



## Maryland CUPA-HR Chapter Meeting

Anne Arundel Community College  
101 College Parkway, Arnold, MD 21012-1895  
Cade Center for Fine Arts, Room 219 – Parking Lot F

Friday, December 2, 2016

10:00am – 2:00pm

### Agenda

- 9:30 – 10:00** Registration & Visit with Sponsors
- 10:00 – 10:10** Chapter Welcome: Jess Jacobson, MD Chapter President
- 10:10 – 10:20** Host Welcome: Melissa Beardmore, Vice President for Learning Resource Management
- 10:20 – 11:30** **Presentation:** *Excessive Fee Lawsuits in Higher Education: Protecting Your Retirement Benefit Program*, presented by Mike Kasecamp, Vice President & Retirement Plan Consultant, CBIZ Retirement Plan Services
- Within the past few months, 9 institutions have been named in litigation over their retirement programs. The suits allege several different fiduciary breaches, from fees to recordkeeper choice, and everything in between. This has left many board of directors, retirement committee members, and most importantly, anyone acting in a fiduciary capacity with regards to their retirement program, feeling nervous about their plan's liability. This presentation will cover the changing landscape in higher education, several case study examples, and the role of fiduciary liability insurance and third party service providers in addressing these challenges.
- 11:30 – 12:30** Networking Lunch & Visit with Sponsors (lunch will be provided)
- 12:30 – 1:40** **Presentation:** *Rethinking Performance Management in Higher Education: Examining New Ways to Evaluate and Reward Employees*, presented by J. David Johnson, Vice President & Senior Consultant, Sibson Consulting and Megan Werner, Associate Consultant, Sibson Consulting
- Institutions often go through the trouble and expense of measuring different kinds of performance every year (if not more frequently) but then merge all of the results into an overall performance rating. Depending on the nature of the role and the needs of an institution, competency requirements vary, and the demonstration of a competency is difficult to place on a traditional, linear scale. This session will present alternative ways to measure, assess, and define competencies as well as the behaviors that reflect them. We also will discuss how these assessments can be used to provide each employee with meaningful, actionable objectives and professional growth opportunities.
- 1:40 – 1:50** Closing & Giveaway
- 1:50 – 2:00** Visit with Sponsors