1:00 – 2:00 pm
Breakout Session #2 (Choose One)

"Social Justice Issues in the Workplace"
Erin Ellison & Jennifer Edger, Arizona State University, Room 158

Session Description: This session will cover best practices on how to facilitate dialogue and difficult conversations in the workplace centered around social justice issues. It will provide guidance on how to address highly publicized incidents in real time, how to provide support and resources to others, and how to effectively respond to differing viewpoints. Participants will gain perspective and insight, as they continue to advance DEI initiatives in their respective spaces.

"Managers' Guide to Building Belonging in the Post-Pandemic Workplace"
Julie Forster & Beverly Perez-Mercado, The University of Arizona, Room 170

Session Description: As we acclimate to the 'new normal' in the workplace, creating a sense of belonging is more important than ever. Research shows that a high sense of belonging is a significant contributor to an inclusive working environment and promotes a highly engaged workforce. As many of us know, low engagement levels lead to poor morale, decreases in output, and high voluntary turnover. In this workshop, learn best practices to make your team feel valued and participate in activities that help you build a sense of belonging, whether your employees are back in the office or in a hybrid or remote environment.

2:00 – 2:15 pm
**Snack Break** (Hosted by Biddle): Outside Avnet

2:15 – 3:30 pm
Closing General Session & Raffles: Avnet

"Putting Love Back Into Your Work"
Kristen Young, Arizona State University

Session Description: According to the research of Marcus Buckingham and ADP Research Institute, the solution to retaining and recruiting employees is to put love back into our jobs. This keynote will provide methods you can use to put love back into your workplace, not only for yourself, but also for the employees we support. Love may not sound like a conventional HR approach to employee engagement and retention. Nonetheless, Kristen will share the three love-based mindsets which Buckingham's research shows employers should adopt if they want to hire and retain in the post-pandemic market.

SCHEDULE

LET'S RECONNECT
HR Reboot
2022

ARIZONA
CUPA-HR
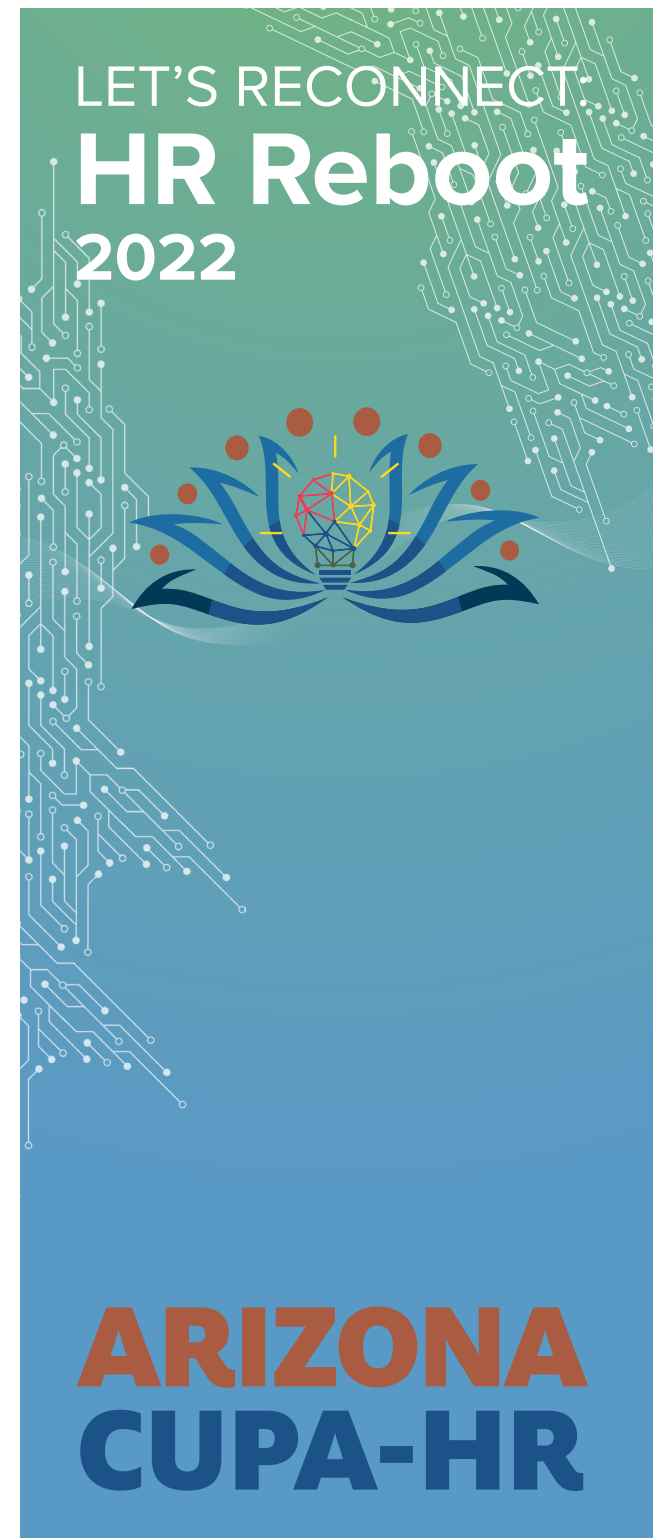
8:00 – 9:00 am
Breakfast, Vendor Trade Show, Book Signing: Outside Avnet
Please feel free to take your breakfast inside.

8:15 – 8:45 am
Campus Tour: Meet by registration desk.

9:00 – 10:00 am
Opening General Session: Avnet

"The Current – and Future – State of HR in Higher Ed"
Kevin Salcido, Arizona State University

Session Description: Kevin Salcido will lead an interactive session on the current state of the workforce, and the HR profession, in higher education. He will share common concerns he hears from his CHRO peers across the country, including challenges that may be unique to our industry, and will facilitate a discussion on how those challenges can be overcome. Kevin will leave you with a hopeful message on how we can develop ourselves collectively, and individually, as HR professionals so we can cross these hurdles together. There has never been a better time than now for our profession to have significant impact. We should all be excited for what lies ahead.

10:00 – 10:30 am
Break, Vendor Trade Show, Book Signing: Outside Avnet

10:30 – 11:30 am
Breakout Session #1 (Choose One)

"The Missing 50% in Compensation Analysis"
Dan (dk) Kuang, Ph.D., Biddle Consulting Group, Inc., Room 158

Session Description: With the increased attention to pay equity, it is important for compensation professionals to understand how to leverage compensation analysis to resolve the serious pay equity problems identified in compensation audits. To be clear, current standard methods of compensation analysis is well established and widely accepted. Unfortunately, it is only 50% of the pay equity equation—something is missing. This presentation aims to:

- Provide compensation professionals with a deeper understanding— the other 50%—of pay equity so their efforts can help to reduce and eliminate gender and race pay disparities;
- Demonstrate how to conduct a more comprehensive pay equity analysis;
- Pressure balance the challenges of the "great resignation" and pay equity.

"Down the Rabbit Hole: Electronic Forms and Efficient Business Process Automation"
Scott Antin, Gideon Taylor, Room 170

Session Description: Diving into a business process automation project can be a bit like tumbling down the rabbit hole. What might look simple on the surface may be a whole 'nother story once you start digging in. With complex business processes, how can you ensure that you've uncovered everything? Is everyone in agreement on workflow requirements? Is the process the same every time, or are there conditions that trigger alternate actions?

And even when you think you've got it nailed, there's an exception to almost every rule. We've gone down our fair share of rabbit holes over the years. We have stories that just might curl your toes! Along the way, we'll share techniques and guiding principles we use in dissecting business processes, creating efficient process designs, and managing the complexities (and conflicts) of automation projects. We'll let you in on some of the secrets to designing and delivering custom, workflow-enabled solutions that are SEEF-ful: Simple, Effective, Efficient and Flexible.

11:30 – 11:45 am
Break

11:45 am – 12:45 pm
Lunch General Session: Pick up your lunch outside Avnet and go inside for the general session.

Vendor Trade Show: Outside Avnet

"Wacky HR Cases"
Joe Clees, Ogletree Deakins

Session Description: Each year, the list of wacky employment-related cases seems to surpass the last. This session will look at some of the most off-the-wall employment law developments of the past year. While the entertainment value is high, there is a learning (and therapeutic) component to examining the mistakes of others and learning how we can protect our organizations from these bizarre cases!

12:45 – 1:00 pm
Break