

2021 MICHIGAN CUPA-HR CONFERENCE



The Future is HeRe!



Hosted by Grand Valley State University

Grand Rapids, Michigan

November 4-5, 2021



Welcome

Dear Colleagues:

Welcome to Grand Rapids, home of Grand Valley State University and this year's 2021 Michigan CUPA-HR Annual Conference. Over the next couple of days, you will engage with HR professionals and colleagues in higher education from around the state in a community of practice.

This year's conference theme is "The Future is HeRe." Coming together to share, learn and grow is at the heart of this opportunity, where we strive to provide hope and direction to our diverse campus communities. We encourage you to learn as a community, find opportunity in the chaos, and address the future with the spirit of hope!

We are pleased to welcome Mark Kenny as this year's keynote speaker and look forward to hearing his innovative insights into HR. Through engaging with Mark and drawing from the collective knowledge within the larger community of all of our colleges and universities, it is our hope that you will co-create the future of HR, rising to meet the moment.

As we continue to integrate ourselves back into the workplace and focus on building community, we hope that this summit will create long-lasting friendships and partnerships. Together, we can embrace the future of HR here and now.

Finally, we encourage you to explore historic Grand Rapids, from its revitalized downtown architecture to its cultural arts, Grand Rapids has a lot to offer. Thank you for being here with us.

Sincerely,



Mychal Coleman
Associate Vice President for Human Resources
Grand Valley State University

DoubleTree by Hilton
Hotel Grand Rapids Airport
4747 28th St SE
Grand Rapids, MI 49512



2021 Michigan CUPA-HR Conference Agenda

THURSDAY, NOVEMBER 4, 2021

7:30 a.m. – 5:00 p.m.	Conference Registration Lobby
7:30 a.m. – 8:30 a.m.	Full Breakfast & Sponsor Exhibits Michigan Grand Ballroom/Thornapple
8:30 a.m. – 9:00 a.m.	Welcoming Remarks – Mychal Coleman Associate Vice President for Human Resources, Grand Valley State University Michigan Grand Ballroom
9:00 a.m. – 10:30 a.m.	Keynote Speaker – Mark Kenny The Hippo Solution: Eliminate Territorial Thinking and Embrace the Future TogetHeR Michigan Grand Ballroom
10:30 a.m. – 11:00 a.m.	Networking Break & Sponsor Exhibits Michigan Grand Ballroom/Thornapple Optional: 10:30 a.m. – 10:45 a.m. GVSU Health & Wellness, Shelly Faber – Mindfulness/Meditation (Salon D)
11:00 a.m. – 12:00 p.m.	Concurrent Sessions #1 Salon D, Kentwood AB, Wolverine AB
12:00 p.m. – 1:00 p.m.	Lunch Break Michigan Grand Ballroom
1:00 p.m. – 2:00 p.m.	Concurrent Sessions #2 Salon D, Kentwood AB, Wolverine AB
2:00 p.m. – 2:30 p.m.	Networking Break & Sponsor Exhibits Michigan Grand Ballroom/Thornapple Optional: 2:00 p.m. – 2:15 p.m. GVSU Health & Wellness, Shelly Faber – Simple Stretches (Salon D)
2:30 p.m. – 3:45 p.m.	Super Session – Calling Out, Calling In or Calling UP: Building Racial Literacy to Confront the Empathy Gap and Engage in Authentic Relationship-Building Homa Tavangar & Eric Dozier Michigan Grand Ballroom
3:45 p.m. – 4:00 p.m.	Session Break
4:00 p.m. – 5:00 p.m.	Concurrent Sessions #3 Salon D, Kentwood AB, Wolverine AB

FRIDAY, NOVEMBER 5, 2021

7:30 a.m. – 10:15 a.m.	Conference Registration Lobby
7:30 a.m. – 8:30 a.m.	Full Breakfast Michigan Grand Ballroom
8:30 a.m. – 8:45 a.m.	Morning Welcome Natalie Brown, Michigan CUPA-HR Chapter President Michigan Grand Ballroom
8:45 a.m. – 9:45 a.m.	Concurrent Sessions #4 Salon D, Kentwood AB, Wolverine AB
9:45 a.m. – 10:15 a.m.	Networking Break & Sponsor Exhibits Michigan Grand Ballroom/Thornapple
10:15 a.m. – 11:15 a.m.	Concurrent Sessions #5 Salon D, Kentwood AB, Wolverine AB
11:30 a.m. – 12:00 p.m.	Closing Remarks and Boxed Lunch Michigan Grand Ballroom



2021 Michigan CUPA-HR Conference Speakers

KEYNOTE SPEAKER, Michigan Grand Ballroom, Thursday November 4, 2021

9:00 a.m. – 10:30 a.m.

Mark Kenny

“The Hippo Solution: Eliminate Territorial Thinking and Embrace the Future TogetHeR”

The Future is HeRe! Or is it? The ability for teams to work together across the organization with minimal politics and territorial thinking is the key to embracing the future. Otherwise, it’s just a different version of the past, each of us with our own priorities and agendas. How can HR take advantage of this opportunity to bring your organization together and make the future better than ever? Through a simple formula, with five variables and five transformative actions, organizational teamwork expert Mark Kenny shares the roadmap to transform HR and the organizations it serves from hippo-esque territorial thinking to a culture of organizational teamwork that embraces the Future togetHeR. During this session, participants will:

- Discover why organizational teamwork efforts usually don’t work.
- Identify the Five Variables that drive organizational teamwork.
- Explore the Five Transformative Actions and discuss strategies to leverage them.
- Construct a game plan to create an unstoppable alignment around the same collective purpose.

About Mark Kenny



Author and keynote speaker Mark Kenny works with leaders who want to build stronger leadership teams, eliminate territorial thinking, and create an unstoppable strategic alignment. For over 25 years, he has worked to improve the results of teams in hundreds of organizations, originally in IT and operations, and later in keynote speaking and consulting. Mark is the author of the #1 bestseller *The Hippo Solution: Eliminate Territorial Thinking and Unleash the Power of Teams*.

Mark’s passion for teamwork extends beyond the workplace as a high school basketball coach and volunteer leader. Mark is a member of the National Speakers Association, an aviation enthusiast, an avid basketball player, and a lifelong Green Bay Packers fan. Mark lives outside of Nashville, Tennessee with his wife, daughter, and three adult sons.



2021 Michigan CUPA-HR Conference Speakers

Concurrent Sessions 1 11:00 a.m. – 12:00 p.m.

Managing for Success in a Hybrid Environment

Salon D

Catherine Lilly, Senior Consultant, Segal

Andrea Averill, Senior Consultant, Segal

Many institutions are anticipating an increase in off-site or remote work, giving rise to new forms of hybrid work communities at all levels. One visible challenge in managing a hybrid workplace is that traditional performance management practices may even more negatively impact diversity and inclusion goals. They can compound the fragmented dynamics of remote and hybrid work and unintentionally result in reducing employees' sense of belonging, connection, and inclusion. This session will address these issues and provide HR professionals with current trends in effectively managing performance in this hybrid context. The session will also provide best practice principles as well as examples of solutions developed by leading institutions.

Is your Retirement Plan ready for 2022?

Kentwood AB

Errol Hau, Senior Vice President, CAPTRUST

There has been considerable 403(b) retirement plan changes this past year and much more to come next year. This session will go beyond the headlines to look at key considerations related to managed accounts, new plan investments, fee payment considerations and addressing DEI. It will also review the impact to your employees.

Embrace Strategies for Wellness: Becoming a Heart Centered Leader

Wolverine AB

Elisa Salazar, Employee Ombuds at Grand Valley State University; Owner of Embrace Strategies LLC

Anyone, regardless of rank or role, can become a heart-centered leader. Heart-centered leaders use themselves as environments for others. They prioritize their own wellness so they can sustain their work and mission of creating a more just and equitable world. In this program, participants will walk through a reflection exercise to become more aware of their own needs for their wellness and leadership. The focus will be on three core leadership lessons: rest, healing, and growth. Participants can expect to walk away with tangible skills to cultivate their emotional wellness in an effort to become a heart-centered leader.

Concurrent Sessions 2 1:00 p.m. – 2:00 p.m.

Gender Inclusive Excellence: The HR Focus

Salon D

Jon Humiston, Instructional Designer, ansrsource

Sarah Marshall, PhD, Faculty, Central Michigan University

This research-based session provides in-depth review of the campus climate for transgender and nonbinary folk specifically focusing on information and best practices impacting Human Resource professionals. Strategies for creating a more inclusive campus environment will be shared and participants will have an opportunity to ask questions in an engaging, judge-free environment.



Higher Ed Pay Envy: Incentives for Fundraisers

Kentwood AB

Andrea Averill, Senior Consultant, Segal

Myrna Hellerman, Senior Vice President, Segal

Performance incentives often can be controversial. A plan for one group of employees may cause pay envy, “Why not for me, too?” It just seems easier to shy away from incentive plans. But, the trend to provide HE fundraiser incentives makes avoidance of the topic increasingly impossible. This interactive session will discuss trends as well as fundraiser plan design and deployment at institutions with highly successful fundraising engines. You will be equipped with a check list to measure the “fit” of a fundraiser incentive with your culture and total rewards strategy.

Rebuilding the Workforce: Using Technology to Embrace Uncertainty

Wolverine AB

Lauren Harris, VP Higher Ed Sales, North America, PageUp

Suzy Jonsen, VP Business Development Midwest/West, PageUp

Megan Bravo, Employment Manager, Grand Valley State University

In an uncertain future, the successful institutions will be the ones agile enough to adapt to change. Leading institutions are harnessing new recruiting strategies to tackle today’s challenges head-on. Whether it’s shifting to remote working, attracting talent in a competitive market, or future-proofing and retention strategies, thinking differently is the key to recovery. Join this session as presenters share higher education research and best-practice recruiting strategies to implement in your own institution. You’ll learn: 1. The biggest trends, challenges and gaps in the higher education market – and what the future holds for HR practitioners. 2. How to get out of the recruitment rut and rebuild your workforce with new and diverse sourcing strategies. 3. The technology solutions to consider if you want your institution to be agile and adaptive to change.

SUPER SESSION “Calling Out, Calling In or Calling UP: Building Racial Literacy to Confront the Empathy Gap and Engage in Authentic Relationship-Building” **Michigan Grand Ballroom, Thursday November 4, 2:30 p.m. – 3:45 p.m.**

We find ourselves in a moment where we’re navigating the challenging context of pandemic-impacted workplaces and communities, alongside fraught and polarized discourse around racial justice that seems to be heating up more every month. As we seek to bridge divides between “us” and “them,” how might building racial literacy help us to move beyond the dichotomy of calling people out versus calling in, to something new: “calling up.” This is where we rise to our potential, holding a space for sincere and courageous conversation, relationship cultivation, community-building, and deeper learning. This talk will explore some big ideas and practical steps you can take in your professional and personal spaces.

Homa Tavangar



Homa Tavangar is the author of best-selling [*Growing Up Global: Raising Children to Be At Home in the World*](#) (Random House), co-author of five books for educators, and most recently, [*Global Kids*](#), a colorful activity deck exposing children to world cultures, rich diversity, and global mindsets. Homa advises and trains K-12 schools around the world, and organizations like the University of Pennsylvania’s Coalition for Educational Equity, Disney Channel and other Fortune 50 and small companies, the National Education Association Foundation, and the Pulitzer Center on optimizing learning, empathy, innovation, global citizenship, equity, and belonging. She coaches leaders on accountability for DEI, leading through crisis, and launching inclusive and transformational practices. In addition to Oneness Lab, she is co-founder of

[BigQuestions.Institute](#). She serves on the boards of [International Schools Services](#) and the [Tahirih Justice Center](#). A graduate of UCLA and Princeton University, Homa was born in Iran, has lived on four continents, has heritage in four world religions and is the mother of three daughters.



Eric Dozier



Eric Dozier is a music educator, cultural activist, and recording artist who uses music to engage communities in dialogue about racism. He is committed to “*Showing the world what community SOUNDS like!*” He has served as the musical director for the *World Famous Harlem Gospel Choir*, the award winning *Children’s Theatre Company of NYC*, and has been a featured artist at the *United Nations*. He is co-composer of *Henry "Box" Brown: A Musical Journey*, an internationally award winning production currently in development for its Broadway debut. He’s shared the stage with the likes of *Harry Belafonte*, *Angelique Kidjo*, *Raffi*, and even *Nelson Mandela*. He’s a founding faculty member and *Director of Equity and campus Culture* at the *Episcopal School of Nashville*. He currently serves as a Museum Educator for the forthcoming *National Museum of African American Music* to be built in Nashville, TN and has recently launched the *Young People’s Freedom Song Initiative*, an interactive musical exploration designed to engage young people in revolutionary music making. He is a graduate of *Duke University* and *Duke Divinity School* and is currently pursuing a doctorate at the *University of Tasmania* researching the effects of Black Gospel Music on communities outside of the Black Church. Learn more about Eric’s work at www.ericdozier.com.

Concurrent Sessions 3 4:00 p.m. – 5:00 p.m.

One and Done No More: Pay Equity Analysis as a Continuous Equity Solution

Salon D

Moshe Mayefsky, Vice President, Segal

Jack Jones, Senior Associate Consultant, Segal

Myrna Hellerman, Senior Vice President, Segal

Your stakeholder community wants assurances that you have a robust DE&I strategy. Pay equity is a key component of this strategy. But, practices like one-and-done pay equity analysis inadequately support a robust DE&I strategy. Pay equity analyses need to be ongoing and applied beyond compliance to examine disparate outcomes, which can occur at key points in the Equitable Opportunity Cycle. This panel discussion will provide examples to help you convert your one-time analyses to an ongoing action plan that prevents disparate pay practices and leads to true equity, inclusion and diversity.

What can be done to make it right?: Using Restorative Justice as a Supportive Option in the Conflict Resolution Process.

Kentwood AB

Natalie Trent, Human Resources Specialist, Grand Valley State University

Elisa Salazar, Employee Ombuds Officer, Grand Valley State University

In this session, the facilitators will share their experience using restorative justice as an employee relations strategy in the conflict resolution process. Participants will learn what restorative justice is, how to apply it to the workplace, and insights on developing an internal restorative justice program.

Leadership: How to drive employee engagement and wellbeing in a hybrid work setting

Wolverine AB

Christopher Dotson, Learning, Organizational Development, Talent & Wellness Specialist, Eastern Michigan University

In this presentation, we will discuss the role of the manager in driving results through employee engagement and wellbeing in a hybrid work setting. In our conversation, you will have the opportunity to collaborate and learn with and from your peers in an interactive discussion about how we can best lead our institutions by investing in our people.



2021 Michigan CUPA-HR Conference Speakers

Concurrent Sessions 4 8:45 a.m. – 9:45 a.m.

HR Hot Topics – Maximizing Your CUPA-HR Network & Resources

Salon D

Jake Lathrop, CUPA-HR Midwest Region Board of Directors; Consultant, Michigan State University

In this interactive session we will engage in conversation on four of the most pertinent challenges that our collective HR offices have faced this past year: addressing the future of work; vaccine mandates at our institutions; the Great Resignation; and advancing diversity, equity, & inclusion efforts. Participants will discuss how their institutions may be responding to these topics which allows for some success stories, lessons learned, and innovative approaches. Participants will also learn about CUPA-HR's vast resources and opportunities to engage your colleagues across the country on these critical issues.

HR and Payroll the Dream Team - Why working together is critical for our shared success.

Kentwood AB

Luanne Brown, Director of Payroll Services, Grand Valley State University

We are in the midst of a massive change in how we recruit and staff our Institutions. HR and Payroll will need to work together in all areas to not only ensure compliance, but also be ready to come up with creative solutions that fit both our needs. We are seeing a rise in remote work agreements, remote permanent hires, and tax implications on creative job offers. We can no longer work in silos. In this session we will address some of the top hot topics that affect both HR and Payroll.

Strengths-Based Coaching Cultures: Transforming Culture Through Learning Conversations

Wolverine AB

Kristen Storey, Founder, Kristen Storey Consulting

Leaders who serve as strength coaches consistently work on knowing themselves, being present, listening deeply, asking learning questions, and seek and leverage the strengths in others to contribute to organizational wellbeing. Focusing on this kind of people-centered leadership capacity naturally encourages inclusion, productive conversations, collaboration, and creativity. In this session, we'll examine a three-level leadership framework and the most transformative talent development practices to support a coaching culture.

Concurrent Sessions 5 10:15 a.m. – 11:15 a.m.

The Strategic Value of HR Acumen: How University of Michigan's HR Community of Practice Implemented and Applies Dave Ulrich's HR Competency Model

Salon D

Linda Dabrowski, Senior Human Resources Representative, University of Michigan Staff HR

Amy Rice, Human Resources Generalist, College of Literature, Science and the Arts, University of Michigan

Rachel Wiertella, Human Resources Business Partner, Michigan Medicine - University of Michigan

Join HR professionals from the University of Michigan to learn about Dave Ulrich's HR Competency Model and how you can implement this value-added model in your own HR Community of Practice. Utilize this strategic tool to enhance your HR skills to better support clients and advocate the importance of HR at your organization.



From Good to Great! The Employee Experience - Fostering a Great Work Culture through HR Initiatives

Kentwood AB

Christina Corson, Assistant Vice President of Human Resources and Business Operations, Adrian College

Changes in the landscape of Higher Education has emphasized the need for HR to step up and lead. Human Resources can help drive the culture and improve the employee experience. During this presentation, we will identify ways that HR professionals can be a driver to improve the employee experience.

Why Mental Health and Substance Use Matters in the Workplace. - Practical tools and practice to help your employees

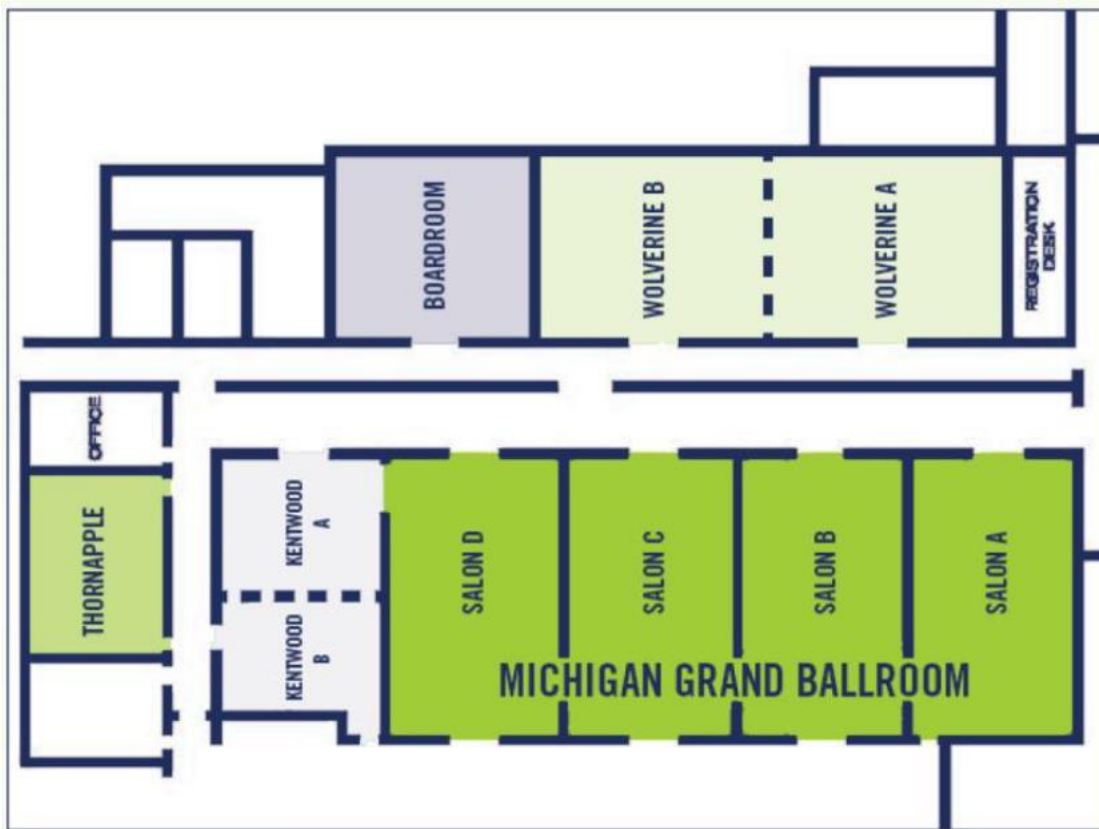
Wolverine AB

Traci Smith, Chief of Staff, Macomb County Community Mental Health

Dave Pankotai, Chief Executive Officer, Macomb County Community Mental Health

According to a recent CDC study, 40.9% of respondents reported at least one adverse mental or behavioral health condition, increased substance use, and considered suicide in the 30 days prior was at 25.5% among ages 18–24 years, 18.6% among Hispanic groups, 15.1% among black respondents, and 21.7% among essential workers. As an HR professional you need to know how this is impacting your workforce and the practical applications to help. At the session you will learn more about how to: 1. Educate yourself and your team 2. Communicate, communicate and then communicate some more about mental health awareness 3. Provide guidance and best practices to your team 4. Be prepared, act now and not when it is too late.





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**Thank you for joining the
2021 Michigan CUPA-HR Conference!**

