CUPA-HR’s Governance Structure

National Board of Directors

**Purpose:** Establish the strategic direction of CUPA-HR

**Make-Up:** Chair, chair-elect, past chair, treasurer, 4 regional directors, 5-9 at-large directors, president and CEO (ex-officio)

**Eligibility:** Institutions must be association members

**Meetings:** 3 face-to-face, plus conference calls

4 Region Boards of Directors

**Purpose:** Support the strategic priorities of CUPA-HR and the work of the chapters within their regions (Eastern, Southern, Midwest and Western)

**Make-Up:** Chair, chair-elect, past chair, up to 7 additional members

**Eligibility:** Institutions must be association members

**Affiliation:** Incorporated under the national association and governed by national bylaws, region boards maintain individual operating procedures.

41 Chapters

**Purpose:** Support the strategic priorities of CUPA-HR and provide cost-effective professional development and networking opportunities for higher ed HR pros in their chapter area

**Make-Up:** President, president-elect, secretary, treasurer, additional members

**Affiliation:** Incorporated independently and under bylaws that are separate from but approved by the national association, chapters are bound by an affiliation agreement and run by local higher ed HR professionals. Although there is a strong link between chapters, regions and the national association, chapters have no financial ties to the national association and manage independent operating budgets.
Consider: Based on our governance structure,

1. What roles can a national, region or chapter leader play in engaging all association members? What role will you play?
2. In what ways can we deliver learning and professional development to all of our members in effective, relevant and timely methods?
3. What should the association’s success look like now? In 5 years? In 10 years?
4. What should higher ed HR success look like now? In 5 years? In 10 years?

Purpose: Lead and support the strategic priorities of CUPA-HR

Make-Up: Committee members are appointed annually by the board chair and the president and CEO

Current Committees:
- Executive Committee
- Learning & Professional Development Committee
- Public Policy Committee
- Diversity, Equity & Inclusion Steering Committee
- Research Advisory Committee
- Budget & Finance Committee
- Awards Committee

Purpose: Lead and support the strategic priorities of CUPA-HR

Work: The national office is the hub for the development and oversight of CUPA-HR’s resources, events, research, advocacy, member engagement efforts and communications

7 National Board Committees

National Office Staff Members