



**The CUPA-HR chapters of Alabama, Florida, and Georgia present:**  
**Waves of Change - Oceans of Opportunity**

**Conference Agenda**

**Sunday, June 24, 2018**

- 1:00-3:00 Vendor Check-in and set up, Presenter orientation & test run  
3:00-4:30 Registration and Sponsor room open  
5:00-6:30 Welcome Reception with hors d'oeuvres  
6:30- Evening on your own  
9:00-10:30 Hospitality Suite Open

**Monday, June 25, 2018**

- 7:30-8:30 Full Breakfast and Sponsor Room Open  
8:30-8:45 Welcome and Conference Information/Housekeeping  
8:45-10:15 ***HR – A Seat at the Table: An Institutional Cabinet Perspective (Panel Discussion)***  
Hear directly from several cabinet level leaders, and learn how they navigate the challenges and priorities of their institutions, often partnering with Human Resources for desired results.

<b>Moderator:</b>	<b>Andy Brantley, CUPA-HR</b>
<b>President:</b>	<b>Dr. Kyle Marrero, University of West Georgia</b>
<b>CHRO:</b>	<b>Alesia Jones, University of Alabama-Birmingham</b>
<b>CHRO:</b>	<b>Donna Popovich, University of Tampa</b>
<b>Provost:</b>	<b>Dr. Angel Kwolek-Folland, University of Florida</b>
<b>VP for Student Affairs:</b>	<b>Dr. Bobby Woodard, Auburn University</b>
<b>VP for Business and Finance:</b>	<b>Ed Kania, Rollins College</b>

10:15-10:45 Break

10:45-11:45 Concurrent Sessions

- **Looking Beyond Age: Managing Across Generational Differences**  
This session will offer strategies to successfully engage multi-generational teams, focusing on managing performance, addressing misconduct and improving recruitment and retention. We will also talk about generational expectations regarding collaboration and civility in the

workplace, and to make things interesting, we will also contradict ourselves speaking to the “myth” of generational differences.

*Presenters: Leticia Forster & Maureen De Armond, University of Florida*

### **The Relentless Pursuit of Talent**

What is Talent Management? It is the basis for continuous development and evolution of human resources within the employee life cycle. The ultimate objective of an organization is to create an environment of expectation for personal and professional growth with creative exploration opportunities. This session will provide tools to manage talent, particularly in transforming HR from being administrative to strategic. Learn how to proactively design HR systems and programs to drive, reinforce, and sustain vision and strategy.

*Presenter: Corina Velasquez, University of Florida*

- **An ERP Success Story: Implementation of a New HR and Financial Enterprise Resource Planning System Across Multiple Campuses**

Participants attending the presentation will come away with an in depth understanding of the challenges faced in implementing a new ERP system from the bottom up. They will also be able to apply the framework for change that was successfully employed in this project, on similar projects at their own universities.

*Presenters: David Tomanio & Dianne Wright, Florida Atlantic University*

11:45-12:00 Break

12:00-1:00 Lunch & CUPA-HR General Session

### **General Session: Creating a More Inclusive HE Community**

Recent troubling events on college and university campuses across the country emphasize the critical importance of creating opportunities for open, collaborative, collegial dialogue and learning that helps each of us see the world through the eyes of others. As a part of this effort, it's also important that we continue to create a more equitable environment for women and minorities in higher education leadership roles. During this presentation, we will discuss microaggressions and talk about the impact microaggressions can have on women and minorities in higher ed. We will also review 15 years of CUPA-HR data regarding representation and pay equity for women and minorities in higher ed leadership roles and discuss how campuses are creating a more equitable environment for everyone.

*Presenters: David Zajchowski & Jennifer Addleman, Rollins College*

1:15-1:30 Break

1:30-2:30 Concurrent Sessions

- **Aligning Job Classifications and Pay Structures**

This presentation will cover many key points that HR Practitioners often face as it relates to solving their staff classification and pay structures issues. Attendees will be provided with a step by step overview of how we completed our classification redesign project which allowed HR to increase transparency in functional areas that were often a mystery. Learn the steps taken to complete this university-wide initiative, and how we created internal systems and tools to manage this project with limited resources.

*Presenter: Terrisa Brown, Florida A&M University*

- **Cultivate Your Talent**

Do you have a systematic practice for managing your talent? Is your institution deliberately growing a bench of new campus leaders? Using a university-wide program designed for business administrators at the University of Florida, we will take you on a journey that will highlight ways to singularly focus on growing top talent in the organization. This session presents effective strategies for keeping outstanding employees engaged; strategies that can be applied to a multitude of workplace environments. As an HR Professional, you will learn how to build a community of practice and exceptional professional development.

*Presenters: Barb Mitola & Gwynn Cadwallader, University of Florida*

- **You'll Be Hearing from My Lawyer**

This session will provide insight about what the threat of litigation can mean to the workplace and how such threats should be assessed and processed. HR professionals will learn when and how these threats should cause a change in practice or protocol. We will discuss how to have productive interaction between HR professionals and legal counsel in dealing with such matters, including how to create reliable records that will withstand scrutiny, how best to work together to achieve the best result for the organization, and how to tell your lawyer about the things that haven't gone right.

*Presenters: Leslie Golden & Amy Bosley, Valencia College, Florida*

2:30-3:00 Break

3:00-4:00 Concurrent Sessions

- **The Faculty 500: Catapulting into a Strategic Talent Model Overnight**

Your local newspaper announces your institution will hire 500 new faculty in the next two years. Besides panic, what do you do? Put on your seat belt as we take you on a wild ride through our overnight transformation. In this interactive case study, we will share how a wildly audacious goal catapulted us from a traditional to a strategic talent model, while working with academic leaders across campus and reengineering our recruitment processes.

*Presenters: Melissa Curry & Kathy McKee, University of Florida*

- **Who is the Plan Fiduciary? Is it Me?**

With retirement plan fiduciaries of 12 major universities having been hit with class actions lawsuits, Employee Benefits has become a hot topic in higher education. The allegations include excessive fees for administrative and investment management services, underperforming plan investment options, and an excessive number of investment options. In recent years, the number of lawsuits involving plan fiduciaries has increased significantly.

*Presenter: Robert Ellerbrock, Oglethorpe Deakins*

- **Addressing the Changing Generational Mix and the Impact on Employee Benefits**

We will cover how employers can respond to the changing employee demographic mix by modernizing the benefits they offer, focusing on critical needs and aligning programs with the desired employee experience. We will focus on health plans, family assistance benefits and time off programs.

*Presenter: Eddie Gammill, PhD, RN, Willis Towers Watson*

4:00-4:15 Break

4:15-5:15

Concurrent Sessions

- **Grains of Sand: Unique Diversity Programs Creating Employers of Choice**

Set your institution apart with unique programs expanding diversity and inclusion in employment. Using 10 examples of unique diversity and inclusion program features, customize new elements for reaching your strategic goals. Become an “employer of choice” in a competitive market by highlighting a culture that will attract and retain team members who stand out as representatives of your institution.

*Presenter: Janet Balanoff, Seminole State College of Florida*

- **Using Trust as a Blueprint for Project Management**

When presented with a new project there are many things to consider. Who is my target audience? Who do I report to? Who is my subject matter expert? When you have to get information from subject matter experts, transform that information into consumable content, and disseminate that information to the target audience, there are many things to consider. This presentation will focus on building trust in order to successfully manage a project.

*Presenter: Shay Potts, University of Florida*

- **Presentation by PeopleAdmin**

5:15-6:00

Sponsor room open

6:00-

Evening on your own

9:00-10:30

Hospitality Suite Open

## **Tuesday, June 26, 2018**

7:30-8:30

Full Breakfast and Sponsor Room Open

8:30-9:30

Concurrent Sessions

- **Strategic Employee Engagement**

A dynamic and practical guide for why engagement matters that offers 3 areas to immediately boost engagement including a workshop model with manager/academic leader participation and the ultimate creation of an Employee Engagement Toolkit.

*Presenter: Sarah Witcher, Savannah College of Art and Design*

- **Responding to Discrimination & Harassment is Everyone’s Responsibility**

A meaningful and appropriate response to allegations of discrimination and harassment (including sexual harassment) should be comprehensive, holistic, and involve key partners at the institution. This session will explore how to collaborate with key campus partners to successfully address concerns from both students and employees. During our session, we will review proactive strategies and person-centered responses to allegations to provide participants with a framework to bring back to their institutions.

*Presenters: Ryan Kane & Lauren Kelly, Valencia College*

- **403(b) Plans - Best Practices Help Make Perfect**

If practice makes perfect, learn what best practices an HR professional should consider to keep the college’s 403(b) plan compliant. Join us for an interactive discussion about what you need to know to help your college’s 403(b) plan run smoothly. Understand the IRS rules governing

403(b) plan, learn about the importance of maintaining internal controls within the college's payroll and human resource areas to minimize the impact of an IRS audit, and identify best practices that a HR professional may implement for the college's 403(b) plan to align internal controls with IRS regulations.

*Presenter: Linda Segal Blinn, Voya Financial*

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| 9:30-10:00  | Break  |
| 10:00-11:15 | <b>General Session: Legal Update with John Dickinson, Constangy, Brooks, Smith &amp; Prophete, LLP</b> |
| 11:15-11:45 | Sponsor's Prize Drawings   |
| 11:45-12:30 | State Chapter Business Meetings  |
| 12:30       | Adjourn  |
| 12:45-1:15  | Boards from all states meet with David Zajchowski, CUPA-HR Southern Region Chair-Elect                 |

\*\* Session times and content subject to change