



UHR 2017 CUPA conference bursary & USA study visit

Apply for the UHR bursary to the CUPA-HR conference in the United States, with an opportunity to arrange a CPD study visit to a local university

For the first time, UHR is delighted to offer the opportunity to an HR professional in mid-career, to attend the annual CUPA-HR conference, this year in **San Diego, California, from 16 to 18 September**. This development opportunity includes UHR funding conference attendance, accommodation, and reasonable subsistence and travel costs. Further support to visit a local university in the area is also available.

What is the opportunity?

CUPA is the equivalent of UHR in the USA, and for many years, there has been reciprocal attendance between the two organisations by two senior members of their executives. UHR has agreed with CUPA that in 2017, one of its delegate places will be offered to an HR professional in mid-career, to encourage international, reciprocal learning and develop talent within the HE sector in the UK.

CUPA-HR Annual Conference – 16 – 18 September 2017 – San Diego, California

The CUPA-HR Annual Conference www.cupahr.org/events/conferences.aspx provides the opportunity to connect with HE HR professionals from the USA, and other areas, with over 1000 delegates and a large sponsors' exhibition. The format of the conference is similar to the UHR conference, with a mix of plenaries, workshops and other social and networking opportunities.

A possible study visit to an HR department in a local US university

Applicants for the UHR bursary may also identify a US university, probably in California, to which they would arrange a short study visit to take place just before or after the conference. This might be to understand that university's approach to HR, or its handling of particular topics of mutual interest; or, where it has a reputation for good practice, the chance to see this at a detailed level; alternatively, the HEI may already have a link with the applicant's own organisation, which could be enhanced; or it could be a contrasting type, such as a 'for-profit', or a two-year degree provider. While proposing a study visit is not essential, (some applicants may, for example, be unable to take the time beyond the three days of the conference), it would provide an effective way to combine theoretical and practical CPD. If you are unsure of the topic or type of HEI you might wish to visit, you will need to identify how you will decide and arrange this (UHR and CUPA may be able to give some pointers, but the final responsibility for arrangements will be the applicant's).

What is covered in the bursary?

The bursary covers reasonable participant costs including conference fees, travel, meals and accommodation for attendance at the CUPA-HR Annual Conference, plus a

maximum of £400 towards travel costs with one night's accommodation and meals, for a campus visit (if applicable). (The applicant's own university may consider funding any costs beyond this.)

Who can apply?

To be eligible you must be:

- Employed by a UHR member institution and expect to be so employed at the time of the conference;
- CIPD qualified, and working at a professional level below Director at CIPD profession map level 3 or 4 (e.g. senior HR manager, Assistant or Deputy Director);
- looking for opportunities to enhance your HR competence and grow personally and professionally;
- willing and able to commit the required time, as outlined;
- fully supported by your HR Director and your organisation, to participate;
- committed to sharing and using the knowledge and experience gained, for the long-term benefit of the HE HR community

The recipient will be selected based on the areas for development they identify on their application, and the likely benefit that they and the HR profession within HE will gain.

Why should you apply?

A key UHR aim is to enable HR innovation and learning from each other, and to build our professional skills base: this conference and possible study visit gives a great opportunity to do this, and there has never been a time when it's been more important to promote learning from organisations beyond the UK.

What information should you include on the application form?

A brief description of your career to date and current role and responsibilities, and the benefits you expect to gain from attending the CUPA conference, as well as how you intend this to have an impact on your organisation and the HR profession in HE. If you intend to visit one or more HR departments in a US university as part of your visit, you need to say how you will identify, (or already have identified) a suitable HEI, (for example, existing contacts, liaising with CUPA staff, something you read about in a journal that attracted your attention), and what you hope to achieve (such as ongoing links, learning about a different approach to a shared topic of interest, etc).

As part of the application, you will need to identify

- expected key areas for your professional development
- one or more learning outputs that will benefit HR within your organisation and within the HE sector. This could include an article, blogs, UHR conference presentation, UHR group presentation, webinar or e-learning content, etc, as may be most appropriate for the topic. This might be done with the assistance of a mentor, in collaboration with a colleague (you will need to specify who this would be) or alone.

How will the successful applicant be selected?

The applications will be considered by a group from the UHR Executive including the UHR Chair, Vice Chair, Treasurer and a UHR group chair. The decision will be based on the information in the application form, and a key factor will be how the applicant and the HR profession within the sector, will benefit from the visit, and whether the proposal is well researched.

When will I know if I've been successful?

The successful applicant will be notified **by the end of April**, to enable flights and other practical arrangements, including possible visits to American universities, to be made in good time. You should therefore keep the week including the dates of the CUPA conference clear in your calendar.

The bursary recipient will be announced publicly at the UHR annual conference in Newcastle in May.

How do you apply?

Applications are welcome from any member of staff working at the required level in a UHR member organisation (see above), but they must have the support of the HR Director, to promote shared learning within the organisation following the visit.

To download an application form, visit www.uhr.ac.uk and click on the Awards tab, or go to www.uhr.ac.uk/Awards.aspx

Forms need to be completed and returned by email to Helen Scott, UHR Executive Officer, exec@uhr.ac.uk **by Friday 17 March 2017**.

If you have any questions, contact Helen Scott on 01273 557425 or exec@uhr.ac.uk who can also put you in contact with HR Directors who have previously attended the CUPA conference and will be able to tell you more about the experience.

