR
Director of Human Resources	University of Arkansas at Little Rock	Little Rock	AR
Records Manager	University of Arkansas at Little Rock	Little Rock	AR
Training and Development Manager	University of Arkansas at Little Rock	Little Rock	AR
Accounting Supervisor	University of Arkansas at Little Rock	Little Rock	AR
Assistant Personnel Manager	University of Arkansas at Little Rock	Little Rock	AR
Benefits Manager	University of Arkansas at Little Rock	Little Rock	AR
Compliance Manager	University of Arkansas at Little Rock	Little Rock	AR
Director, Financial Services	University of Arkansas at Little Rock	Little Rock	AR
Director, Human Resources	University of Arkansas at Little Rock	Little Rock	AR
Fiscal Support Analyst	University of Arkansas at Little Rock	Little Rock	AR
Human Resource Specialist	University of Arkansas at Little Rock	Little Rock	AR
Human Resources	University of Arkansas at Little Rock	Little Rock	AR
Personnel Manager	University of Arkansas at Little Rock	Little Rock	AR
Training and Development Manager	University of Arkansas at Little Rock	Little Rock	AR
Human Resources Analyst	University of Arkansas at Pine Bluff	Pine Bluff	AR
Personnel Manager	University of Arkansas at Pine Bluff	Pine Bluff	AR
Human Resource Officer	University of Arkansas Community College at Hope	Hope	AR
Payroll Officer	University of Arkansas Community College at Hope	Hope	AR
Human Resources Director	University of Arkansas for Medical Sciences	Little Rock	AR
Associate Vice Chancellor, Chief Human Resources Officer	University of Arkansas for Medical Sciences	Little Rock	AR
Business Manager	University of Arkansas for Medical Sciences	Little Rock	AR
Director Employee Services	University of Arkansas for Medical Sciences	Little Rock	AR

Director of Human Resources	University of Arkansas for Medical Sciences	Little Rock	AR
Director of U-Temps	University of Arkansas for Medical Sciences	Little Rock	AR
Director, Employee Benefits	University of Arkansas for Medical Sciences	Little Rock	AR
Employee Relations Manager	University of Arkansas for Medical Sciences	Little Rock	AR
HR Generalist	University of Arkansas for Medical Sciences	Little Rock	AR
HR Manager - Pediatrics	University of Arkansas for Medical Sciences	Little Rock	AR
HR SR Consultant	University of Arkansas for Medical Sciences	Little Rock	AR
Human Resources Generalist	University of Arkansas for Medical Sciences	Little Rock	AR
Manager of Divesity	University of Arkansas for Medical Sciences	Little Rock	AR
Manager, Classification & Compensation	University of Arkansas for Medical Sciences	Little Rock	AR
Organizational Development Manager	University of Arkansas for Medical Sciences	Little Rock	AR
Senior HR Consultant	University of Arkansas for Medical Sciences	Little Rock	AR
Senior HR Consultant	University of Arkansas for Medical Sciences	Little Rock	AR
Senior HR Consultant	University of Arkansas for Medical Sciences	Little Rock	AR
Senior HR Consultant	University of Arkansas for Medical Sciences	Little Rock	AR
Benefits Director	University of Arkansas Main Campus	Fayetteville	AR
Benefits Accountant	University of Arkansas Main Campus	Fayetteville	AR
Benefits Director	University of Arkansas Main Campus	Fayetteville	AR
Employment Manager - Cooperative Extension	University of Arkansas Main Campus	Fayetteville	AR
Interim Director, Class/Comp and Employment	University of Arkansas Main Campus	Fayetteville	AR
Personnel Manager	University of Arkansas Main Campus	Fayetteville	AR
Program Coordinator	University of Arkansas Main Campus	Fayetteville	AR
Program Coordinator	University of Arkansas Main Campus	Fayetteville	AR
Associate Vice President for Benefits & Risk Management Services	University of Arkansas System Office	Little Rock	AR
Associate Vice President for Employee Benefits and Risk Management Services	University of Arkansas System Office	Little Rock	AR
Human Resource Services Coordinator	University of Arkansas System Office	Little Rock	AR
Associate Vice President	University of Central Arkansas	Conway	AR
Benefits Manager	University of Central Arkansas	Conway	AR
Database Coordinator	University of Central Arkansas	Conway	AR
Institutional Personnel Analyst	University of Central Arkansas	Conway	AR
Director, Human Resources	University of Central Florida	Orlando	FL
HR Associate Director	University of Central Florida	Orlando	FL
Associate HR Director	University of Central Florida	Orlando	FL
Assistant Director of EEO	University of Florida	Gainesville	FL
Assistant Director, HR/Academic Personnel	University of Florida	Gainesville	FL
Coordinator Human Resources	University of Florida	Gainesville	FL
Coordinator, Personnel Services	University of Florida	Gainesville	FL
Employee Relations Manager	University of Florida	Gainesville	FL
HR Manager	University of Florida	Gainesville	FL
Professor and Director, Community College Leadership Consortium	University of Florida	Gainesville	FL
Recruitment and Staffing Manager	University of Florida	Gainesville	FL
Senior HR Representative	University of Florida	Gainesville	FL
Training & Organizational Dev., Human Resources	University of Florida	Gainesville	FL
Director, UK Work-Life	University of Kentucky	Lexington	KY
Assistant Manager/Employment	University of Kentucky	Lexington	KY

Director of Compensation	University of Kentucky	Lexington	KY
Employment Manager	University of Kentucky	Lexington	KY
HR Assistant Manager	University of Kentucky	Lexington	KY
Vice Pres Institutional Diversity	University of Kentucky	Lexington	KY
Compensation Analyst	University of Louisville	Louisville	KY
Vice President of Human Resources	University of Louisville	Louisville	KY
Compensation Analyst	University of Louisville	Louisville	KY
Manager, Employment	University of Louisville	Louisville	KY
Vice President of Human Resources	University of Louisville	Louisville	KY
Vice President of Human Resources	University of Louisville	Louisville	KY
Vice President of Human Resources	University of Louisville	Louisville	KY
Vice President of Human Resources	University of Louisville	Louisville	KY
Executive Director of Human Resources	University of Massachusetts Lowell	Lowell	MA
Senior Director, HR Strategy and Planning	University of Michigan-Ann Arbor	Ann Arbor	MI
Director of Human Resources & Risk Management	University of Montevallo	Montevallo	AL
HR Specialist	University of Montevallo	Montevallo	AL
Director of Human Resources & Affirmative Action	University of North Alabama	Florence	AL
Human Resources Generalist	University of North Alabama	Florence	AL
Director Employee Relations & Compliance	University of North Carolina at Charlotte	Charlotte	NC
Assistant To Chancellor for HR	University of North Carolina At Wilmington	Wilmington	NC
Employment Services Manager	University of North Carolina at Wilmington	Wilmington	NC
Salary & Benefits Manager	University of North Carolina at Wilmington	Wilmington	NC
Vice President for Human Resources	University of North Carolina General Administration	Chapel Hill	NC
Benefits Coordinator	University of North Florida	Jacksonville	FL
HR Analyst II	University of Oklahoma	Tulsa	OK
HR Business Partner	University of Oklahoma Health Sciences Center	Oklahoma City	OK
Assistant HR Director Employment and Compensation	University of Oklahoma Health Sciences Center	Oklahoma City	OK
Associate Director Human Resources	University of Oklahoma Health Sciences Center	Oklahoma City	OK
HR Advisor, Budget and Operations	University of Oklahoma Health Sciences Center	Oklahoma City	OK
Sr. HR Analyst (HR Business Partner)	University of Oklahoma Health Sciences Center	Oklahoma City	OK
Director Office of Human Resources	University of Oklahoma Tulsa	Tulsa	OK
Senior Human Resources Representative	University of Oklahoma Tulsa	Tulsa	OK
Sr. HR Analyst	University of Oklahoma Tulsa	Tulsa	OK
Sr. Human Resources Representative	University of Oklahoma Tulsa	Tulsa	OK
Organizational Learning & Development Specialist	University of Richmond	Richmond	VA
Recruiter	University of Richmond	Richmond	VA
Assistant Director	University of South Florida	Tampa	FL
Human Resources Analyst	University of South Florida	Riverview	FL
Campus Director, Human Resources	University of South Florida Polytechnic	Lakeland	FL
HR Consultant	University of South Florida St. Petersburg	St. Petersburg	FL
Human Resources Consultant	University of South Florida St. Petersburg	St. Petersburg	FL
Executive Director Human Resources	University of Tampa	Tampa	FL

Executive Director Human Resources	University of Tampa	Tampa	FL
Administrative Coordinator	University of Tennessee at Martin	Martin	TN
Business & Events Manager	University of Virginia	Charlottesville	VA
HR Consulting Services	University of Virginia	Charlottesville	VA
Benefits Manager	University of West Florida	Pensacola	FL
HR Specialist	University of West Florida	Pensacola	FL
HR Specialist	University of West Florida	Pensacola	FL
Human Resources Specialist	University of West Florida	Pensacola	FL
Human Resources Specialist	University of West Florida	Pensacola	FL
Benefits Manager	University of West Florida	Pensacola	FL
HR Specialist	University of West Florida	Pensacola	FL
Director of Human Resources	University of Western States	Portland	OR
Vice Chancellor for Human Resources	University System of Georgia	Atlanta	GA
Assistant Vice Chancellor for Professional Development	University System of Georgia	Atlanta	GA
Associate Vice Chancellor for Life & Health Benefits	University System of Georgia	Atlanta	GA
Vice Chancellor for Human Resources	University System of Georgia	Atlanta	GA
Manager, Employee Records	Valencia Community College	Orlando	FL
Coordinator, Policy and Program Compliance	Valencia Community College	Orlando	FL
Coordinator, Policy and Program Compliance	Valencia Community College	Orlando	FL
Manager, Employee Records	Valencia Community College	Orlando	FL
Human Resources	Victory University	Memphis	TN
Human Resources	Victory University	Memphis	TN
Director for Professional & Leadership Development	Wake Forest University	Winston-Salem	NC
Operations and Marketing Specialist,	Wake Forest University	Winston-Salem	NC
Director of Human Resources	Washington College	Chestertown	MD
Manager Employment & Training	Western Kentucky University	Bowling Green	KY
Assistant Director, Employment and HR Info Systems	Western Kentucky University	Bowling Green	KY
Director of Human Resources	Westminster Schools	Atlanta	GA