2019 MICHIGAN CUPA-HR CONFERENCE

Challenge the Present, Create the Future

Hosted by the University of Michigan
Ann Arbor, Michigan

May 16 – 17, 2019
Welcome

Dear colleagues:

Welcome to the University of Michigan and the 2019 Michigan CUPA-HR Annual Conference.

This year’s conference theme is, “Challenge the Present, Create the Future.”

During U-M’s recent bicentennial, we celebrated our past but also reflected on the future we want to create.

At this conference, you and your colleagues will envision the future you want to create for your organizations. You’ll reflect on your role in that success as an HR practitioner and thought leader. And keynote speaker Kimika Garrett will challenge us to be innovative in our practice.

Over these next two days, you’ll have the chance to engage with experts, learn from experience of others and network with colleagues. I hope you find this experience valuable and take many lessons back with you.

We all play a critical role in supporting our institutions, missions and people. Through partnerships, excellence and innovation, we can lead Michigan’s colleges and universities to a successful future.

In partnership,

Laurita Thomas
Associate Vice President for Human Resources
University of Michigan

The Michigan League
911 North University Ave
Ann Arbor, MI 48104

The Michigan League, serving the University of Michigan community since 1921.
### 2019 Michigan CUPA-HR Conference Agenda

#### THURSDAY, MAY 16, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:30 a.m. – 4:30 p.m.</td>
<td>Conference Registration</td>
<td>The Michigan League, Outside the Ballroom, 2nd Floor</td>
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<tr>
<td>7:30 – 8:30 a.m.</td>
<td>Continental Breakfast &amp; Sponsor Exhibits</td>
<td>The Michigan League, Concourse &amp; Vandenberg Room, 2nd Floor</td>
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<tr>
<td>8:30 – 9:00 a.m.</td>
<td>Welcoming Remarks – Laurita Thomas</td>
<td>The Michigan League, Ballroom, 2nd Floor</td>
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<tr>
<td>9:00 – 10:15 a.m.</td>
<td>Keynote Speaker – Kimika Garrett</td>
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<td>10:15 – 10:45 a.m.</td>
<td>Networking Break &amp; Sponsor Exhibits</td>
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<tr>
<td>10:45 – 11:45 a.m.</td>
<td>Concurrent Sessions #1</td>
<td>The Michigan League (Michigan, Kalamazoo, Koessler, and Henderson Rooms)</td>
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<tr>
<td>11:45 – 12:45 p.m.</td>
<td>Lunch Break</td>
<td>The Michigan League, 2nd Floor Grand Ballroom</td>
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<tr>
<td>12:45 p.m. – 1:00 p.m.</td>
<td>Super Session – “Transformative Leadership in HR” Panelists: David Turner, EMU, Sharon Butler, MSU, Warren Hills, WMU. Moderated by Laurita Thomas</td>
<td>The Michigan League, 2nd floor Grand Ballroom</td>
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<tr>
<td>2:15 – 3:15 p.m.</td>
<td>Concurrent Sessions #2</td>
<td>The Michigan League (Michigan, Kalamazoo, Koessler, and Henderson Rooms)</td>
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<tr>
<td>3:15 – 3:45 p.m.</td>
<td>Networking Break, Sponsored by UM School of Information &amp; Sponsor Exhibits</td>
<td>The Michigan League, Concourse &amp; Vandenberg Room, 2nd Floor</td>
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<tr>
<td>3:45 – 4:45 p.m.</td>
<td>Concurrent Sessions #3</td>
<td>The Michigan League (Michigan, Kalamazoo, Koessler, and Henderson Rooms)</td>
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<tr>
<td>5:30 – 7:30 p.m.</td>
<td>Networking Hour &amp; Tour of Michigan Stadium (Optional)</td>
<td>University of Michigan Football Stadium, Jack Roth Stadium Club</td>
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#### FRIDAY, MAY 17, 2019

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<tr>
<td>11:45 a.m. – 12:30 p.m.</td>
<td>Closing Remarks, Boxed Lunch, and Door Prizes</td>
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Kimika Garrett

“Dare to be Rare: Bringing Innovation Back into HR”

When we were kids, our imaginations created a space that cultivated creativity. As adults, that creativity has been stifled by a reactive mindset and the need to process tasks on a massive scale. This is the current state of HR: reactive and task-focused. However, disruptive forces are sharply changing how HR teams operate causing an imperative shift to a future-focused workforce. In order to accelerate forward, we need to reignite our childhood creativity and re-imagine HR into an innovative operating model that concentrates on the mindset, focus, lens and enablers of a futuristic workforce.

During this workshop, participants will:

- Evaluate the disruptive forces that are impacting HR’s current operating model.
- Develop a mindset to become innovative, agile and collaborative to create workforce-centered solutions.
- Re-imagine their HR structure into a model that drives value to the business through human-centered solutions and a product mindset.

About Kimika Garrett

Kimika Garrett is the Principal Consultant at Organizational Kimistry, creator of a Planning with a Twist (a strategic planning workshop series) and the Regional HR Manager for Visteon.

Kimika is a versatile, energetic, forward-thinking organizational improvement champion with experience in the technology, non-profit, and chemical/research industries. She is passionate about helping organizations achieve operational excellence through strategic planning, process/performance improvement, and human capital management.

She holds a Master’s degree in Human Resource Management & Organizational Development (MSHROD) from Eastern Michigan University, and is a certified Lean Six Sigma Greenbelt, PHR (Professional in Human Resources) and SHRM-CP (SHRM Certified Professional).

Kimika is also the Present Elect for the Greater Ann Arbor Society for Human Resource Management (GAASHRM), a volunteer run non-profit association dedicated to the advancement of the Human Resources profession.
Moderator: Laurita Thomas

Laurita Thomas is the Associate Vice President for Human Resources at the University of Michigan. She is responsible for human resource policy for all UM campuses and a full range of comprehensive integrated human resource services, products and operations. She is responsible for 350 staff, a budget of $38M, and a benefit plan of $1B.

Her professional human resources career spans roles in the financial industry, higher education and healthcare. She is a graduate of the University of Michigan in political science and economics. Her graduate work is in guidance and counseling and business administration. She has published many articles and book chapters.

She has served as a leader in many professional organizations. Laurita is the incoming President of the ARU Human Resource Institute and previously was a past Charter member and Treasurer. She also has served on the Higher Education Advisory Council (HEAC); TIAA–CREF Advisory Council; Fellow, TIAA-CREF Research Institute; CUPA-HR National Board Member; the Big Ten Academic Alliance Human Resources Officers; University Health System Consortium (UHC) Human Resources Officers Council Chair; and Medical Center Employee Relations Association President (MCERA). In the community she has contributed through service organizations. She has served on the Mayor’s Commission on Increasing Safety for Women; the Executive Committee of the Washtenaw County Workforce Development Board; SOS Community Services Board Director Emeritus; Dance for PD Board, New York, NY; Delta Sigma Theta Sorority, Inc.; Dispute Resolution Center, Board Vice-President; Girls Group Advisory Board; SafeHouse Center Board President; Ann Arbor Branch NAACP; and the Ann Arbor Chapter of The Links, Inc., President. She is devoted to her family, especially her seven grandchildren.

Panelist: Sharon Butler

Sharon E. Butler is the Associate Vice President for Human Resources at Michigan State University. In her role at MSU, she serves in the senior leadership position in Human Resources and is responsible for not only the day-to-day operations but also the development of a long-term strategic vision and plan for the department. She is responsible for strategically leading campus human resources efforts including collaboration with Vice Presidents, Deans, Directors, Department Heads, Faculty and Staff.

She has spent nearly four decades pursuing her passion for working with the most important part of any organization – its people. She brings her expertise and experience to all aspects of human resources including labor and employee relations, talent management, total rewards and human resources information technology. Sharon provided human resources services to a wide range of clients during a decade as an entrepreneur and consultant.

After graduating from Indiana State University, Sharon, a native of Gary, Indiana, began her teaching career with Detroit Public Schools as a Speech and Hearing Therapist. Her extensive career as a Human Resources professional began with General Motors in Detroit, Michigan. After her tenure with GM, Sharon held leadership positions in several industries including manufacturing, banking, non-profit public sector, and higher education. Sharon’s passion is to inspire human resources professionals to provide the link that joins the interest of the organization and its workforce.
Panelist: Warren Hills

Dr. Warren Hills has served as Associate Vice President for Human Resources at Western Michigan University since April 2012. As WMU’s chief human resources officer, he is a key member of the business and finance senior leadership team, with responsibility for managing, planning and delivering human resource programs and services to WMU’s faculty, staff and administration.

He oversees the main functional areas associated with employee recruitment, benefits administration, employee relations, compensation, training and development, records, human resources information systems, temporary staffing, and labor relations for staff bargaining units. Hills earned an associate degree from Muskegon County Community College, bachelor’s degree in psychology from Grand Valley State University, master’s degree in counseling from Central Michigan University and doctoral degree in higher education leadership from WMU.

A former Associate Vice President of Human Resources at Ferris State University, Dr. Hill has also held multiple leadership roles in the corporate sector. He is a certified SPHR, a Licensed Professional Counselor, National Certified Counselor and mediator/mediator trainer for Michigan’s Community Dispute Resolution Program. He also is a past president of the Michigan College and University Professional Association for Human Resources, member of the Michigan Universities Coalition on Health board, and member of the Michigan Higher Education Recruitment Consortium advisory board.

Panelist: David Turner

David Turner has served as the Vice President of University Human Resources at Eastern Michigan University 2014. In role, David is responsible for overseeing the human resource services across Eastern’s large and diverse campus, along with developing and implementing a comprehensive plan for enhancing service to Eastern’s 2,500+ regular and part-time employees and more than 23,000 students. He also leads the negotiation and administration of collective bargaining agreements along with developing programs for enhancing Eastern employees’ talent, promoting employee wellness, and ensuring a diverse workforce.

He earned a bachelor’s degree in business administration and human resources from Eastern Michigan in 1994, and a master’s degree in human resources management from Central Michigan University in 1999. David holds a SPHR, SHRM-SCP, and CCP certification, and is currently serving on the MI CUPA Board as the President Elect.

Formerly the Associate Superintendent of Human Resources, legal and labor relations and student services at Southfield Public Schools, David has also served as Director of Human Resources and labor relations at Oak Park Public Schools, as Executive Director of Human Resources operations at Detroit Public Schools, and as Human Resources Director at MGM Grand Detroit Casino.
Concurrent Sessions 1  10:45 a.m. – 11:45 a.m.

**HR: Leading the Future for Followers of the Past**  
Michigan Room, 2nd Floor  
*Dr. Lee E. Meadows, Ph.D., Professor of Management, Walsh College*

This session will focus on how HR professionals shape the future of organizations by confronting the comfort of the past. This session will provide HR leaders with the tools, dialogue and framework for helping their organizations disconnect from past practices and focus on how to use future strategies that position the organization to lead by example, focusing on internal resistance to moving toward the future. Attendees will learn how to engage the organization in a “future” dialogue, how to facilitate an organizational confrontation of its past, and how to create a “future” mindset.

**What’s an HR Plan Sponsor To Do? Providing Fiduciary Leadership for your Retirement Plan**  
Kalamazoo Room, 2nd Floor  
*Errol Hau, Senior Vice President, Captrust*

With dramatic increases in liability, Higher Ed HR professionals involved with managing 403(b) retirement plans need to stay apprised of their role as fiduciary plan sponsors. This session will provide important best practices for HR and how to be a fiduciary leader.

**Achieving Basic but Effective Employee Training in Communication and Conflict Resolution through Brief Two-Hour Segments**  
Koessler Room, 3rd Floor  
*Joanna Sabo, Ph.D., Principal Consultant, Beyond Interactive Training*

Human Resource professionals are often asked to participate in deciding best approaches and programs for training. Training in communication skills and conflict resolution are commonly requested by employees groups. However, today’s cost-benefit business environment leaves little time for employee groups to leave their work stations to attend interpersonal skills training. This interactive and fun session will help HR professionals explore ways to accomplish effective training in basic skills by designing and implementing brief training sessions, making the most of training time and dollars.

**Unleashing the Power of Gratitude**  
Henderson Room, 3rd Floor  
*Mary Ceccanese, Principal Consultant, Dynamic Connections, LLC*

What impact does this emotion have on our mental and physical health? Gratitude can improve relationships, help us cope with everyday stress, and increase our ability to feel more loving and forgiving. Research shows that this amazing virtue can also bring happiness, reduce anxiety and depression, and help us to sleep better. In this interactive presentation you will hear about what gratitude can do for you, including specific and detailed steps to incorporate more gratitude in your life.

Super Session  12:45 p.m. – 2:00 p.m.

**Transformative Leadership in HR**  
Grand Ballroom  
*Moderator: Laurita Thomas, Associate Vice President for Human Resources, University of Michigan  
Panelists: Sharon Butler, Associate Vice President for Human Resources, Michigan State University  
Dr. Warren Hills, Associate Vice President for Human Resources, Western Michigan University  
David Turner, Vice President of University Human Resources, Eastern Michigan University*

Please join us for a very special panel after lunch. Each panelist will discuss their career journey, what they anticipate for the future of HR in higher education, and what type of competencies HR practitioners should focus on developing.
Concurrent Sessions 2   2:15 p.m. – 3:15 p.m.

Coaching Cultures: Understanding Teams as a System & Conflict as a Good Thing  
Michigan Room, 2nd Floor  
Lisa Michelin, Project Manager, University of Michigan

Use relationship systems intelligence and the intentional creation of a coaching culture to recognize the value in all the voices in your organization and by embracing conflict! Learn how to reframe your thinking so that you recognize the value in even the most challenging set of group dynamics. Find out how you can take the most disruptive situation and by leaning in into the conflict, create a safe environment and begin to rebuild trust. Understand how to engage in honest dialogue by putting fears aside and intentionally working together to stimulate inspiration and innovation. This session will include a presentation and group activities that demonstrate concepts.

Cadillac Tax – Updated: What is it, What is Included, and Who is Responsible?  
Kalamazoo Room, 2nd Floor  
Angela Garner, Executive Vice President, Brown & Brown of Central Michigan

The Cadillac Tax is complicated. We will review everything your organization needs to know about the Cadillac Tax. It will include any legislative updates through the date of the MiCUPA event. Brown & Brown will even identify what your organization should be considering when and if this comes to fruition. Participants will learn to communicate back to their organization what it is, how they will be impacted, and what they should be considering in regards to the Cadillac Tax.

What Creates an Engaged Higher Ed Workforce? 
Koessler Room, 3rd Floor  
Heather Hart, Director of Human Resources, Ivy Tech Community College  
David Jones, Organizational Effectiveness Specialist, Purdue University

We typically think that higher education employees (faculty and staff) are more engaged than employees in the private sector, but is this true? During this very interactive session, participants will review higher ed employee engagement data from the Gallup organization and discuss the key drivers that help faculty and staff be more engaged. Participants will also identify ways that campuses can focus on these key drivers to not only impact employee engagement, but the engagement and well-being of our students.

Surviving Workplace Bullying  
Henderson Room, 3rd Floor  
Sonja Stooss, Red Thread Resource Group

How to understand the dynamics of bullying, recognizing the early signs of bullying and how to devise strategies to protect your job and self-esteem in the process as well as the role of the "bystander". Workplace bullying is affecting over 60% of employees at some point in their career. Learn how to recognize the early warning signs of bullying and actionable ways to intervene at every step of the escalation process. Be the "human" resource for your employees and build productive work cultures through processes that ensure emotional safety.
**Concurrent Sessions 3  3:45 p.m. – 4:45 p.m.**

**Safe Space Dialogues for your Workplace**  
Michigan Room, 2nd Floor  
Ataul Usman, Senior Human Resources Business Partner, University of Michigan Library

The intention of a Safe Space Dialogue is to provide a time and space in the workplace for employees to explore and share our thoughts and feelings around specific world, national, or local events, incidents or tragedies. During a Safe Space Dialogue, we remain judgement-free and empathetic toward our colleagues. It is an opportunity to listen to each other and provide support as we consider the personal and interpersonal impact of these events. These dialogues also serve as a means to build community within the workplace. Learning objectives include increasing self-awareness, facilitation skills, and cultural competency.

**Prescription Drug Economics**  
Kalamazoo Room, 2nd Floor  
Mike Cutlip, Employee Benefits Specialist/Partner, Advantage Benefits Group  
Kurt Swardenski, Employee Benefits Consultant, Advantage Benefits Group

Specialty drugs is beginning to represent more than 50% of total drug spend for many employers, especially in higher education. Reducing that cost is paramount for controlling the cost of drug spend. The program will demonstrate a proven strategy for reducing that spend by 30-50% and improving patient outcomes and safety. Participants will learn why prescription drug pricing is not elastic and does not respond to normal macro-economic forces.

**How to Build a Community of Practice at your University**  
Koessler Room, 3rd Floor  
Rebekah Ashley, Senior HR Advisor and Chief Diversity Officer, University of Michigan  
Andrea Lubetkin, Human Resources Director, School of Public Health, University of Michigan  
Patrick Smitowski, Director of Human Resources, College of LS&A, University of Michigan  
Darrell Washington, Senior Human Resources Representative, Staff HR, University of Michigan

Communities of practice are groups of people who share a passion for something that they know how to do and who interact regularly to learn how to do it better. This session provides enlightening information on how to develop a Community of Practice at your university or college and its ability to advance collaboration, knowledge sharing and professional development. Participants will learn what a community of practice is, what the principles objectives, and how to develop and sustain one.

**Positivity as a Strategic Wellness Approach on Campus**  
Henderson Room, 3rd Floor  
Lindsey DesArmo, Health and Wellness Manager, Grand Valley State University  
Elisa Salazar, Work Life Consultant, Grand Valley State University

Is health and well-being integrated into your campus strategic priorities? This session reviews HR’s role at one university in successfully developing and implementing wellness recommendations into the overall strategic plan. Also, how positivity as a theme plays a key role for moving these wellness initiatives forward to support faculty, staff and students, our key assets and clients.
Please join us at the Jack Roth Stadium Club beginning at 5:30 pm. There you’ll have the chance to tour the stadium and see the locker room, the tunnel, and even go onto the field! **Sign up for your spot upon arrival**; tours start at 6:00 pm and are every 15 minutes. Even if you skip the tour, you’ll still have the chance to go onto field. Photography allowed and encouraged!

Heavy hors d’oeuvres and non-alcoholic beverages will be provided. Due to location restrictions, we will not have any alcoholic beverages at the stadium. There will be ample opportunities and places to network with your colleagues, share ideas, and make new connections that will last long after the conference has ended.

Please note: if you are using a map app like Google or Apple Maps, ensure you enter “Jack Roth Stadium Club,” **not** “Michigan Stadium.” If you use “Michigan Stadium” the app will direct you to the opposite side of the stadium.

Parking at the Jack Roth Stadium Club is free after 5:00 pm. If you prefer not to drive, we also have shuttle service from the Michigan League beginning at 5:00 pm. The shuttle will run a loop that picks up at the Michigan League, stops at the Republic Parking Structure, and drops off at Jack Roth Stadium Club. The reverse shuttle will run from 6:30 pm - 7:15 pm.

If you are a guest of the Holiday Inn North, their hotel shuttle will pick up any guests from the Jack Roth Club at 7:15 pm.
FRIDAY, MAY 17, 2019

Morning Speaker 8:15 a.m. – 9:00 a.m.

Transforming HR: Thinking with a "What's Possible" Mindset
Grand Ballroom, 2nd Floor
Kristen Storey, Training and Development Director, Learning & Professional Development, University of Michigan

Organizations don’t change, people do. Engaging others through positive organizational practice achieves cultural and business process and structural change. During the presentation, we’ll explore and experience the Appreciative Inquiry approach as a change management model that engages people into the inquiry of the organization’s strengths, possibilities and successes. We’ll also discuss the situations when other traditional change management approaches are the best approach.

Concurrent Sessions 4  9:15 a.m. – 10:15 a.m.

#MeToo and #You - What are HR Professionals To Do?
Michigan Room, 2nd Floor
David Turner, Vice President, Human Resources, Eastern Michigan University
Dandridge Floyd, Associate Superintendent for Human Resources, Oakland Intermediate School District

An interactive discussion exploring the intersectionality of sexual harassment, due process, and the preservation of rights and responsibilities for all involved. HR professionals will gain insight on how to navigate sexual harassment allegations by employing key practices to ensure your organization responds effectively and fairly to an allegation.

Faster Work, Less Stress
Koessler Room, 3rd Floor
Michael Hess, Solution Architect Lead and Adjunct Lecturer, University of Michigan

In this presentation, we will discuss burnout and quality of work, why multitasking is an illusion, and the hidden dangers of work in progress (WIP). Participants will leave with concrete examples of what they can do in their own organizations to increase the quality of work and the happiness of their employees.

Madness to Mission: Meaningful Living in a Digital World
Henderson Room, 3rd Floor
Tonya Thomas, Principal Consultant, Chief Effectiveness Officer, EduTechDiva Enterprises, LLS

Using 21st century tools and resources to find your purpose, maintain your sanity, keep goals in focus, and your compass pointed due North. Learn how to challenge concepts, such as having a lack of time, lack of organization, lack of focus. Learners will identify tools and resources to help improve their work and personal life, compare several productivity tools and resources, and select which resources will benefit them most in a given situation.
Research Faculty HR Changes
Kalamazoo Room, 2nd Floor
Kim Andrus, Senior Academic Labor Relations Representative, Academic HR, University of Michigan
Lisa Armstrong, Department Manager, Electrical Engineering and Computer Science, University of Michigan
Rebekah Ashley, Sr. HR Advisor and Chief Diversity Officer, University of Michigan Office of Research

Research faculty present unique HR challenges. Unlike tenure-track faculty, research faculty are not protected by tenure. They may have teaching obligations, but do not teach courses under the terms of their research appointment, and they are not treated as regular staff. In some units, research faculty are not part of the governing body of the unit, so their voices are not always heard. How can HR work to best serve this population? As an HR practitioner, what are the steps you can take to help this faculty group understand their roles and how they fit into your practices? This session will cover these questions and more.

Tactful Communication: Dealing with the “Difficult” Person
Michigan Room, 2nd Floor
Christopher Delk, Detective, Cleveland Police Department, State of Ohio

The old saying goes; “There’s always one”. What do you say to the co-worker, team member or colleague who is rarely cooperative, often negative and not very productive at meeting organizational needs? This breakout session is designed to discuss this unfortunate phenomenon, identify root causes and provide practical strategies to successfully manage the "difficult" person and redirect the collective energy to a positive end. This presentation will address the "difficult" or "NO" person. Cooperation or "buy-in" is key! The challenge is how to change what is sometimes an attitudinal lifestyle. Attendees will learn: the difference between "natural" language and "tactful" language, the 6 basic desires of human interaction, and strategies to manage difficult people and situations.

Understanding Retirement Plan Fees
Kalamazoo Room, 2nd Floor
Joey Payne, Vice President, Senior Consultant, Cammack Retirement Group

This session will cover a topic that is top of mind with defined contribution plan sponsors of all sized—retirement plan fees. With retirement plan fees serving as the centerpiece of fiduciary breach lawsuits, understanding the dynamics of retirement plan fees is critical for plan sponsors, regardless of plan size or type (401(a), 403(b) or 457(b)). This session will explore what fees should be reviewed and how frequently; what benchmarks should be used when comparing fees; and the options for allocating recordkeeping fees to participants. Universities and other non-profit organizations are facing litigation over excessive fees in their retirement plans, similar to the 401(k) lawsuits that have been around for the past decade. Universities are the "plan sponsor" and have a fiduciary responsibility to manage their retirement plans.

Implications of a Talent Management Strategy
Koessler Room, 3rd Floor
Brad Duggan, Regional Sales Manager, Cornerstone

An effective Talent Management strategy will ensure your institution’s success going forward. We'll discuss what the future holds for Talent Management in Higher Education, how many schools actually have a Talent Management strategy, how to build one if you don't and the benefits of having a dedicated strategy. Participants will learn where their institution is from a Talent Management strategy perspective, how to continue to build that strategy out and how to sell the strategy to the larger campus.
Diversity, Inclusion and Equity - Change the Conversation
Henderson Room, 3rd Floor
Amy Mulholland, Director of Learning and Organizational Development, Eastern Michigan University
Sharon Abraham, Director of Diversity, Eastern Michigan University

A disturbing campus racial incident was the impetus for a successful collaborative training for leadership at EMU. The education was part of a larger organizational model for implementing institutional change and enhancing diversity sensitivity. Learn how Eastern Michigan University used a top down approach to train leadership on improving organizational culture. Learn how EMU developed and implemented a Diversity Awareness model with its Leadership team that included personal introspection, compliance, accountability, and the use of organization wide initiatives to begin cultural change.

Campus & Michigan League Maps
This activity, ID No. 384133, has been approved for 8 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). Please make note of the activity ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval

Business Credits:

1. HR: Leading the Future for Followers of the Past
2. Transforming HR: Thinking with a "What's Possible" Mindset
3. Diversity, Inclusion and Equity - Change the Conversation

HR Credits:

1. Dare to be Rare: Bringing Innovation Back into HR
2. What's an HR Plan Sponsor To Do? Providing Fiduciary Leadership for your Retirement Plan
3. Achieving Basic but Effective Employee Training in Communication and Conflict Resolution through Brief Two-Hour Segments
4. Building High-Quality Connections: A Secret to Effective Communications
5. Super session
6. Coaching Cultures: Understanding Teams as a System & Conflict as a Good Thing.
7. Cadillac Tax – Updated: What is it, what is included, and who is responsible?
8. What Creates an Engaged Higher Ed Workforce?
9. Surviving Workplace Bullying
10. Safe Space Dialogues for your Workplace
11. Prescription Drug Economics
12. How to Build a Community of Practice at your University
13. Positivity as a Strategic Wellness Approach on Campus
14. #MeToo and #You - What are HR Professionals To Do?
15. Faster Work, Less Stress
17. Research Faculty HR Changes
18. Tactful Communication: Dealing with the “difficult” person
19. Understanding Retirement Plan Fees
SHRM recertification credits were not pre-approved for this conference; however, we do encourage you to enter the conference for personal credits. To do so, please enter your PDC’s as you normally would. For your assistance, please feel free to use this form to show which session(s) you attended:

### Keynote Speaker - May 16, 2019 - 9:00 - 10:15 a.m.

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<td><strong>Achieving Basic but Effective Employee Training in Communication and Conflict Resolution through Brief Two-Hour Segments</strong></td>
</tr>
<tr>
<td><em>Joanna Sabo, Ph.D., Principal Consultant, Beyond Interactive Training</em></td>
</tr>
<tr>
<td>1 Credit</td>
</tr>
<tr>
<td><strong>Unleashing the Power of Gratitude</strong></td>
</tr>
<tr>
<td><em>Mary Ceccanese, Principal Consultant, Dynamic Connections, LLC</em></td>
</tr>
<tr>
<td>1 Credit</td>
</tr>
</tbody>
</table>

### Super Session - May 16, 2019 - 12:45 p.m. - 2:00 p.m.

<table>
<thead>
<tr>
<th>Super Session – &quot;Transformative Leadership in HR&quot; Panelists:</th>
</tr>
</thead>
<tbody>
<tr>
<td>David Turner, EMU, Sharon Butler, MSU, Warren Hills, WMU. Moderated by Laurita Thomas</td>
</tr>
<tr>
<td>1 Credit</td>
</tr>
</tbody>
</table>

### Concurrent Sessions #2 - May 16, 2019 - 2:15 - 3:15 p.m.

<table>
<thead>
<tr>
<th>Concurrent Sessions #2 - May 16, 2019 - 2:15 - 3:15 p.m.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Coaching Cultures: Understanding Teams as a System &amp; Conflict as a Good Thing</strong></td>
</tr>
<tr>
<td><em>Lisa Michelin, Project Manager, University of Michigan</em></td>
</tr>
<tr>
<td>1 Credit</td>
</tr>
<tr>
<td><strong>Cadillac Tax – Updated: What is it, What is Included, and Who is Responsible?</strong></td>
</tr>
<tr>
<td><em>Angela Garner, Executive Vice President, Brown &amp; Brown of Central Michigan</em></td>
</tr>
<tr>
<td>1 Credit</td>
</tr>
<tr>
<td><strong>What Creates an Engaged Higher Ed Workforce?</strong></td>
</tr>
</tbody>
</table>
| *Heather Hart, Director of Human Resources, Ivy Tech Community College  
  David Jones, Organizational Effectiveness Specialist, Purdue University* |
| 1 Credit |
| **Surviving Workplace Bullying**  |
| *Sonja Stooss, HR Director, Tenneco* |

### Concurrent Sessions #3 - May 16, 2019 - 3:45 - 4:45 p.m.

<table>
<thead>
<tr>
<th>Concurrent Sessions #3 - May 16, 2019 - 3:45 - 4:45 p.m.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Safe Space Dialogues for your Workplace</strong></td>
</tr>
<tr>
<td><em>Ataul Usman, Senior Human Resources Business Partner, University of Michigan Library</em></td>
</tr>
<tr>
<td>1 Credit</td>
</tr>
<tr>
<td><strong>Prescription Drug Economics</strong></td>
</tr>
<tr>
<td><em>Mike Cutlip, Employee Benefits Specialist/Partner, Advantage Benefits Group</em></td>
</tr>
<tr>
<td>Title</td>
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<tr>
<td>-------</td>
</tr>
<tr>
<td>How to Build a Community of Practice at your University</td>
</tr>
<tr>
<td>Positivity as a Strategic Wellness Approach on Campus</td>
</tr>
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</tr>
</tbody>
</table>

**May 17, 2019 - 8:15 - 9:00 a.m.**

| Morning Speaker – Kristen Storey | Transforming HR: Thinking with a "What's Possible" Mindset | 1 Credit |

**Concurrent Sessions #4 - May 17, 2019 - 9:15 - 10:15 a.m.**

<table>
<thead>
<tr>
<th>Title</th>
<th>Presenters</th>
</tr>
</thead>
<tbody>
<tr>
<td>#MeToo and #You - What are HR Professionals To Do?</td>
<td>David Turner, Vice President, Human Resources, Eastern Michigan University; Dandridge Floyd, Associate Superintendent for Human Resources, Oakland ISD</td>
</tr>
<tr>
<td>Faster Work, Less Stress</td>
<td>Michael Hess, Solution Architect Lead and Adjunct Lecturer, University of Michigan</td>
</tr>
<tr>
<td>Madness to Mission: Meaningful Living in a Digital World</td>
<td>Tonya Thomas, Principal Consultant, Chief Effectiveness Officer, EduTechDiva Enterprises, LLS</td>
</tr>
<tr>
<td>Research Faculty HR Changes</td>
<td>Kim Andrus, Senior Academic Labor Relations Representative, Academic HR; Lisa Armstrong, Department Manager, Electrical Engineering and Computer Science; Rebekah Ashley, Sr. HR Advisor and Chief Diversity Officer, Office of Research</td>
</tr>
</tbody>
</table>

**Concurrent Sessions #5 - May 17, 2019 - 10:45 - 11:45 a.m.**

<table>
<thead>
<tr>
<th>Title</th>
<th>Presenters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tactful Communication: Dealing with the “difficult” person</td>
<td>Christopher Delk, Detective, Cleveland Police Department, State of Ohio</td>
</tr>
<tr>
<td>Understanding Retirement Plan Fees</td>
<td>Joey Payne, Vice President, Senior Consultant, Cammack Retirement Group</td>
</tr>
<tr>
<td>Implications of a Talent Management Strategy</td>
<td>Brad Duggan, Regional Sales Manager, Cornerstone</td>
</tr>
<tr>
<td>Diversity, Inclusion and Equity - Change the Conversation</td>
<td>Amy Mulholland, Director of Learning and Organizational Development, Eastern Michigan University and Sharon Abraham, Director of Diversity, Eastern Michigan University</td>
</tr>
</tbody>
</table>

As a certified profession, I hereby attest that I have attended the 2019 Michigan MI-CUPA Conference: **Challenge the Present, Create the Future** in its entirety.

_____________________________________________________________                                 ________________
Signature                                                                                          Date
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Lindsay Cogswell
Stacy Ede
Kela McClure
Arlene Nixon
Jennifer Wade
Joe Zynda

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