

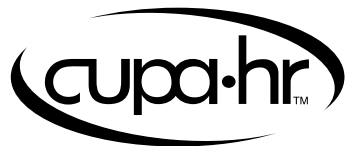
Milwaukee, Wisconsin
May 6-8

2012 CUPA-HR Midwest Region Conference



Leadership & Engagement

Maximizing Your Employee Investment



College and University Professional
Association for Human Resources

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Schedule

Sunday, May 6

- 8:00 a.m.–7:30 p.m. Conference Registration
- 8:30 a.m.–3:30 p.m. Understanding Higher Education Workshop
(Additional Fee)
- 3:00–4:00 p.m. Community College Connection Reception
(For Community Colleges and Other Two-Year Institutions)
- 4:15–5:15 p.m. Midwest Region Conference Onboarding
(For First-Time Attendees and New CUPA-HR Members)
- 5:30–6:45 p.m. Keynote — Stephen Hundley
- 6:45–8:15 p.m. Opening Reception in Expo

Monday, May 7

- 7:15 a.m.–3:30 p.m. Conference Registration
- 7:30–8:30 a.m. Breakfast in Expo
- 8:30–9:45 a.m. Keynote — Carmela Crawford
- 9:45–10:30 a.m. Break in Expo
- 10:30–11:45 a.m. Concurrent Sessions 1
- 11:45 a.m.–1:00 p.m. Lunch and Awards
- 1:15–2:30 p.m. Concurrent Sessions 2
- 2:30–3:15 p.m. Break in Expo
- 3:15–4:30 p.m. Concurrent Sessions 3
- 6:15–9:30 p.m. Midwest Region Social
at the Harley-Davidson Museum®

Tuesday, May 8

- 7:00–8:00 a.m. Healthy Campus Fun Run/Walk
- 8:15 a.m.–2:30 p.m. Conference Registration
- 8:30–9:30 a.m. Breakfast in Expo
- 9:30–10:45 a.m. Keynote — Carol Grannis and Cindy Maher
- 10:45–11:30 a.m. Break in Expo and Exhibitor Door
Prize Drawings
- 11:30 a.m.–12:45 p.m. Concurrent Sessions 4
- 12:45–1:45 p.m. Lunch and Grand Prize Drawing
- 2:00–3:15 p.m. Concurrent Sessions 5
- 3:15–3:30 p.m. Break
- 3:30–4:45 p.m. Concurrent Sessions 6
- 4:45–8:00 p.m. A Taste of Milwaukee Dinner

New! A Taste of Milwaukee Dinner

Milwaukee is home to some wonderful restaurants that serve top-notch cuisine. Join a group of your peers for a casual dinner out on the town, hosted by CUPA-HR's corporate partners. It's provided to you at no charge and offers another chance for you to get to know other attendees. For more information, visit the conference website at www.cupahr.org/midwest2012.

Preconference Workshops



6 Credit Hours

Understanding Higher Education

Sunday, May 6 • 8:30 a.m.-3:30 p.m.

\$185 for CUPA-HR Members • \$210 for Nonmembers

Higher education is a unique environment that brings with it unique challenges. Past presidents and past chairs of CUPA-HR's board of directors have developed this full-day workshop specifically for HR professionals who are new to higher education. This preconference program will provide you with the knowledge you need while answering your questions about issues specific to colleges and universities.

Highlights will include:

- An understanding of the characteristics of higher education and how it differs from the rest of the world of work.
- An explanation of protocols, traditions and vernacular specific to higher education.
- A review of the ways institutions are classified, organized and governed.
- A tutorial on budgetary and financial aspects of institutions.
- Discussion on the future of higher ed and how it will affect you.
- Rich resources for continued education and reference.

This is your opportunity to learn from the leaders who have shaped higher education HR across the country. This workshop consistently sells out, so be sure to register early!

Kirk Beyer, Past President/Chair of CUPA-HR and Director of Human Resources, Gustavus Adolphus College; John Toller, Past President/Chair of CUPA-HR and Associate Vice Chancellor for Human Resources, East Carolina University

**The use of the HR Certification Institute Approved Provider seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*



Keynote Presentations

Sunday, May 6

“The Intersection of Leadership and Engagement: Driving Human Capital for Sustainable Performance in Higher Education”

Stephen Hundley | 5:30-6:45 p.m.



Institutions are under pressure to compete for students, funding and talent; operate in environments of heightened expectations, accountability and transparency; provide education, discovery and service to diverse stakeholders; and must position themselves as nimble, flexible organizations while simultaneously preserving time-honored traditions of the Academy. To do these things requires ongoing commitment and exceptional contributions from employees. This presentation will place higher ed HR professionals at the intersection of leadership and engagement, and will discuss ways HR can work across the institution to drive sustainable performance.

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Monday, May 7

“Leveraging Your Strengths at Work and In Life”

Carmela Crawford | 8:30-9:45 a.m.



With all the challenges and changes our institutions are undergoing, it is more important than ever for each of us to operate at our peak.

New research in the area of positive psychology has shown scientific reasons why understanding your personal strengths is important and explaining the benefits you get from using those strengths.

Author Marcus Buckingham says, “The best strategy for building a competitive organization is to help individuals become more of who they are.”

Keynote presenter Carmela Crawford will guide you through understanding your strengths and explain how you can discover (and use) them.

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Tuesday, May 8

“Reaching Resonance: Engaging Others Through Emotional Intelligence”

Carol Grannis and Cindy Maher
9:30-10:45 a.m.



If you think that having a big IQ and a bunch of degrees is enough, you're wrong. Research shows that emotional intelligence will attract and retain talent and have a big impact on school reputation, course quality, student and employee engagement, and more. Carol Grannis and Cindy Maher will deliver a transforming keynote presentation with their unique blend of improvisational comedy, leading-edge leadership research and trends, and interactive conversations.

During the presentation learn to understand your emotional impact on resonance and dissonance, self-assess your emotional intelligence competencies and understand how that may impact employee engagement.

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Concurrent Sessions

Monday, May 7

Concurrent Sessions 1

10:30-11:45 a.m.

- Executive and HR Leadership Roles in Dealing With Abrasive/Disruptive Faculty and Managerial Behavior
- Keeping Them Happy — Plan Design for Key Employees
- Key Strategies and Implementation Tools for a Successful Diversity Initiative
- OMG: The Millennials Are Coming
- Training With Impact: Performance-Based Learning

Concurrent Sessions 2

1:15-2:30 p.m.

- Affirmative Action Programs — How They Can Be Both Compliant and Meaningful
- Creating a Climate of Campus Collegiality
- Facing the Facts — Financial Preparedness Among Hispanics and Women
- Human Capital Dashboards — The Realm of Possibilities
- Keeping the Conversation Current: “Game Changing” Approach to Ending the Annual Review Numbers Game

Concurrent Sessions 3

3:15-4:30 p.m.

- Developing a High-Performing Staff in a Down Economy
- Emerging Issue for Higher Education: Engage Employees for a More Viable Future
- Managing Cultural Change Through Teams — And Developing Leaders Along the Way
- Washington Update

Tuesday, May 8

Concurrent Sessions 4

11:30 a.m.-12:45 p.m.

- Best Practices in Competency-Based Interviewing and Selection in Higher Education
- Findings From CUPA-HR’s Benchmarking Survey
- HR Transformation in Higher Education: A Business Case?
- Since the Bonus and BMW Are Out, What Else Can I Do to Make Employees Feel Special?
- Strategies and Approaches for Building a Sustainable Diversity and Inclusion Strategy Within Your Institution

Concurrent Sessions 5

2:00-3:15 p.m.

- Case Study: Creative Staffing and Collaborative HR
- Human Resources’ Role in Design and Delivery of Faculty Equity Studies
- Strategies for Building a Conflict-Capable Workforce
- The Art and Science of Finding (and Keeping) Top Talent
- The New Fee Disclosure Rules — What You Need to Know and Do

Concurrent Sessions 6

3:30-4:45 p.m.

- Beyond All Recognition!
- Evolution of a Performance Management Process
- Lean Principles: A Strategy for Improved Labor/Management Relationships

Visit www.cupahr.org/midwest2012 for complete session descriptions.

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General Information

The Pfister Hotel

424 East Wisconsin Avenue | Milwaukee, Wisconsin 53202 | 414-273-8222

Group Rate

\$169 plus tax for single or double occupancy.

Visit www.cupahr.org/midwest2012 for more information and to make your reservation.

Transportation to the Hotel

CUPA-HR has arranged a special rate of \$22 per person, round trip for transportation via GO Riteway Transportation Group. Reservations must be booked online at Go Riteway's website to receive this discount.

Visit www.cupahr.org/midwest2012 for more information and to make your reservation.

Airport

Milwaukee county's General Mitchell International Airport (MKE) provides service via nine commercial airlines. The airport is approximately 10 miles from the Pfister Hotel — site of the 2012 CUPA-HR Midwest Region Conference.

The estimated cost of my flight is _____

Registration Fees

	Advanced (by Mar. 21)	Regular (by Apr. 25)	On-site
Member (First)	\$375	\$450	\$525
Member (Additional)*	\$350	N/A	N/A
Nonmember Full Registration	\$450	\$525	\$600

*Through March 21, after the first full-price member registration, all additional registrants from the same institution will receive the additional member discount. This discount cannot be combined with any other discount.

Monday* or Tuesday One-Day Registration

Member	\$275
Nonmember	\$375

Monday one-day registration does not include the Midwest Region Social at the Harley-Davidson Museum.

Register Now!

Visit www.cupahr.org/midwest2012/registration.asp to register online.

Earn Certification Credits!

CUPA-HR contact hours are accepted by most certifying organizations. Why pay \$1,000 or more on conference registration to earn your continuing education credits when you can get essential training and earn the contact hours you need (for certifications such as your PHR and SPHR) for as little as \$275 at the CUPA-HR Midwest Region Conference? Be sure to check with your certifying organization to confirm that the hours are accepted.

Make Your Case to Attend

Address Your Challenges:

Make a list of your current challenges and choose concurrent sessions that will help you address those.

Make the Connection:

Take the list of conference topics or sessions you'd like to attend and provide a brief description of how those sessions will apply to your department's strategic priorities, current projects or short-term goals. Then, it will be easy for your boss to see how your attendance will directly relate to what you're doing at work!

Professional Development:

Do you talk to your manager about your career goals? If so, relate those goals to the conference. Find sessions you want to attend because they will give you the tools and training you need to continue to grow professionally. Then, share that information with your manager.

Shop Until You Drop:

Visit www.cupahr.org/midwest2012 to see a list of exhibitors who will be at the conference. Then, make a list of the products and services your institution currently uses (or would like to use!). You can spend time in the Expo to get more information to bring back to your colleagues.

It's Always Good to Share:

Offer to share knowledge when you return. Soak up all the great ideas and interesting insights during the conference and present the most helpful information to your colleagues when you return. (You can even get session handouts and materials for concurrent sessions that you weren't able to attend.) Share the information in person during a meeting or distribute a short summary of what you did so your colleagues will know to ask you for the details if they're interested in a particular topic you mentioned.

To provide my institution more value from my attendance, I will share information I learn with:

Estimated Cost of Attendance:

Registration \$ _____

Hotel Room (w/CUPA-HR's group discount) \$169 per night for _____ nights = \$ _____ (plus tax).

My estimated travel cost is \$ _____

Transportation to hotel from the airport is \$ _____