



LOYOLA UNIVERSITY MARYLAND

— 1852 —

Human Resources

Kristi Yowell
Chief People and Culture Officer/Associate Vice President for Human Resources

December 19, 2023

Andy Brantley
President and CEO
College and University Professional Association for Human Resources (CUPA-HR)
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Dear Andy,

It is with great excitement that I submit my interest in the chair-elect position on the national board for CUPA-HR. Over the past year I have taken the time to talk with current and past executive committee members to gain additional insight into the duties associated with this important role. As a result, I am confident that this is the right next step for me professionally and that I am positioned to serve the organization well.

My active participation with CUPA-HR began in 2009 when I was awarded the SunGard Higher Education Innovation Award. That conference in Las Vegas represented a pivotal point in my career – it was my first HR conference and introduced me to the CUPA-HR network. My engagement with CUPA-HR increased in 2013. I attended the Eastern Region conference in Baltimore, Maryland where there were chapter-specific tables set-up during lunch. The conference was being held in Maryland, yet Maryland did not have a table. My inquisitive and planning nature kicked in and I had soon gathered a group of Maryland-based higher education HR professionals who were interested in establishing a Maryland chapter. I served as the newly formed chapter's founding president in 2015 and have been an active member since then, serving in a variety of leadership roles including the chapter board, regional board, and national board, as well as on the learning and professional development committee.

While my leadership roles within CUPA-HR have increased, so have my professional roles and responsibilities. The resources, mentorship, networking, and camaraderie afforded to me through my association with CUPA-HR have undoubtedly aided in my career trajectory and success. In fact, this month I have returned to Loyola University Maryland to lead the team where my higher education career began as a human resources assistant over 20 years ago. I have thoroughly reviewed the summary of duties and responsibilities for chair-elect and am qualified and ready to take on this role.

I have vast experience facilitating committees and task forces of varying size (small to system-wide) with a diverse membership (e.g., students, alumni, staff, faculty, board members, community members), often representing competing priorities and agendas. My higher education experience is unique in that it includes roles in community, private, and public colleges and universities. Throughout my career, I have honed skills such

as organization and time-management, presentation, collaboration, and influence. In organizations where I have held leadership roles, I am often commended for my intentionality, transparency, trustworthiness, excitement, and for approaching the work of HR with an equity lens.

I want to acknowledge the recency of my new position at Loyola University Maryland. For some, you may question my capacity to take on this role while starting another new role. I too have thought long and hard about this and want to take this opportunity to be transparent about that. My previous organization was very lean in comparison to my new team at Loyola. My team and the administration at Loyola are highly supportive of my role in CUPA-HR, including my aspirations for this role - so much so that my participation was a focus during my interviews and ongoing participation has been factored into my position description.

I'll also share that my candidacy comes with the full support of my family. My husband and I started our family young which means I'm now the mom to 22- and 17-year-olds, with my youngest currently completing his senior year of high school. Chris and I are accustomed to travel for work, and I am fully aware of the additional travel associated with this role. Having children these ages has afforded me the additional flexibility needed with my professional and association roles.

I firmly believe that CUPA-HR is higher ed HR. It is this very organization that helped me shape that early career job into a lifelong higher ed HR profession. CUPA-HR serves higher ed, and in return, I am excited to serve CUPA-HR in this capacity while supporting its values and focusing on our strategic priorities.

Thank you in advance for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Kristi Yowell". The signature is fluid and cursive, with the first name "Kristi" and last name "Yowell" clearly legible.

Kristi Yowell, MSHRD, SPHR, SHRM-SCP