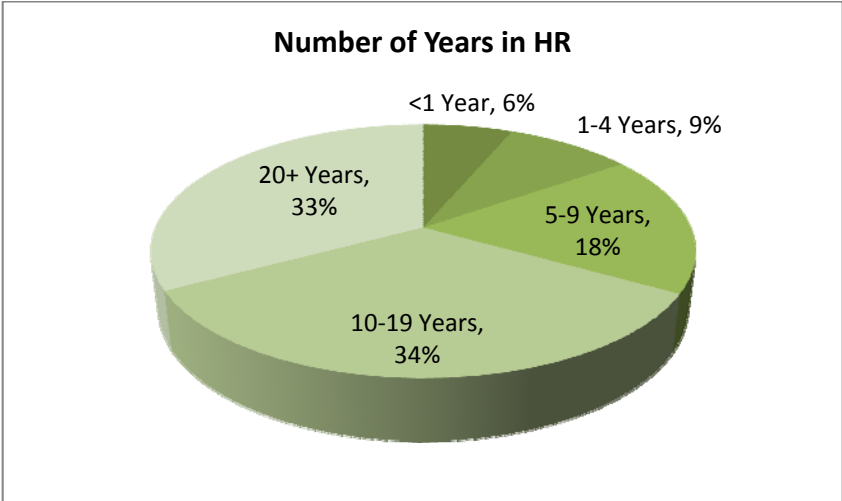
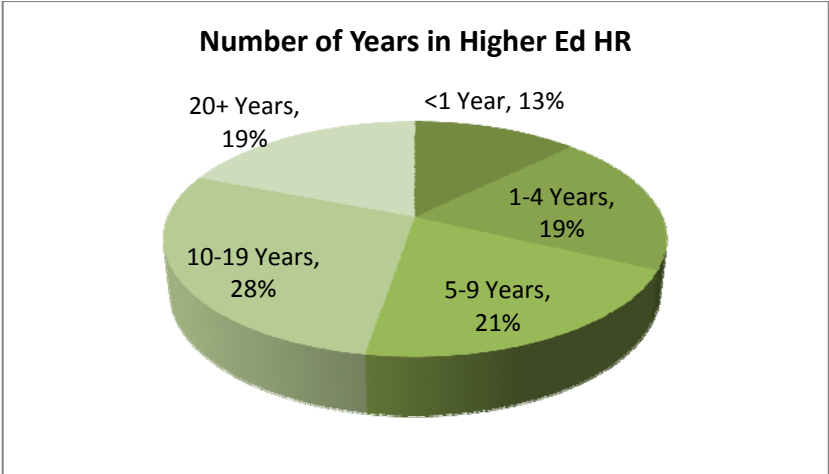


CUPA-HR Region Conference Attendee Demographics

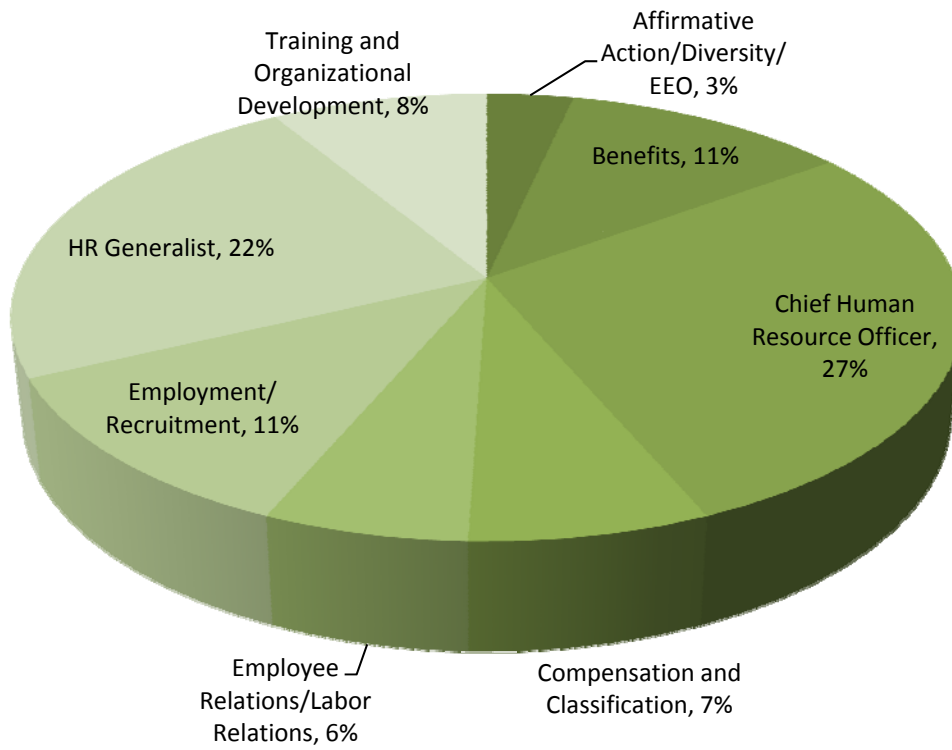
Western Region 2010 and 2011 Attendee Demographics

Avg Number of Attendees: 160

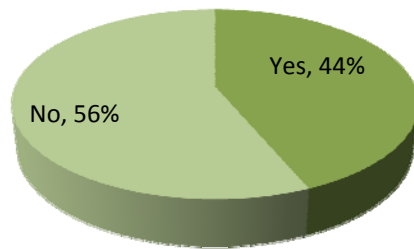
82% of the Western Region attendees either influence or make the final decision on purchasing HR products/services.



Primary Area of Focus



First-Time Attendee?



CUPA-HR Western Region Conference - Attendees 2010 and 2011

Title	Institution Name	Institution City	State
Director of Human Resources	A.T. Still University of Health Sciences - School of Osteopathic Medicine	Mesa	AZ
Senior Advisor To the President	Abilene Christian University	Abilene	TX
Benefits and Compensation Specialist	Abilene Christian University	Abilene	TX
Director of Human Resources	Abilene Christian University	Abilene	TX
Talent Management Specialist	Abilene Christian University	Abilene	TX
Human Resources Associate	Antioch University Los Angeles	Culver City	CA
Senior HR Business Partner	Antioch University Seattle	Seattle	WA
Vice President, Human Resources	Apollo Group (Univ. of Phoenix)	Phoenix	AZ
Vice President, Human Resources	Bates Technical College	Tacoma	WA
Director of Human Resources	Black Hills State University	Spearfish	SD
Assistant Vice President, Human Resource Services	Boise State University	Boise	ID
Director Human Resources	Buck Institute for Age Research	Novato	CA
Human Resource Manager	California State University East Bay	Hayward	CA
Human Resources Manager	California State University East Bay	Hayward	CA
Director, Human Resources and Administration	Carroll College	Helena	MT
Academic Finance Manager	Central Washington University	Ellensburg	WA
Administrative Assistant	Central Washington University	Ellensburg	WA
Manager College Employee Services	Chandler-Gilbert Community College	Chandler	AZ
Employment Services Manager	Chapman University	Orange	CA
Director Human Resources	Chemeketa Community College	Salem	OR
Assistant Director of HR	Chemeketa Community College	Salem	OR
Human Resource Director	Chestnut Hill College	Philadelphia	PA
HR Recruiting/Training	Clackamas Community College	Oregon City	OR
Chief Human Resources and Legal Affairs Officer	Clover Park Technical College	Lakewood	WA
Director of Human Resources	College of Eastern Utah	Price	UT
Executive Dean of Human Resources & Labor Relations, College of Marin	College of Marin	Kentfield	CA
Director of Human Resources	College of Western Idaho	Nampa	ID
Acting Director of Human Resources	College of Western Idaho	Nampa	ID
Human Resources Manager/Benefits Administrator	Colorado College	Colorado Springs	CO
Director of Human Resources	Colorado College	Colorado Springs	CO
Director of Human Resources	Colorado College	Colorado Springs	CO
CVMBBS Human Resources Officer/Asst To Director	Colorado State University	Fort Collins	CO
Director Human Resources	Colorado State University	Fort Collins	CO
Executive Director - HR	Dallas County Community College District	Dallas	TX
Assistant Clinical Professor, Ed.D Leadership and Management	Drexel University	Palo Alto	CA
Associate Vice President, Employee Relations	El Paso Community College	El Paso	TX
Associate Vice President, Employee Relations	El Paso Community College	El Paso	TX

HR Consultant	Everett Community College	Everett	WA
HR Consultant	Everett Community College	Everett	WA
Director of Human Resources	Flathead Valley Community College	Kalispell	MT
Human Resources Specialist	Flathead Valley Community College	Kalispell	MT
Human Resources Specialist III	Flathead Valley Community College	Kalispell	MT
Director of Human Resources	Flathead Valley Community College	Kalispell	MT
Human Resources Specialist	Flathead Valley Community College	Kalispell	MT
Vice President, Human Resources	Fred Hutchinson Cancer Research Center	Seattle	WA
Director Human Resources	Fuller Theological Seminary	Pasadena	CA
Director of Human Resources	George Fox University	Newberg	OR
Associate Director of Human Resources	George Fox University	Newberg	OR
Director of Human Resources	George Fox University	Newberg	OR
Manager College Employee Services	Glendale Community College	Glendale	AZ
Benefits Manager	Golden Gate University	San Francisco	CA
Human Resources Generalist	Golden Gate University	San Francisco	CA
Director, Human Resources	Golden Gate University	San Francisco	CA
Human Resource Generalist	Golden Gate University	San Francisco	CA
Benefits Manager	Gonzaga University	Spokane	WA
Assistant Vice President for Human Resources	Harvey Mudd College	Claremont	CA
Director of Human Resources	Harvey Mudd College	Claremont	CA
Human Resources Consultant	Idaho State University	Pocatello	ID
Associate Director of Human Resources	Lewis & Clark College	Portland	OR
AVP/Director of Human Resources	Lewis & Clark College	Portland	OR
Associate Director/Benefits Manager	Lewis & Clark College	Portland	OR
Employment Manager	Lewis & Clark College	Portland	OR
AVP/Director of Human Resources	Lewis & Clark College	Portland	OR
Benefits Coordinator	Lewis & Clark College	Portland	OR
Administrative Coordinator	Lewis & Clark College	Portland	OR
Employee Training & Development Manager	Lewis & Clark College	Portland	OR
Human Resources Manager	Lone Star College System	Cypress	TX
Senior Human Resources Manager	Maricopa County Community College District Office	Tempe	AZ
Human Resources Specialist	Marylhurst University	Marylhurst	OR
Payroll & Benefits Coordinator	McMurry University	Abilene	TX
Director of Human Resources	McMurry University	Abilene	TX
Benefits Manager	Metropolitan State College of Denver	Denver	CO
Director of Human Resources	Miles Community College	Miles City	MT
Vice President Administration	Minneapolis College of Art Design	Minneapolis	MN
HR Administrator	Montana State University - Bozeman	Bozeman	MT
HR Coordinator, Extension Service	Montana State University - Bozeman	Bozeman	MT
HR Officer	Montana State University - Bozeman	Bozeman	MT
	Montana State University - Bozeman	Bozeman	MT
Personnel Associate	Montana State University - Bozeman	Bozeman	MT
Personnel Associate I	Montana State University - Bozeman	Bozeman	MT
Administrative Associate	Montana State University - Bozeman	Bozeman	MT
HR Officer	Montana State University - Bozeman	Bozeman	MT
Personnel Specialist	Montana State University - Bozeman	Bozeman	MT
Human Resources Director	Montana State University - Northern	Havre	MT
Director Human Resources	Multnomah University	Portland	OR
Human Resources Generalists	National College of Natural Medicine	Portland	OR

Human Resources Director	National College of Natural Medicine	Portland	OR
	New Mexico Highlands University	Sapello	NM
Associate Director, Office of Institutional Equity	New Mexico State University Main Campus	Las Cruces	NM
Senior Administrative Assistant	North Idaho College	Coeur D' Alene	ID
HR Specialist	North Idaho College	Coeur D'Alene	ID
Director of Human Resources	Northern Wyoming Community College District	Sheridan	WY
Human Resource Specialist	Northern Wyoming Community College District	Sheridan	WY
Director of Human Resources	Northern Wyoming Community College District	Sheridan	WY
Director Human Resources	Northwest College	Powell	WY
Benefits Data Analyst	Northwestern University	Evanston	IL
Human Resources	Oregon College of Art and Craft	Portland	OR
HR Director, Academic Units	Oregon Health and Science University	Portland	OR
Human Resources Manager	Oregon State University	Corvallis	OR
Human Resource Director	Oregon University System	Eugene	OR
Division Director of University Services	Pacific Northwest University of Health Sciences, College of Osteopathic Med	Yakima	WA
Assistant Director of Human Resources	Pacific University	Forest Grove	OR
Employment Specialist	Pacific University	Forest Grove	OR
Director of Human Resources	Pacific University	Forest Grove	OR
Finance & Business	Penn State University	University Park	PA
Vice Chancellor for Human Resources	Pima County Community College District	Tucson	AZ
President, East Campus	Pima County Community College District	Tucson	AZ
Director of Human Resources	Polytechnic Institute of New York University	Brooklyn	NY
Human Resources Representative	Portland Community College	Portland	OR
HR Representative	Portland Community College	Portland	OR
Benefits Specialist	Portland Community College	Portland	OR
Employment Specialist	Portland Community College	Portland	OR
Human Resources Representative	Portland Community College	Portland	OR
Compensation & Benefits Manager	Portland Community College	Portland	OR
Human Resources Representative	Portland Community College	Portland	OR
Manager, Human Resources	Portland Community College	Portland	OR
Staff Employment Specilaist	Portland Community College	Portland	OR
Director of Human Resources	Portland Community College	Portland	OR
Manager, Employment Services	Portland Community College	Portland	OR
Benefits Specialist	Portland Community College	Portland	OR
Employment Manager	Portland State University	Portland	OR
Compensation/Classification Manager	Portland State University	Portland	OR
Academic Employment Manager	Portland State University	Portland	OR
Associate Director Human Resources/Payroll Manager	Portland State University	Portland	OR
Associate Vice President Human Resources	Portland State University	Portland	OR
Leaves Manager	Portland State University	Portland	OR
Director of Human Resources	Reed College	Portland	OR
Director of Human Resources	Reed College	Portland	OR
Assistant Director Human Resources	Reed College	Portland	OR
Human Resources Specialist	Reed College	Portland	OR
Director of Human Resources	Saint Martin's University	Lacey	WA
Executive Assistant To the Vice President of Academic Affairs	Saint Martin's University	Lacey	WA
Assistant Director of Human Resources	Salt Lake Community College	Salt Lake City	UT
Director of Human Resources	Salt Lake Community College	Salt Lake City	UT

Assistant Director of Human Resources	Salt Lake Community College	Salt Lake City	UT
Human Resources	San Jacinto College District	Pasadena	TX
Vice President, Organizational Development	San Jacinto College District	Pasadena	TX
Director of Human Resources	Seattle Pacific University	Seattle	WA
Director of Human Resources	Seattle Pacific University	Seattle	WA
Director of Human Resources	Seattle Pacific University	Seattle	WA
Human Resources Analyst	Seattle University	Seattle	WA
Director of Human Resources	South Texas College	McAllen	TX
Assistant Chancellor for Institutional Compliance/EEO	Southern Illinois University at Edwardsville	Edwardsville	IL
Asst Dean, Central University Libraries	Southern Methodist University	Dallas	TX
Personnel Officer, Central Un. Libraries	Southern Methodist University	Dallas	TX
HR Associate	Southern Oregon University	Ashland	OR
Human Resources Generalist	Southern Utah University	Cedar City	UT
Senior Consultant, Organizational Effectiveness	Stanford University	Stanford	CA
Associate Vice Chancellor for Human Resources	Tarrant County College District	Fort Worth	TX
Director, Employee & Organizational Development	Texas A&M University	College Station	TX
Manager	Texas A&M University	College Station	TX
Employee Relations Specialist	Texas A&M University	College Station	TX
	Texas A&M University	College Station	TX
Benefits Services Coordinator	Texas A&M University	College Station	TX
Director, Benefits Services	Texas A&M University	College Station	TX
Manager, Classification & Compensation	Texas A&M University	College Station	TX
Senior HR Generalist	Texas A&M University - Corpus Christi	Corpus Christi	TX
Assistant Director Human Resources	Texas A&M University - Corpus Christi	Corpus Christi	TX
Director of Human Resources	Texas A&M University - San Antonio	San Antonio	TX
Retirement Coordinator	Texas A&M University System Office	College Station	TX
Human Resources Director	Texas Higher Education Coordinating Board	Austin	TX
Executive Director	Texas Southern University	Houston	TX
Executive Director	Texas Southern University	Houston	TX
Managing Director HR Management	Texas Tech University	Lubbock	TX
Assistant Vice President for Human Resources	Texas Tech University	Lubbock	TX
Associate Vice President for Human Resources	Texas Woman's University	Denton	TX
Director, Human Resources	Texas Woman's University	Denton	TX
Director of HR, Employee Services	Texas Woman's University	Houston	TX
Human Resources Assistant	The College of Idaho	Caldwell	ID
Director of Human Resources	The College of Idaho	Caldwell	ID
Senior Human Resource Representative	The Evergreen State College	Olympia	WA
HR Development Coordinator	The University of Akron, Main Campus	Akron	OH
Associate Vice President Human Resources & Labor Relations	The University of Akron, Main Campus	Akron	OH
Director, Employment & EEO/AA	The University of Akron, Main Campus	Akron	OH
Senior Associate To the Vice President of Human Resources	The University of Arizona	Tucson	AZ
Senior Compensation Analyst	The University of Arizona	Tucson	AZ

Director, Human Resources, Arizona Health Sciences Center	The University of Arizona	Tucson	AZ
Director, HR Consulting and Talent Management	The University of Arizona	Tucson	AZ
Senior Administrator	The University of Arizona	Phoenix	AZ
Director of Human Resources Analytics	The University of Arizona	Tucson	AZ
Director Human Resources	The University of Arizona	Tucson	AZ
Senior Compensation Analyst	The University of Arizona	Tucson	AZ
President of Rio Grande Chapter of CUPA-HR & Asst Director-HR Services	The University of Texas At El Paso	El Paso	TX
Director of Human Resource Services	The University of Texas At El Paso	El Paso	TX
Director of Human Resources	Trinity Valley Community College	Athens	TX
	Truckee Meadows Community College	Reno	NV
Acting Director Human Resources	Truckee Meadows Community College	Reno	NV
Executive Director, Human Resources	Tyler Junior College	Tyler	TX
Executive Director, Human Resources	Tyler Junior College	Tyler	TX
Assistant Vice President, Human Resources	University of Alabama in Huntsville	Huntsville	AL
Director of Compensation	University of Alaska Statewide System of Higher Education	Fairbanks	AK
Assistant Vice Chancellor, Human Resources	University of California-Berkeley	Berkeley	CA
Director, Human Resources Center - Administration	University of California-Berkeley	Berkeley	CA
Director, Special Projects	University of California-San Francisco	San Francisco	CA
Manager for Staff Human Resources, Management Services Team	University of California-Santa Cruz	Santa Cruz	CA
Assistant Director	University of Colorado at Boulder	Boulder	CO
Assistant Vice Chancellor	University of Colorado Denver	Denver	CO
Assistant Director of Administration/Dir, HR	University of Colorado Denver	Denver	CO
HR Advisor	University of Denver	Denver	CO
Director of Human Resources	University of Denver	Denver	CO
Employee Services Specialist	University of Denver	Denver	CO
Associate Director of Human Resources	University of Denver	Denver	CO
Vice President for Employment Services & Operations	University of Houston - Downtown	Houston	TX
Personnel Services & Diversity Coordinator	University of Idaho	Moscow	ID
Human Resource Analyst	University of Idaho	Moscow	ID
Senior Director, HR Strategy and Planning	University of Michigan-Ann Arbor	Ann Arbor	MI
Manager Pension/Deferred Compensation	University of Missouri System Administration	Columbia	MO
Coordinator-Tax Deferred Annuity Program	University of Missouri System Administration	Columbia	MO
Human Resource Manager	University of Nevada, Reno	Reno	NV
Benefits Manager	University of Nevada, Reno	Reno	NV
Personnel Analyst Human Resources	University of Nevada, Reno	Reno	NV
Personnel Analyst Human Resources	University of Nevada, Reno	Reno	NV
Human Resource Manager	University of Nevada, Reno	Reno	NV
Executive Assistant	University of Nevada-Las Vegas	Las Vegas	NV
School Administrator, School of Engineering	University of New Mexico	Albuquerque	NM
Employee Benefits Manager	University of New Mexico Main Campus	Albuquerque	NM
Benefits & Employee Services Director	University of New Mexico Main Campus	Albuquerque	NM

Branch/Division Human Resources Representative	University of New Mexico-Valencia	Los Lunas	NM
Branch/Division Human Resources Representative	University of New Mexico-Valencia	Los Lunas	NM
Assistant To Chancellor for HR	University of North Carolina At Wilmington	Wilmington	NC
Human Resources Director	University of North Texas	Denton	TX
HR Representative	University of North Texas	Denton	TX
HR Director	University of North Texas	Dallas	TX
Asst. Dir for Academic Resources	University of North Texas	Denton	TX
HR Representative	University of North Texas	Denton	TX
Vice President, Human Capital Management	University of North Texas Health Science Center At Fort Worth	Fort Worth	TX
VP for Administration/Chief of Staff Office of the President	University of North Texas Health Science Center at Fort Worth	Fort Worth	TX
Associate Director for Officer of Administration Employment	University of Oregon	Eugene	OR
Employment Manager	University of Oregon	Eugene	OR
Human Resource Manager	University of Oregon	Eugene	OR
Employment Manager	University of Oregon	Eugene	OR
Human Resource Manager	University of Oregon	Eugene	OR
Assistant Director of Personnel	University of Portland	Portland	OR
Director of Employment and People Development	University of Puget Sound	Tacoma	WA
Director of Compensation and Benefits	University of Puget Sound	Tacoma	WA
Employment Assistant	University of Puget Sound	Tacoma	WA
Chief Human Resources Officer	University of San Diego	San Diego	CA
Senior Director of Employee Services	University of San Diego	San Diego	CA
Compensation Services Director	University of San Diego	San Diego	CA
Director for Human Resources	University of San Diego	San Diego	CA
Associate Vice President of Administrative Services	University of St. Thomas	Houston	TX
Administrative Associate	University of Texas - Pan American	Edinburg	TX
Director of Human Resources Planning	University of Texas at Austin	Austin	TX
Training Specialist	University of Texas at Dallas	Richardson	TX
Training Specialist	University of Texas At Dallas	Richardson	TX
Director of Employee Services, Human Resources	University of Texas at Dallas	Richardson	TX
Lead Human Resources Consultant	University of Texas Health Science Center at San Antonio	San Antonio	TX
Senior Manager of Total Rewards	University of Texas Health Science Center at San Antonio	San Antonio	TX
Sr. Manager, Total Rewards	University of Texas Health Science Center at San Antonio	San Antonio	TX
Manager, Recruitment and Employment	University of Texas Health Science Center at San Antonio	San Antonio	TX
	University of Texas Health Science Center San Antonio	San Antonio	TX
Vice President for Human Resources	University of Texas Health Science Center San Antonio	San Antonio	TX
Manager, Faculty Benefits	University of Texas MD Anderson Cancer Center	Houston	TX
Director, Employee Services	University of Texas System Administration	Austin	TX
Director Human Resources	University of the Incarnate Word	San Antonio	TX

Assistant Director of Human Resources	University of the Incarnate Word	San Antonio	TX
Director of Personnel Services	University of the Southwest	Hobbs	NM
Associate Vice President Human Resources	University of Utah	Salt Lake City	UT
Vice President for Human Resources	University of Utah	Salt Lake City	UT
Coordinator, Operations	University of Utah	Salt Lake City	UT
Coordinator, UUHC Compensation	University of Utah	Salt Lake City	UT
Coordinator, Operations	University of Utah	Salt Lake City	UT
Coordinator, UUHC Compensation	University of Utah	Salt Lake City	UT
Associate Vice President, HR Administration & Information Systems	University of Washington	Seattle	WA
Vice President Human Resources	University of Washington	Seattle	WA
Human Resources Specialist, Academic HR	University of Washington	Seattle	WA
Manager of Academic HR and Budget	University of Washington - Tacoma	Tacoma	WA
Administrator	University of Washington - Tacoma	Tacoma	WA
Human Resources Director	University of Washington Bothell Campus	Bothell	WA
Director of Human Resources	University of Western States	Portland	OR
Director of Human Resources	University of Western States	Portland	OR
Associate Director of Human Resources	Utah State University	Logan	UT
Executive Director Human Resources	Utah State University	Logan	UT
Human Resource Specialist	Utah State University	Logan	UT
Executive Director Human Resources	Utah State University	Logan	UT
HR Generalist-Benefits	Utah Valley University	Orem	UT
Manager, Compensation/Classification	Utah Valley University	Orem	UT
Benefits Manager	Utah Valley University	Orem	UT
Manager, Compensation/Classification	Utah Valley University	Orem	UT
Manager Recruitment & Employment	Utah Valley University	Orem	UT
HR Director	Vanguard University of Southern California	Costa Mesa	CA
HR Director	Vanguard University of Southern California	Costa Mesa	CA
Human Resources and Compensation Specialist	Wellesley College	Wellesley	MA
Associate Director of Human Resources	Wellesley College	Wellesley	MA
Vice Chancellor for Administration	West Virginia Higher Education Policy Commission	Charleston	WV
Director of Employment	West Virginia University	Morgantown	WV
Director/Affirmative Action Officer	Western Oregon University	Monmouth	OR
Benefits & Worker's Compensation Manager	Western Oregon University	Monmouth	OR
Employee Relations, Training & Classification Manager	Western Oregon University	Monmouth	OR
Human Resources Manager	Western Oregon University	Monmouth	OR
Assistant to Associate Director	Western Washington University	Bellingham	WA
Human Resources Interim Director	Western Washington University	Bellingham	WA
Associate Vice President for Administrative Services	Western Wyoming Community College	Rock Springs	WY
Human Resources Specialist	Western Wyoming Community College	Rock Springs	WY
Associate Director of Human Resources	Westmont College	Santa Barbara	CA
Director of Human Resources	Westmont College	Santa Barbara	CA