The CUPA-HR chapters of Alabama, Florida, and Georgia present:

Waves of Change - Oceans of Opportunity

July 21, 2019 – July 23, 2019

Conference Agenda

Sunday, July 21

1:00-3:00pm  Vendor check-in and set up, Presenter orientation
3:00-5:00  Registration and Sponsor room open
5:00-6:15  Welcome from Chapter Presidents
   Keynote: Yes, and...The Power of Improv
   Presenter: John Whelan, Associate Vice President for Human Resources, Indiana University
   This engaging session will focus on simple ways to create better engagement and relationships at work and beyond. Taking tips from the art of Improv, learn how to use time-tested techniques that will transform how you and your team interact with others.
6:15-7:30  Welcome Reception with Hors D’oeuvres
7:30  Evening on your own

Monday, July 22

7:00-8:00am  Registration open
7:30-8:30  Full Breakfast and sponsor rooms open
8:30-10:00  General Session - HR through the Generations Panel
   Higher education is one of the few industries that employs all five generations that are currently in the workforce today. Managing employees who were born between the 1940s and 2000s can create opportunities for innovation and creativity, but may lend itself to conflict and misunderstanding. Hear from professionals who represent various generations and how they perceive their work and interrelate with others.
10:00-10:30  Break
10:30-11:30  Concurrent Session 1
   - Re-Imaging Job Titles
   A successful future in HR depends on organizations’ preparation for the coming changes in talent. You will learn a new way of thinking about leveraging staff job titles and how the title will impact
employee performance along with enhance the vision/experience of working in higher-ed. This session will help HR pros capitalize on the value of their people by re-imagining staff job titles as a strategic plan to support, foster, and reshape the way we view “talent”.

**Presenter: Deanna Nelson, University of Florida**

- **Tell me Something Good: The 411 on an Onboarding Experience**
  Learn how Georgia Tech College of Computing created and implemented an onboarding program that conveyed a positive impression of their academic unit. At the end of the session, attendees will have access to an Onboarding Toolkit that can be tailored specifically to the needs of their academic units. Also learn how to differentiate between onboarding and orientation, know the purpose and benefits of onboarding, and understand the roles, responsibilities, and expectations for all stakeholders during onboarding.
  **Presenter: R. Charmion Richards, Georgia Institute of Technology**

- **Working in a Multi-Generational and Multicultural Workplace**
  This workshop will take a deep dive from the panel discussion and assist attendees on how to work across the four generations currently in the workplace. You will learn what is important to the following generations in the workplace: Traditionalists, Baby Boomers, Gen Xers, and Millennials. You will also come away with understanding of just how similar each generation is. This workshop should dispel some of the stereotypes you may have for workers in the generations outside of the one you belong to. This highly interactive workshop will test your knowledge not only of the generations of workers you spend your work life with, but it will give you an understanding of how open you are in dealing with the differences that each generation poses.
  **Presenter: David Tomanio, Florida Atlantic University**

11:30-11:45 Break
11:45-12:45 Networking Lunch
12:45-1:00pm Break
1:00-2:00 Concurrent Session 2

- **Taking Human Resources to the Next Level: A best practice to developing an effective strategic HR Model**
  Human Resources, historically known as an administrative function designed to react and respond solely to day-to-day request is transforming in Higher Education. As the industry changes, Human Resource professionals must adapt and learn to be leaders in their organizations. By providing proactive, forward-thinking, and strategic services, these leaders regain the confidence of their colleagues and effectively support their institution’s goals. This presentation will provide an overview and steps that the Office of Human Resources at Clemson University took to shift from a reactionary, traditional Human Resources structure to a collaborative strategic model.
  **Presenter: Ale Kennedy, Clemson University**

- **Considering Compensation: A Home-Grown Faculty Salary Study**
  Considering Compensation: A Home-Grown Faculty Salary Study will provide tools for conducting your own salary study on campus. See how one university created a team of HR professionals and faculty/administrators who worked together to avoid the cost of an expensive consulting firm. This session covers the process, templates for data and recommendations, and strategies for using CUPA data-on-demand. Learn how your campus could address compensation while creating improved relations between HR and academic affairs.
  **Presenters: Staci Stone and Tammy McCain, Jacksonville State University**

- **Presentation by Deep Blue Sponsor – Voya Financial Retirement Solutions**
2:00-2:45  Break in sponsor rooms

*Sponsor micro sessions:*

- **2:15-2:30  What does your careers site say about your employer brand?**

  In a competitive market for talent, candidates can often pick and choose the institutions they apply to, and jobseekers expect a consumer-grade experience. That means higher education institutions need a streamlined, tech-optimized application process - this starts at a great career site experience. Organizations can create a great applicant experience which brings their employer brand to life through a thoughtfully-designed careers site. This talk will show attendees how social media, mobile optimization, talent pooling, expression of interest cards and real-life employee insights all form important parts of a great careers site.

  *Presenter: Ty Landry, PageUp*

- **2:30-2:45  Compensation Strategy - A Guide for Higher Education HR**

  Compensation is one of an institution’s biggest investments – ensuring that the investment is allocated strategically is critical to achieving goals for attraction, recruitment and retention. Learn about key components of a compensation strategy and what role HR plays in influencing the development process.

  *Presenter: Katie Manning, Sibson Consulting*

2:45-3:45  Concurrent Session 3

- **Crossing the Invisible Borders: Meeting of the Minds of the Academic and Administrative Sides of the University**

  Faculty, staff, and Administrative members often view one another with indifference, suspicion or even hostility. This presentation will provide insight into how two sides of a higher education enterprise have come together to improve processes and to demonstrate that it is possible to cross borders and remain respectful while gaining a better understanding of each other. Further, the presentation will deliver the University’s concept of broadening the definition of Diversity and truly embracing differences. Through the use of real-life examples, we will open the door to conversations which address the conflict and distrust caused by perceived, real, visible and invisible barrier(s) between the academic and administrative sides of higher education institutions. Some tried and tested strategies will be demonstrated which have proven successful in chipping away at those barriers, while helping to redesign the working interactions between faculty, staff, and administrations.

  *Presenters: Heidi Louisy and Christie Shelton, Jacksonville State University*

- **TBD**

- **Presentation by Deep Blue Sponsor – Willis Towers Watson**

3:45-4:45  Engagement Hour

  *Dedicated time for attendees to engage with sponsors and other attendees through meetings and one on one time.*

5:00-6:30  Reception with Hors D’oeuvres - sponsor rooms open

6:30  Evening on your own

**Tuesday, July 23**

7:30-8:30am   Full Breakfast and sponsor rooms open
8:30-9:30 Concurrent Session 4

- **Managers Cohort Model: Creating a Leadership Development Program and Making it Stick!**
  In this session participants will learn about the managers’ cohort model, a program in place at the University of Florida for eight years. In addition to learning about the program structure we'll engage in a discussion on reinforcing structures, exploring ways to make leadership development training "stick".
  
  *Presenter: Courtney Moon, University of Florida*

- **I know what we need. Can you create it?: Leveraging a partnership with HR and IT**
  Don’t be scared of your IT colleagues. Utilize their unique skills and innovative ideas to your advantage. Learn how IT and HR formed an invaluable partnership within the Alabama Cooperative Extension System to bridge the gaps left from centrally driven processes and systems. Understand current trends in the higher ed information technology and how to ask the right questions to get the right technology deliverables for HR.
  
  *Presenters: Jonathan Davis and Megan Sumners, Auburn University*

9:30-10:15 Break in sponsor rooms

*Sponsor micro sessions:*

- **9:45-10:15 Retirement Jeopardy**
  How well does your retirement plan prepare your employees for retirement? ... If you were evaluated strictly on employee outcomes, could you and your institution potentially be in jeopardy? This session will be conducted like the game show “Jeopardy” and is organized to cover five fundamental areas related to administering and communicating retirement plans. Get ready to compete and come join the fun!
  
  *Presenter: Don Harris, AIG Retirement Services*

- **10-10:15 Hype or Hope?: How AI and Automation are Transforming HR in Higher Education**
  From self-driving cars to 3-D printing, the technological capabilities we once only dreamed of are becoming a reality. The same advances are changing the learning landscape for students and faculty in higher education, and shaping the nature of work at higher ed institutions. HR can also take advantage of the benefits of these new technologies, but knowing where they best fit in your talent strategy and whether you are ready for that change are key components for success.
  
  *Presenter: Jennifer Burnett, Cornerstone OnDemand*

10:15-11:15 Concurrent Session 5:

- **Legal Update**
  Navigating the legal landmines can be challenging in today’s climate. Learn about the current legal issues impacting higher education today and how you can reduce your risk.
  
  *Presenter, Meg Zabijaka, Constangy, Brooks, Smith, & Prophete, LLP*

- **Talent for Tomorrow: Developing and Retaining Future Leaders**
  This session will examine a proven model for successful leadership development that helps retain talent and increases engagement and collaboration among various campus-wide departments. Learn how you can apply the five phases of design thinking to address a challenge on your campus and develop a culture of innovation to attract more students.
  
  *Presenters: Margaret Venable, Dalton State College and Tina Woodward, Capstone Performance Solutions*

- **Building Community for Non-Tenure Track Faculty**
In an era of increasing costs of education, institutes are having to broaden their reliance on non-tenure track faculty to fulfill their teaching, research, and service missions. As this population grows, so do their professional development and career progression needs. It is critical that human resource professionals understand the issues and work with faculty to ensure that their needs are being met and that they feel like they are a valued part of the campus community. This interactive session will explore the issues facing human resources and faculty affairs professionals and highlight some recent efforts at Georgia Tech to address these concerns around this traditionally under-served community. Attendees will have an opportunity to share and discuss the issues and ideas.

*Presenters: Brandi Foley-Rogers and Leslie Sharp, Georgia Institute of Technology*

11:15-11:45 State Chapter Sessions - open to all to attend
- Florida Chapter
- Georgia Chapter
- Alabama Chapter

12:00-12:30pm Wrap up and Prize Drawings

12:30 Adjourn

**Session times and content subject to change**