Criteria for Honorary Life Memberships
(Excerpt from CUPA-HR’s Association Policies & Procedures)

This policy establishes the criteria for Honorary Life Membership in the College and University Professional Association for Human Resources. Honorary Life Membership is the highest mechanism of recognizing retired CUPA-HR members who have demonstrated a lifetime commitment to the higher education human resources profession.

I. CRITERIA

To be considered for Honorary Life Membership, individuals must meet the criteria set forth in this policy:

A. Have retired from one’s HR position in higher education with no intent to return to full-time employment in higher education human resources administration, or have formally announced such retirement

B. Have demonstrated in an exemplary manner professional qualities of leadership and/or service in CUPA-HR and in his/her institution which truly merit honorary recognition; and

C. Have shown a commitment to the values and goals of CUPA-HR as demonstrated by a consistent record of active leadership and participation at the national, regional, and chapter levels of the Association.

II. BENEFITS AND PRIVILEGES OF HONORARY LIFE MEMBERSHIP

A. Honorary Life Members shall not be subject to annual membership dues.

B. Honorary Life Members shall not be subject to the registration fee for one CUPA-HR Regional Conference or the Annual Conference each year. National Board-endorsed nominees shall receive a registration waiver for the Annual Conference at which they are to be recognized. Those granted Honorary Life Membership under previous policy (prior to October 1, 2002), shall not be subject to the registration fee for any CUPA-HR Regional or National Programs. Honorary Life Members who attend either a Regional Conference or an Annual Conference as a corporate partner/exhibitor will need to pay applicable corporate registration fees.

C. Honorary Life Members will be recognized at the Annual Conference at which Honorary Life Membership is conferred or the next Annual Conference after being conferred Honorary Life Membership and will receive a framed certificate of membership.

D. Should an Honorary Life Member return to full-time employment in higher education human resources administration, the benefits and privileges stated above will be suspended until such time as he/she again retires.

III. SELECTION PROCEDURES

A. Nominations for Honorary Life Membership shall be made through the appropriate Chapters, Regional Board of Directors, or directly to the National Board of Directors. Letters of nomination should be submitted to the President and CEO and must specifically address the Honorary Life Membership criteria and the supplemental questions listed in this procedure.

B. If the recommendation for honorary life membership is approved by the Board of Directors, the new Honorary Life Member is recognized at the next annual conference.

C. Retiring members who do not meet the criteria for Honorary Life Membership may be eligible for the Outstanding Contribution to CUPA-HR Award.

Criteria Questions for Honorary Life Membership

The following supplementary questions should be used when determining a candidate’s eligibility for Honorary Life Membership

A. Commitment to higher education human resources
1. How long was this individual a higher education human resource practitioner? (must be no less than 10 years and will typically be described as a “lifetime”)

2. How has this individual increased awareness of the importance of human resource management in higher education?

3. How has this individual contributed to the professional growth of colleagues?

B. Leadership

1. What formal CUPA-HR positions has this individual held, i.e., on the National, Regional, and/or Chapter Board, Advisory Board, Task Force or Committee?

2. What human resource leadership roles has this individual held within an institutional context?

3. How was leadership demonstrated either within CUPA-HR or within and institutional context?

C. CUPA-HR involvement and participation

1. How long has this individual been active in CUPA-HR?

2. What CUPA-HR programs, services, or activities are directly attributable to this individual’s efforts?

3. How have this individual’s efforts served to advance CUPA-HR?