



# KY CUPA-HR

## Fall Conference 2024



**College and University Professional  
Association for Human Resources**

Centre College - Old Carnegie Building  
Danville, Kentucky  
September 18, 2024

Approved Provider for SHRM-CP & SHRM-SCP PDC's (5 Credits)  
Approved Provider for HRCI (Credits Pending)



The HR Certification Institute has pre-approved this activity for recertification credit towards the aPHR®, PHR®, PHRca®, SPHR®, GPHR®, PHRi® and SPHRi® certifications. The content of the activity submitted has met the criteria of the Approved Provider Program.



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## SCHEDULE OF EVENTS

**Wednesday, Sept. 18**

<u>TIME</u>	<u>EVENT</u>
9:00—9:30	Check-in & Corporate Partner Set-up (Old Carnegie Bld - Evans-Lively Room 2 <sup>nd</sup> floor)
9:30—10:00	Welcome, Chapter Business, ALP Update (Old Carnegie Bld - Evans-Lively Room 2 <sup>nd</sup> floor)
10:00—11:00	<b><u>Session I</u></b> Legal Update – Katherine (Kacey) Coleman Sturgill, Turner, Barker & Moloney, PLLC
11:00—12:00	<b><u>Session II</u></b> “Leveraging Technology to Align your HR Programs” – Kari Aikins Vice President - Segal
12:00—12:15	Break and visit with Corporate Partners
12:15—12:45	Lunch
12:45—1:15	<b><u>Session III</u></b> “MyReferred – A New Approach to Talent Acquisition” Naray Viswanathan – Hirezon   Interview Exchange
1:15—2:15	<b><u>Keynote Session IV</u></b> “Disruptions, Deceptions, and Decisions” Steve Haffner
2:15—2:30	Break and visit with Corporate Partners
2:30—4:30	<b><u>Session V</u></b> “The Great Reset” Teresa Faust
4:30	Closing



# SESSIONS OVERVIEW

## **“Leveraging Technology to Align your HR Programs” – Kari Aikins**

Kari will outline a framework for integrating the various HR functions - recruitment, learning & development, career ladders, compensation & classification, and succession planning. This session will highlight ways to transform the career lifecycle for employees and managers while supporting the institution’s core mission.

## **“Exploring MyReferred”: A New Approach to Talent Acquisition – Naray Viswanathan**

This educational session aims to explore the innovative “MyReferred” platform and its impact to talent acquisition. We will examine how MyReferred engages with various groups such as current employees, students, and alumni to build a network of potential candidates for Higher Ed Institution growth.

## **“Disruptions, Deceptions, and Decisions - Elevate Your Decision-Making During Times of Stressful Disruptions and Change” – Steve Haffner**

Stressful disruption has adverse effects on our thinking, focus, decision making and problem solving. They amplify our cognitive illusions and make it difficult to think clearly, make optimal decisions and adapt to change.

In this program, Steve demonstrates how the mental distortions that make magic tricks look real also affect how we think and decide in our work as professionals. He provides tactics for recognizing and overcoming their effects so we can perform at our best during times of stressful change.

Key take-aways include:

- Learn how prolonged stress misdirects our attention and how we can redirect it.
- Discover how to overcome over-reliance on habitual behavior and the status quo.
- Explore decision making strategies that produce better results under stress.

## **“The Great Reset” – Teresa Faust**

The Great Reset, a community roundtables non-profit organization, believes that dialogue is the key to creating positive change in our communities and our organizations. We know that it can be challenging to have difficult conversations, particularly when discussing topics that can be divisive or emotional.

Good communication skills are essential to allow others and yourself to understand information more accurately and quickly. In contrast, poor communication skills lead to frequent misunderstandings and frustrations. In our daily life, especially at work, communication helps us build relationships by allowing us to share our experiences, and needs, and helps us connect to others.

This workshop provides individuals the opportunity to practice using tools for productive conversations that can lead to deeper connections and understanding. Participants will practice skills to model and encourage in the workplace.

Our speaker will facilitate a workshop among attendees utilizing a framework for conversation that builds community. Civility at work/political conversations in the workplace are particularly relevant now, so the workshop will focus in this area. Following the discussion, groups will share about their experience.



## INFORMATION ABOUT OUR SPEAKERS

**Katherine (Kacey) Coleman** defends public and private employers against allegations based on the employment relationship from harassment, discrimination, violations of wage and hour laws, to contract and whistle-blower claims. She counsels employers in all aspects of the employment relationship—from hiring and termination practices, to drafting employee contracts and policies, to regulatory compliance.

Kacey also serves as a special investigator of employee misconduct when circumstances require the investigation be handled by an independent investigator. Her knowledge of issues that affect higher education institutions, such as faculty tenure, hiring and dismissal, student discipline, and Title IX compliance, stems from her extensive work as counsel to colleges and universities, including her tenure as general counsel for Eastern Kentucky University.

**Steve Haffner** is a mind performance strategist. He helps audiences elevate their performance in decision making, problem solving and goal achievement. His multifaceted career started with 30 years in the corporate arena as a programmer, systems engineer, executive and business analyst for companies such as EDS, Mercer, Humana, and others.

In 2011 Steve launched and developed his own business as a magician, mentalist and speaker and now presents his keynote and workshop presentations to associations and businesses throughout the U.S. He works in a variety of industries, including Human Resources, education organizations, and many more.

Steve's experiences as a corporate professional, business owner, and award-winning magician give him a unique perspective on decision performance. He discovered how the same subconscious mental distortions and deceptions that magicians manipulate to create entertaining illusions affect our everyday thinking and decision making as well. Combining his personal experience with insights from the fields of psychology, behavioral science, and magic, Steve's programs help participants break through their cognitive illusions and hidden mental shortcuts and biases that can sabotage clear and effective thinking.

**Teresa Faust** is a market research professional with 25 years of experience both client-side and vendor-side, qualitative and quantitative, primarily consumer packaged goods and non-profit. Her work covers a range of audiences and strategic planning.

She received her B.A. and M.B.A. from the University of Dayton. She spent over ten years working in advertising research helping companies optimize communication across touch points to strengthen customer relationships and grow their business. She moved to the communications agency for the United Methodist Church in 2014 and spent 10 years leading research across teams, including launching 3 leader engagement panels. She describes herself as a practitioner; not an academic. "I won't be running regression analyses. I'll be working with teams to apply the research learning." Teresa believes market research helps businesses solve problems and answer questions. All kinds of questions. Answers to these questions informs work and impacts the business.

She is currently serving as President of the Religion Communicators Council (RCC). She is the Chair of InterSearch Media, a global Christian Media Research consortium. She is on the Steering Committee for Faith Communities Today (FACT) and General Manager for The Great Reset, Community Roundtable Conversations.

Teresa has two adult sons, one grandson, and resides in Dayton, Ohio. She enjoys reading, walking, and spending time with her family.



## **INFORMATION ABOUT OUR SPEAKERS**

**Kari Aikins** is a Vice President in the New York region of Segal and responsible for helping the New York region to grow and expand its presence in the higher education marketplace. She has over 20 years of HR experience with expertise in total rewards and extensive experience in compensation, benefits, talent management, organizational design and development, communications, and HR Technology.

Prior to Joining Segal, Kari was a Senior Director at Quorum Health, which operates general acute care hospitals and outpatient services, where she was responsible for leading the total rewards strategy and the strategic design of all compensation and benefit programs. Previously, she was Director, Total Rewards at the University of Louisville, where she led a 16-member team and total rewards study to modernize the university's compensation system for all employees and transform the job architecture to create innovative and transparent career pathways and advancement opportunities. Additionally, she was a member of the Steering Committee for Workday implementation, serving as the functional project lead for the compensation, Benefits, and Leave Management Applications. Earlier in her career Kari worked for Logan Aluminum, Fruit of the Loom, Western Kentucky University and Sumitomo Electric Wiring Systems. Kari also served on the KY CUPA HR State Board and held the position of President.

Kari earned a BA in Organizational Communication from Murray State University and an MA in Communication from Western Kentucky University. She holds several professional designations. She is a Certified Compensation Professional (CCP) through WorldatWork, a Senior Professional in Human Resources (SPHR) through the HR Certification Institute and a Certified DISC Facilitator through Extended DISC North America.

**Naray Viswanathan**, Ph.D., is the President and founder of Hirezon Corporation, established in 2002 following his tenure as a Principal Scientist and Adjunct Faculty member at Northeastern University, Boston, from 1989 to 2002. During his time at the university, Dr. Viswanathan significantly contributed as a Principal Investigator on an NIH-funded project. His scholarly work includes numerous publications in prestigious peer-reviewed journals such as Nature and Science. At Hirezon, Dr. Viswanathan has been instrumental in development and launch of innovative cloud-based HR technology products. These include the Interview Exchange ATS (2003), Employee Performance Evaluation (2011), Onboarding (2015), Enhanced HR Forms module (2016), Online Contracts (2020), MyReferred (2024), and the upcoming Document Management System, set for release in Q4 2024. Additionally, he has presented at various CUPA-HR conferences on topics related to HR technology.

## CHAPTER OFFICERS



### President

Quenna Thompson  
Western Kentucky University  
Human Resources Manager  
quenna.thompson@wku.edu  
(502) 852-7965



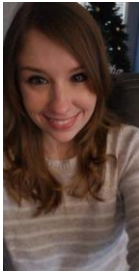
### Past President

Don DeLuca  
Eastern Kentucky University  
Associate Director, HRIS  
don.deluca@eku.edu  
(859) 622-1329



### President-Elect

Dana Hummel  
Bellarmine University  
Chief Human Resources Officer  
dhummel@bellarmine.edu  
(502) 272-8435



### Treasurer

**Jennifer Hobbs**  
University of Kentucky  
Retiree & Affiliate Administrator  
jennifer.hobbs@uky.edu



### Secretary

Meredith Bruner  
Centre College  
Associate Director of Human Resources  
meredith.bruner@centre.edu  
(859) 238-5466



### Communications & Media

Melissa Pennington  
Morehead State University  
Human Resources Generalist  
m.pennington@moreheadstate.edu

At Large  
Vacant

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Vacant