**CONFERENCE AGENDA**

**Sunday, June 5**

12:00 pm - 3:00 pm Exhibitor Registration and Set Up

3:00 pm - 5:00 pm Attendee Registration

6:15 pm - 7:30 pm Welcome and Networking Reception with Hors D’oeuvres

**Monday, June 6**

7:00 am - 8:00 am Registration Open

7:30 am - 8:30 am Breakfast / Expo Open

8:30 am - 10:00 am **General Session - *The Future of Work in Higher Education Is Now***

During this session, CUPA-HR President and CEO Andy Brantley will highlight the workforce issues framing where we are now, the challenges shaping the higher education workforce, and ways that higher ed leaders can recruit, retain, and engage the talent needed now and into the future. He will also encourage us to push back when leaders insist on recruiting “purple unicorns.” Participants will also engage in small group discussions and hear from higher ed HR leaders who are embracing remote and hybrid work arrangements and making changes to their recruitment and retention strategies.

*Presenter: Andy Brantley, Ed.D., President & CEO, CUPA-HR*

10:00 am - 10:30 am Break in Expo Room

10:30 am - 11:30 am **Concurrent Session 1**

***Values, Voice and Velocity: The New Rules of Employee Engagement***

Strategic employers have recognized the urgent need to attend to growing employee expectations for values, voice, and velocity. Employees want work aligned with their personal values, a say in organizational decision-making, and a hassle-free experience that lets them get things done quickly while getting regular promotions." This session will help you assess your ability to withstand "The Great Resignation" and offer strategies for attracting and retaining top talent.

*Presenter: Allison M. Vaillancourt, PhD, Vice President & Senior Consultant, Organizational Effectiveness, Segal*

***Timing is Everything: Hiring an International Employee***

International employees encourage a diverse work force. The session will teach you how to get and keep the world’s best and brightest from first visa to permanent residency. We will cover ideal timelines from student on F-1 visa to OPT and if eligible STEM OPT to H-1B to permanent residency.

*Presenters: Katie Davison, Human Resources Specialist III, University of Florida*

*Institute of Food and Agricultural Sciences, University of Florida; Michele Shepherd,*

*Immigration Specialist III, Human Resources Immigration Services, University of*

*Florida*

11:30 am - 11:45 am Break

11:45 am - 12:45 pm Networking Lunch

12:45 pm - 1:00 pm Break

1:00 pm - 2:00 pm **Concurrent Session 2**

***Going from Good to Great: HR’s Role in an Organization’s Success***

In 2021, the University of Alabama at Birmingham was awarded the title of America’s Best Large Employer by Forbes, an achievement owed in part to contributions made by UAB’s Human Resources team. In this session, you'll learn from UAB's HR leadership methods they used to operationalize strategic initiatives, and create an agile, sustainable and solutions focused environment.

*Presenter: Rahul Thadani, Director, HR Systems Operations, University of Alabama at Birmingham*

***Post-Pandemic Professional Development: How a Florida State College is Adapting***

In this session, participants will learn about how the COVID-19 pandemic impacted the work of Training and Organizational Development at Florida State College at Jacksonville, lessons learned, and strategies that the department will use going forward to provide professional development to faculty and staff in a post-pandemic world.

*Presenter: Martina Perry, Associate Director of Training and Organizational Development, Florida State College at Jacksonville*

2:00 pm - 2:45 pm Break in Expo Room

2:45 pm - 3:45 pm **General Session** - ***Want to Get Involved? Grow Your Leadership Skills and Your Network as a CUPA-HR Chapter Leader***

A panel discussion to hear from CUPA-HR chapter leaders as they share their experiences and benefits as a chapter leader.

*Moderated by: Jennifer Addleman, Director, Benefits & Wellbeing, Rollins College, CUPA-HR Southern Region Board*

*Panelists: Arlene Brown, Auburn University (CUPA-HR Alabama); Leander Hamilton, The University of Tampa (CUPA-HR Florida), Brittney Richardson, Dillard University (CUPA-HR Louisiana Mississippi Gulf Coast)*

3:45 pm – 4:00 pm Break

4:00 pm – 5:00 pm **Concurrent Session 3**

***Increasing Gender Parity in Higher Education Leadership***

Research shows that increasing gender parity in leadership can change campus culture to be more collaborative, equitable, and open to change. During this presentation, participants will learn more about the importance and benefits of women in higher education leadership as well as research-based strategies and model programs to recruit, onboard, and retain women in higher education leadership positions. The session will culminate with a discussion on potential partnerships between Human Resources, American Council on Education (ACE) Women’s Networks and various campus collaborators to address gender disparity in leadership.

*Presenter: Dr. Lisa Guion Jones, Professor of Higher Education University of Central Florida, Higher Education Consultant, Guion & Associates, LLC.*

***Play More, Learn More: Employee Engagement through Professional Development Programming***

This session will explore ways to increase engagement with your learning and professional development programming. Employee motivation levels climb when gamified elements are added to training programs. Gamification elements such as certificates, badges, challenges, leaderboards, and prizes can be used as effective tools to encourage, engage, and motivate employees. Online gamification platforms such as Skillsoft Percipio, for example, offer employees a personalized, tailored learning experience which better engages employees. Participants will also learn about microlearning (15-20 minute) sessions/activities that are easily fit into a busy schedule. Not only is learning in small bursts easy and fun, it is more preferred by the new generation of employees today. Use your professional development programming to increase employee satisfaction, enhance intrinsic motivation, realize improved learning outcomes, increase usage, and experience authentic engagement.

*Presenter: Wendy Byrd, Training Specialist, HR & Employee Organizational Development, Valdosta State University*

**Tuesday, June 7**

7:30 am - 8:30 am Breakfast and Expo Open

8:30 am - 9:30 am **General Session: *Legal Update***

*Presenter: Matthew W. Stiles, Maynard Cooper Gale*

9:45 am – 10:45 am State Chapter Huddles

11:00 am - 11:30 am Wrap up and Prize Drawings

11:30 am Adjourn

\*\* Session times and content subject to change\*\*