



CONVERSATIONS ON TOP-OF-MIND HR TOPICS

LIGHTNING ROUNDS

Presented by

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CUPA-HR Midwest Board Chair Elect



10-Minute Discussions on 3 Topics

1. FLSA Updates
2. Mental health and wellbeing
3. AI in Higher Ed

Hear from Wisconsin CUPA-HR Volunteer Leaders

How to make the most of CUPA-HR's network and resources to tackle these challenges and expand your reach by being engaged and getting involved



1. FLSA Overtime Ruling

- What specific changes is your college making to comply with the new overtime rule by the July 2024 effective date? Are you reclassifying employees, raising salaries, or making other adjustments?
- How will the phased salary thresholds impact your college's budget and ability to attract talent? Do you anticipate having to make tough decisions like staff cuts to offset the increased costs?
- What concerns does your college have about the new rule's impact on employee morale, flexibility, and productivity? How will you manage the transition for employees moving from exempt to non-exempt status?



2. Mental Health and Wellbeing

- What mental health resources does your college provide employees? What's missing or needs improvement?
- What factors in the college work environment most impact employee mental health and well-being? How can your college address these issues?
- How can your college better support employee mental health and well-being going forward? What programs or benefits would be most helpful?



3. AI in Higher Ed

- What specific AI tools and technologies are you using on your campus to help streamline recruiting, hiring, onboarding and employee development?
- What ethical issues and challenges is your college considering when using AI in HR? How are you ensuring AI systems are fair, transparent and align with your values around diversity and inclusion? What policies are you putting in place?
- What policies, guidelines or governance structures has your institution established to oversee the use of AI in HR and across the college? Who is involved in developing and enforcing these policies?

CUPA-HR Knowledge Center and Communities



- CUPA-HR has toolkits for all 3 topics we covered today

- AI in Higher Education HR
- Health and Wellbeing
- FLSA

<https://www.cupahr.org/knowledge-center/toolkits/>

- CUPA-HR Communities

- Offers a variety of listserv to post questions and get answers from others from across the country.

<https://www.cupahr.org/connect/>



Upcoming CUPA-HR Webinars

- The 2024 Title IX Regulations: What you Need to Know
 - April 30th 2024, 12:00-1:00 pm Central Time

- CUPA-HR Washington Update: How the DOL's Changes to Overtime Rules Will Impact Campus
 - May 8th, 2024, 12:00-1:00 pm Central Time





Being Engaged and Getting Involved

- How to make the most of CUPA-HR's network and resources to tackle these challenges and expand your reach by being engaged and getting involved



College & University Professional Association for Human Resources



MISSION

CUPA-HR is higher ed HR. We serve higher education by providing the knowledge, resources, advocacy and connections to achieve organizational and workforce excellence.



STRATEGIC PRIORITIES

The ambitious and progressive work of CUPA-HR is grounded in our core values and ethics.


1. Create and deliver **learning and development resources** to enable excellence and success for higher ed HR professionals and their institutions.
2. Proactively influence **legislative and regulatory issues** that impact human resources, higher education and the higher education workforce.
3. Build and foster a **diverse, inclusive community** that connects and engages higher ed HR professionals with each other, with other leaders and with the work of the association.
4. Create and deliver workforce **research, analysis and reporting resources** that are the benchmark for higher education.

CUPA-HR Membership Demographics Information

CUPA-HR's membership is made up of **more than 33,000** HR professionals and other higher ed leaders at **nearly 2,000** member organizations. Below is some detailed information about who our members are.



1,014
organizations
with
20+ years of
membership



Our membership
is institution-
based and
includes:

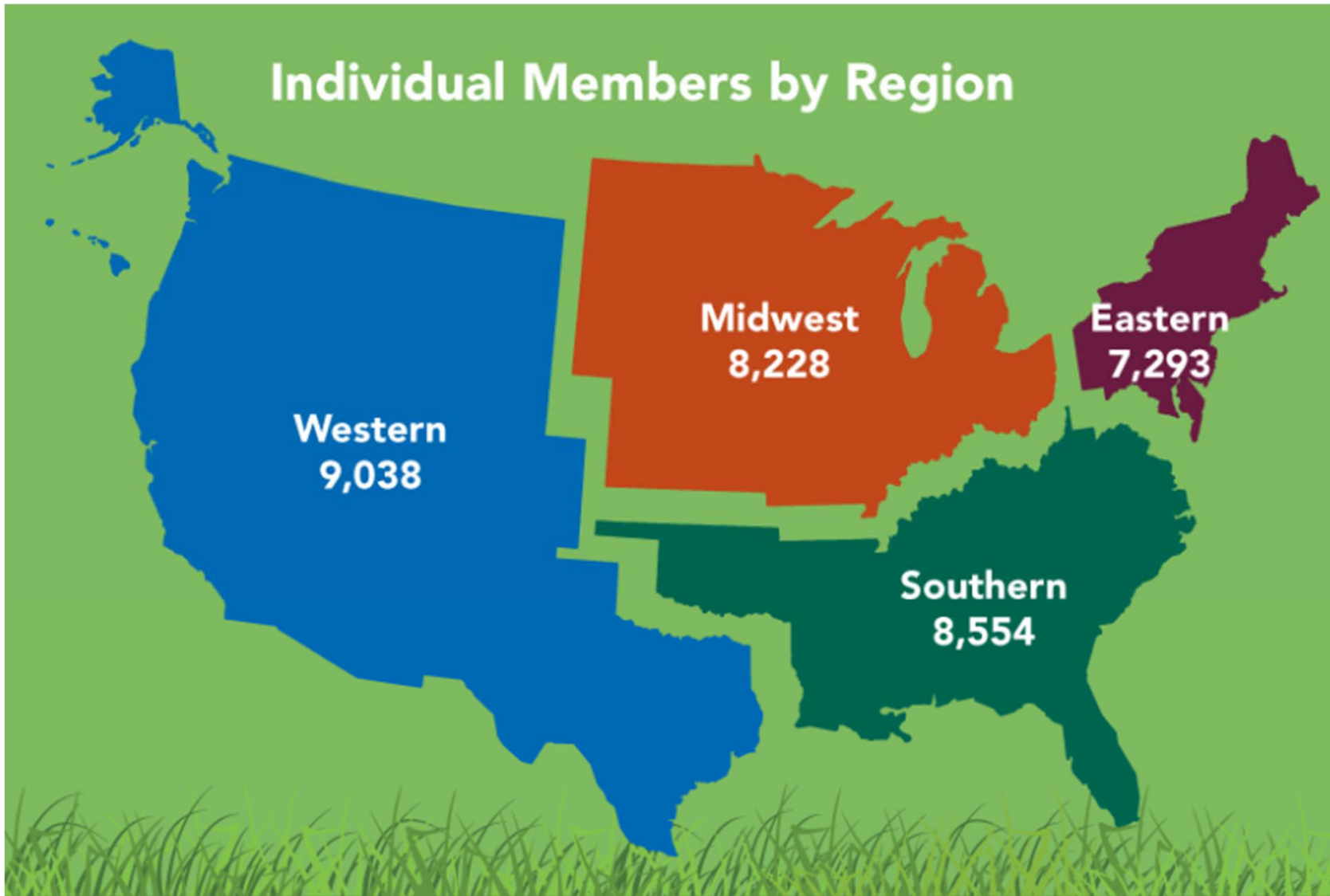
92% of all U.S. doctoral institutions

76% of all master's institutions

56% of all bachelor's institutions

More than 550 two-year and specialized institutions

Individual Members by Region



Public vs. Private Institutions



55% Private Institutions



45% Public Institutions

Member Institutions by Budget Size

\$

0-20 million: 24%

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20-50 million: 30%

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50-155 million: 28%

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155+ million: 18%



Conferences



2024 Annual Conference

Oct 1-3 in Orlando, FL

2025 Spring Conference

April 27 thru April 29th, 2025

Seattle, WA

Learning & Development



- **Countless webinars**
- **E-learning courses**
- **Relevant resources**
- **Higher Ed HR magazine**
- **CUPA-HR podcasts**
- **21-day challenges**



Diversity, Equity and Inclusion



cupa-hr DEI Maturity Index



cupa-hr **21-Day**
RACIAL
EQUITY
Habit Building Challenge

Higher Ed Workforce Data



Data on 780,000+ incumbents

Committees



- **Learning and Professional Development Committee**
- **Public Policy Committee**
- **Learning Framework**



Board Roles

- **National Board**
- **Region Board**
- **Chapter Board**

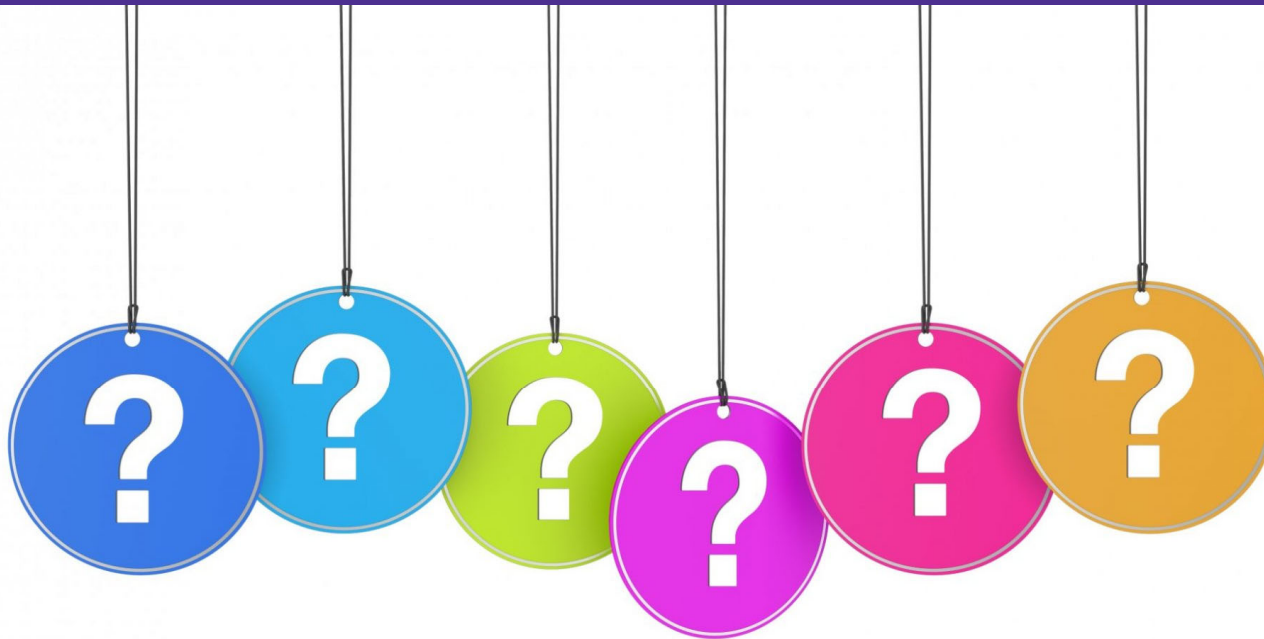


Wisconsin Chapter Board



- **President**-runs board meetings, partners with regional board
- **President-Elect**-chairs Planning Committee
- **Secretary & Treasurer**-handles minutes and financial responsibility
- **Past President**-advises President/Board to ensure continuity
- **At-Large Members**-hold various board roles
- **Committees**- help develop the conference

Questions?



Closing Comments



Thank you!

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