



Together Towards Tomorrow!

Missouri College & University Professional Association for
Human Resources (MO CUPA-HR) Fall Conference
September 29 - 30, 2022
Margaritaville Resort – Lake of The Ozarks, Missouri
Conference Agenda



Welcome to the 2022 Missouri CUPA-HR Annual Fall Conference: Together Towards Tomorrow! The Board of Directors is pleased to bring a variety of topics and industry leaders together to support one of our goals of providing affordable professional development opportunities to the Missouri higher education human resources community.

Thank you to our corporate sponsors, presenters and chapter board. None of this would have been possible without their tireless work in the HR industry, the community and the state.

We are so pleased to be meeting in-person again and hope that you enjoy your conference! We encourage you to visit our corporate partners in the exhibit hall, exchange information with each other, and make new connections. Don't forget that all conference attendees will be entered into a drawing and that those in attendance at the closing session will be eligible to win one of several prizes!

Additionally, please be on the lookout for a brief online conference survey following the conference. Our board would appreciate your participation and feedback.

I am pleased to be of service and look forward to our continued partnerships as we grow and support each other together.

Sincerely,

Tasha Welsh
President, Missouri CUPA-HR
Chief Human Resources Officer, Jefferson College

Missouri CUPA-HR 2022-2023

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Conference Sponsors

We are so grateful for the support of our conference sponsors. Without these organizations, our conference would not have been possible. Please make plans to visit with them during the vendor fair.

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Thursday, September 29th



7:30 am - 8:15 am	Registration, Breakfast and Visit Conference Exhibitors <i>Location: Paradise A Ballroom</i>
8:15 am - 8:30 am	Welcome & Business Meeting <i>Tasha Welsh, Missouri CUPA-HR Board President</i> <i>Location: Paradise A Ballroom</i>
8:30 am - 9:30 am Keynote Address	Future Forward & the Changing Organization <i>Dr. Celina Peerman, President/Chief Training Officer, The Peerman Group</i> <i>Location: Paradise A, Ballroom</i>
9:30 am - 9:45 am	Break - Please visit the exhibitors and conference sponsors.
9:45 am - 10:35 am Concurrent Session 1	1A - Best Practices for Managing Remote Work and Multi-State Taxation <i>University of Missouri & A.T. Still University</i> <i>Location: Windgate 60/61</i> 1B - Mental Health: The Pandemic Under the Pandemic <i>Marsh & McLennan Agency</i> <i>Location: Windgate 62/63</i>

<p>10:45 am - 11:35 am Concurrent Session 2</p>	<p>2A - Strategies for Managing the Great Resignation (...or maybe Renegotiation)</p> <p><i>John Holst, Senior Vice President Employee Benefits – Higher Education - Lockton Companies, LLC</i> <i>Location: Windgate 60/61</i></p> <p>2B - Understanding Unemployment in Missouri</p> <p><i>Missouri Division of Employment Security</i> <i>Location: Windgate 62/63</i></p>
<p>11:45 am - 12:45 pm</p>	<p>Lunch in Paradise A, Ballroom</p>
<p>12:45 pm - 1:35 pm Concurrent Session 3</p>	<p>3A - Steps to the C-Suite in HR: A CHRO Panel Discussion</p> <p><i>Marsha Fischer, Vice President & CHRO - University of Missouri System</i> <i>Sara Freemyer, Director of Human Resources, EOO, Deputy Title IX Coordinator - Missouri Western State University</i> <i>Daniel Bauer, Assistant Vice President, Human Resources (CHRO)/Title IX Coordinator - University of Health Sciences & Pharmacy in St. Louis</i></p> <p><i>Moderator: Mackenzie Moorefield, Executive Director for Human Resources - University of Missouri -- Columbia</i></p> <p><i>Location: Windgate 60/61</i></p> <p>3B - Why is Higher Ed HR Different from "Regular" HR?</p> <p><i>Roger Dusing, PhD, SPHR, Senior Consultant – Omni HRM</i> <i>Location: Windgate 62/63</i></p>
<p>1:45 pm - 2:35 pm Concurrent Session 4</p>	<p>4A - Strategic HR in Organizations Today</p> <p><i>Dr. Celina Peerman, President/Chief Training Officer, The Peerman Group</i> <i>Location: Windgate 60/61</i></p> <p>4B - The Turnover/Churnover Conundrum: One Campus' Journey to Retain Talent</p> <p><i>Cindi Nelson, CHRO - Missouri S&T</i> <i>Location: Windgate 62/63</i></p>

<p>2:35 pm - 3:00 pm</p>	<p>Break - Please visit the exhibitors and conference sponsors.</p>
<p>3:00 pm - 3:50 pm Concurrent Session 5</p>	<p>5A - Entering an Era of Employee Experience: Strategies for Boosting Faculty and Staff Satisfaction and Retention During Uncertain Times</p> <p><i>Dr. Kimberly LeCompte & Sheryl Cullina, University of Missouri</i> <i>Location: Windgate 60/61</i></p> <p>5B - Recruitment Advertising Using Analytics</p> <p><i>Andy Boom, Director of Business Development - JobElephant</i> <i>Location: Windgate 62/63</i></p>
<p>4:00 pm - 4:50 pm Concurrent Session 6</p>	<p>6A - Lessons Learned from Creating a Leadership and Supervision Development Program</p> <p><i>University of Missouri System Learning & Organizational Development Team</i> <i>Location: Windgate 60/61</i></p> <p>6B - Recruiting in Today's Market</p> <p><i>Scot Scobee, Director of Human Resources – Missouri State University</i> <i>Location: Windgate 62/63</i></p>
<p>5:00 pm - 6:00 pm</p>	<p>Happy Hour & Sponsors Fair</p> <p><i>Location: Paradise A Ballroom</i></p>

Friday, September 30th

7:30 am - 8:30 am	Breakfast and Visit Conference Exhibitors <i>Location: Paradise A Ballroom</i>
8:30 am - 9:20 am Keynote Address	CUPA-HR: Our Vision, Our Purpose, Our Community <i>Jay Stephens, MPA, Vice President-Human Capital Services - Kansas State University Chair, CUPA-HR National Board of Directors Location: Paradise A Ballroom</i>
9:30 am - 10:20 am Concurrent Session 7	7A - Conflict Resolution <i>Deana Volle, HR Consultant - University of Missouri Location: Windgate 60/61</i> 7B - Using 9-Box Rankings to Facilitate Succession Planning <i>Lorraine Mixon-Page, SPHR, Associate Director of Human Resources – University of Missouri School of Medicine Location: Windgate 62/63</i>
10:20 am - 10:45 am	Break - Please visit our vendors and conference sponsors
10:45 am - 11:45 am	Legal Updates for Higher Education Human Resource Professionals <i>Mollie Mohan & Veronica Potter - Tueth, Keeney, Cooper, Mohan & Jackstadt, P.C. Location: Paradise A, Ballroom</i>
11:45 am - Noon	Closing Remarks and Prize Drawings <i>Tasha Welsh, Missouri CUPA-HR Board President Location: Paradise A, Ballroom</i>

Session Descriptions & Speaker Biographies

Future Forward and the Changing Organization

Session Description: Can you imagine a future where all shoes were free in the future? That you would pay employees in multiple types of currency? What do you predict we will need to be ready for in the next ten years? Dr. Celina will share research and real stories to bring vision and enthusiasm so we can plan for a future organization in uncertain conditions. Let's create our next best realities and lead with expertise and confidence. Whether new or senior in HR, gain new insight into what it takes to move forward with confidence even in when the unknowns lurk ahead.

Dr. Celina Peerman currently serves as an organizational psychologist with over 27 years of HR and operations experience from front line to senior level positions, in a wide range of industries and organizations. She is passionate about engaging our human resources in new ways to achieve even better organizational results. Celina is a strategist with a sense of humor and a love for building capacity in organizations.

She has presented at numerous conferences for local, state, and national audiences. Celina's work in Southeast Asia, Canada and Central America gave additional operations experience, further developing her desire to listen, learn and lead conversations while walking alongside different types of companies, exploring challenges, and pursuing opportunities to drive performance.

Celina holds a Ph.D. in Psychology, a master's degree in business, with undergraduate degrees in psychology and international studies. She is a 2-time TEDx presenter, podcaster, and writer. She usually sees over 250 groups a year or about 6000 people, including large and small groups with many one-on-ones. Her content is aimed at helping teams maximize potential for an even more positive impact on those around them.

Learn more about Dr. Peerman at www.drcelinapeerman.com.

Session Descriptions & Speaker Biographies

Best Practices for Managing Remote Work and Multi-State Taxation presented by the University of Missouri & A.T. Still University

Session Description: In this session, participants will learn about the benefits of remote workers for an organization, challenges supervisors have managing remote workers and best practices for keeping remote workers engaged. Additionally, participants will learn about processes used to manage state taxation requirements for remote workers.

Tiffany Clevenger serves as a Human Resource Consultant at the University of Missouri's Division of Research, Innovation & Impact. Ms. Clevenger has worked with the University for five years in human resources and project management. Prior experience includes work in child abuse and neglect.

Donna Brown serves as the Assistant Vice President for Human Resources for ATSU. She has served in her current role since 1999. Donna oversees the human resource and payroll functions for the University and has been active in the human resources field since 1980. Donna attended Truman State University and finished her bachelor's degree and obtained her master's degree in business administration from William Woods University. She currently holds certifications as a Senior Professional in Human Resources (SPHR) through the HR Certification Institute and as a Senior Certified Professional from the Society of Human Resources Management (SHRM-SCP).

Mary Lou Carter serves as the Director Payroll at ATSU. She has served in payroll since 2005. Mary's current role focuses on overseeing the paying of all employees, payroll taxes, and W2 reporting. Mary earned her CPP from the American Payroll Association in San Antonio, TX in 2008.

Session Descriptions & Speaker Biographies

Mental Health: The Pandemic Under the Pandemic presented by Marsh & McLennan Agency LLC

Session Description: This presentation will discuss the rise in mental health challenges among individuals in academic institutions and provide tips on how to support colleagues, become an ally and decrease stigma.

Diane Andrea, Vice President, Health Management Consultant - Employee Health & Benefits

Diane Andrea is a Vice President and Health Management Consultant with MMA St. Louis. She has been with MMA since 2011. Residing in the wellness industry for over 25 years, Diane is responsible for assisting clients with wellbeing initiatives at the workplace.

Internally at MMA St. Louis, Diane assists employees with individual wellness goals. She also works alongside Human Resources on wellness initiatives, earning MMA St. Louis several worksite wellness recognition awards. Diane has a Bachelor of Science degree in Hospital Dietetics and an M.B.A. degree in Management and Strategy. Diane is a Registered and Licensed Dietitian. She is certified in Workplace Wellness Compliance and is a Certified Adult Mental Health First Aid instructor. Diane has her Producer's Health & Life License in the state of Missouri. Diane is a Preceptor for the St. Louis University Dietetic Internship Program, and a member of the local and national Academy of Nutrition and Dietetics. In her free time, she enjoys exercising, coffee with friends and family, and photography excursions with her spouse.

Carol Emge, Senior Human Resources Consultant - Employee Health & Benefits

Carol Emge has been with MMA for 4 years. She brings with her over 30 years of extensive experience in Human Resources, including an HR leadership position, and in a consulting capacity. She has widespread experience supporting a variety of industries, and her concentration includes employment laws, human resources training and development and creative problem solving to meet organizational needs. She utilizes her experience in her current role as Senior Human Resources Consultant where she advises and supports clients on all things related to employment regulations and Human Resources best practice. This includes, but is not limited to, partnering their policies with their benefits, auditing internal practices, and/or developing procedural documents. Carol attended the University of Missouri – St. Louis, and is a member of Society of Human Resources Management. (SHRM). She is actively involved in Home Sweet Home, a organization that provides complimentary home furnishings to individuals that receive housing through other non-profit organizations, and also cooks meals at the St. Patrick Center. In her free time, she enjoys spending time with her family, and learning new things, whether it be building a retaining wall or making a vegan cake.

Session Descriptions & Speaker Biographies

Strategies for Managing the Great Resignation (...or maybe Renegotiation) presented by Lockton Companies, LLC

Session Description: We will explore the changing needs of employees and strategies HR leaders can use to help retain talent in the post-pandemic, ultra-low unemployment world we live in now. Staff resignations and early retirements are at a historical high mark which creates unique challenges for universities and colleges that traditionally had low turnover rates. Higher education is particularly vulnerable now to losing talent due to a combination of factors including budget constraints, lower student enrollment and fierce competition for talent from the private sector. Higher education human resource leaders need to articulate a new employment value proposition to newly empowered employees before valuable talent and relationships walk out the door.

John Holst III, GBA, GBDS - Senior Vice President Employee Benefits – Higher Education

John Holst leads Lockton's national Higher Education Practice based out of St Louis. He works with a number of college and universities in Missouri and around the country. Our goal is helping higher education institutions create financially efficient and valued health and welfare programs.

Understanding Unemployment in Missouri presented by the Division of Employment Security

Session Description: This session will focus on how we make determinations and what is Reasonable Assurance and how it applies to professional and non-professional employees of educational institutions. We will also review the Appeals process in employment security matters.

Thomas Ott - Appeals Referee Manager

Thomas Ott graduated from University of Notre Dame in 2004 and from Saint Louis University Law School in 2007. Mr. Ott has worked for the Division of Employment Security since 2010.

William Dillon - Program Coordinator, UI Benefits-Policy & Training

William Dillon has worked for the Division of Employment Security for 11 years. Mr. Dillon has worked extensively in making unemployment determinations for employees who separate from the employer. As a Claims Programs Manager, Mr. Dillon helps implement the policies according to the US Department of Labor guidelines. Dillon has a bachelor's degree in Theology and speaks at different platforms in representation of the Division.

Session Descriptions & Speaker Biographies

Steps to the C-Suite in HR: A CHRO Panel Discussion

Session Description: Join us for an interactive dialogue with 3 CHROs from institutions across our great state. Marsha Fischer, Daniel Bauer and Sara Freemyer will share about their career trajectories, lessons learned as a CHRO in higher education, and tips and tricks for preparing for the C-suite. Mackenzie Moorefield will moderate this panel discussion.

Marsha Fischer is the Vice President for Human Resources, Chief Human Resources Officer, and Chief Equal Opportunity Officer for the University of Missouri. Marsha joined the University in May 2014. Marsha leads the Office of Human Resources (OHR), which serves the University of Missouri-Columbia (also known as MU or Mizzou) and the University of Missouri System (UM System). Prior to leading human resources, Marsha was in the General Counsel's office for the University of Missouri. She primarily represented the University in litigation and employment law matters. Before joining the University of Missouri, Marsha was in private practice for almost 16 years with Walther, Antel, Stamper & Fischer, P.C. in Columbia, Missouri. Her focus was employment law and litigation. Prior to joining the firm, Marsha served as a judicial law clerk for the Hon. Scott O. Wright, U.S. District Judge. While clerking for Judge Wright, she developed an interest in employment law matters. Marsha is a cum laude graduate of the University of Missouri-Columbia School of Law where she was honored as an initiate to the Order of the Coif, and Note and Comment Editor of the Missouri Law Review. She is a summa cum laude graduate of Southwest Missouri State University.

Sara Freemyer serves as the Director of Human Resources for Missouri Western State University. She has served in her current role since 2017 and oversees the human resource and payroll functions for the University as well as serving as the Deputy Title IX Coordinator. Sara attended Northwest Missouri State University and received her bachelor's degree. She's been active in the HR field since 1997 in various capacities in industry and higher education. Sara has been a member of MCUPA since 2004.

Dan Bauer serves as Assistant Vice President, Human Resources (CHRO) and Title IX Coordinator at University of Health Sciences and Pharmacy in St. Louis. He has broad responsibility for University-wide staffing, benefits, employee relations training, EEO and Title IX compliance. Prior to joining the University in 2008, Dan served in a variety of HR roles at the St. Louis Blues hockey club and Scottrade Center finishing his tenure as Director of Human Resources managing that function. In that role, he was responsible for recruitment of seasonal and front-office staff, employee relations including supporting labor negotiations, managed benefits plans, oversaw workplace safety and injury programs, and developed and trained staff. Dan earned a bachelor's degree in Business Administration from Saint Louis University, with a concentration in Management of Human Resources. He is certified as a Professional in Human Resources (PHR) and SHRM-CP. Dan is a member of the Society of Human Resource Management (SHRM), St. Louis Human Resources Executive Network and serves as an an-hoc member of the MO-CUPA Board.

Mackenzie Moorefield is the Executive Director for Human Resources at the University of Missouri. She is responsible for leading the evolving HR Business Partner model in support of the university and its employees. Over the last decade, Mackenzie has served in numerous roles at the University of Missouri and UM System. Most recently, as the Director of Learning & Organizational Development, focusing on developing leaders, building culture, and improving the employee experience. She is a proud graduate of the Crosby Program and Trulaske College of Business at Mizzou. Mackenzie is passionate about learning, leadership, and maximizing potential and draws energy from strategic thinking, efficiency, and creativity.

Session Descriptions & Speaker Biographies

Why is Higher Ed HR Different from "Regular" HR?

Session Description: If you're new to HR in Higher Ed, you may be recognizing that something seems a bit off. While the basics are the same, so much just seems more complicated or confusing. In this session we'll take a light-hearted look at why HR in Higher Ed is different than HR in other industries, and we'll help you learn to navigate these waters.

Roger Dusing, PhD, SPHR, Senior Consultant – Omni HRM

Dr. Roger Dusing is a senior consultant and leader of Omni HRM's higher education practice. Roger has 40 years of HR experience, over 30 of that as VP or CHRO and over a decade in Higher Education. His unique blend of education and hands-on experience make him well qualified to work with colleges and universities to improve their human resources operations. Dr. Dusing is also a past officer of MO CUPA-HR.

Session Descriptions & Speaker Biographies

Strategic HR in Organizations Today

Session Description: Today's organization must respond to dramatic shifting forces in higher education and create pathways forward to serve constituencies. This session will focus on strategic planning tools available to HR staff to support their organization. Taking the best practices from business strategic planning, we'll apply those lessons for participants to both improve their skills as HR Business Partners for their own employer but also to be stronger leaders in their organizations as a result. Discussion and activities will include the leader's influence, changing role of HR, and the strategic implications for human resource planning.

At the end of this session, participants should be able to:

Identify strategic perspectives critical for organizational performance

Recognize the importance of external and internal environmental scanning

Practice designing strategy, goals, and deployment plans based on strategic planning research

Celina Peerman, Ph.D. President/Chief Training Officer, The Peerman Group A Division of Meridian People Development, LLC

Dr. Celina Peerman currently serves as an organizational psychologist with over 27 years of HR and operations experience from front line to senior level positions, in a wide range of industries and organizations. Celina holds a Ph.D. in Psychology, a master's degree in business, with undergraduate degrees in psychology and international studies. She is a 2-time TEDx presenter, podcaster, and writer. She usually sees over 250 groups a year or about 6000 people, including large and small groups with many one-on-ones. Her content is aimed at helping teams maximize potential for an even more positive impact on those around them.

The Turnover/Churnover Conundrum: One Campus's Journey to Retain Talent

Session Description: Often educational institutions are at a disadvantage as to how our compensation compares to the outside market. Decreasing enrollment, COVID and budget cuts have further exacerbated our market competitiveness. Review one campus's journey to improve recruitment and retention efforts through compensation. The presentation will include: how we measured turnover and churnover, determining the root causes, immediate remedies, campus-wide review and results, the communication plan, project review: what worked well and what we would do differently.

Cindi Nelson, CHRO – Missouri S&T

Cindi Nelson, MBA, PHR, SHMR-CP, has over fifteen years of experience in human resources in the public education industry. Areas of expertise include: compensation, benefits administration, coaching for performance and data analytics.

Session Descriptions & Speaker Biographies

Entering an Era of Employee Experience: Strategies for Boosting Faculty and Staff Satisfaction and Retention During Uncertain Times

Session Description: Over the last few years, higher education institutions have had to navigate the effects of the pandemic and re-evaluate how to maintain a productive and successful workforce. As a result, retaining and nurturing faculty and staff will be crucial for institutions in the coming decade, but creating an exceptional employee experience today looks very different from pre-pandemic times. Focusing on the development and retention portion of the employment lifecycle, this session will highlight employee satisfaction and retention strategies that institutions can utilize to support and maintain accountability in a growing digital-first workforce.

Sheryl Cullina, SHRM-CP, PHR - Senior Strategic HR Partner -- University of Missouri-Columbia

Sheryl Cullina has spent her career in higher education HR, supporting units at the University of Missouri, including the School of Medicine, University Libraries, Education, Engineering, Journalism, and the Provost Office. She has worked in recruiting, compensation, workforce planning and development, and employee relations. Sheryl holds a B.A. in Theatre from Bradley University, with an emphasis in technical theatre and design.

Kimberly LeCompte, PhD, SHRM-SCP – Associate Director of Human Resources - University of Missouri-Columbia

Kimberly LeCompte currently serves as the Associate Director of Human Resources providing HR leadership and expertise to faculty and staff within MU Extension and the College of Agriculture, Food and Natural Resources. Prior to joining MU, she specialized in academic employment policies and process at Louisiana State University and served as HR Manager overseeing the HR function at LSU Eunice. She holds a Ph.D. in Educational Leadership and Research with a focus in Higher Education Administration from LSU.

Recruitment Advertising Using Analytics

Session Description: The world of data analytics can be scary and intimidating for those unfamiliar with the tools and solutions data can provide. As a leader in recruitment, JobElephant can help your organization understand why data analytics are important to HR, how to use those analytics that brings value to your candidate sourcing and recruitment, and hopefully help you find the very best candidate for your job openings. In this session, we will discuss targeted job ad placement using analytics. Attendees will learn about our process of posting, tracking and advising on where their money is best spent specific to each open position.

Andy Boom, Director of Business Development - JobElephant

Andy has extensive account management and development expertise while overseeing a variety of clients throughout his career in the recruitment, online marketing and shipping industries. Andy has been with JobElephant for 7 years, managing hundreds of JobElephant accounts, from rural liberal arts schools to large, multi-campus institutions with dozens of hiring managers. JobElephant will post over 750,000 job ads in 2022, mostly for higher education institutions, tracking every single ad.

Session Descriptions & Speaker Biographies

Lessons Learned from Creating a Leadership and Supervision Development Program

Session Description: This team has created a suite of programs over the last two years focusing on leadership development and supervision. This session will focus on the lessons learned in development and implementation of these programs over the last two years and the current projected next steps as we move from an online environment to a hybrid and in-person training experience.

Susan Groshong, BSEd., Training and Development Coordinator

Susan has been with Columbia Campus HR in this role since 2014 and with the University of Missouri for 28 years. She is passionate about staff development and enjoys her work putting together programs to encourage both professional and personal development.

Paul Mintner, MS.Ed., Lead Consultant

Paul has been working in higher education for over a decade. His primary role with the University of Missouri Human Resources team is providing leadership development training to staff at the four UM System campuses.

Erin Leuschke, MA, Interim Director, Learning and Organizational Development

Erin believes that effective leadership, positive organization culture, and engaging employee experiences are worth our ongoing attention and investment. She has spent time working in non-profit management, human resources, and learning & development and began her work at the University of Missouri in 2019.

Deana Volle, M.Ed., HR Consultant – University of Missouri

Deana has been with the University of Missouri for 25 years. In her time there, she has held several positions working with a variety of staff and students. Additionally, she is an alum of Mizzou.

Session Descriptions & Speaker Biographies

Recruiting in Today's Market

Session Description: Recruiting and filling positions is more difficult now than ever. Record open positions, largest worker shortage since WWII, higher quit rates, and low unemployment. All employers are subject to the same market conditions. Learn how to align university-wide resources to reach synergy in your recruiting initiatives and fill open positions utilizing a unique MiniGame strategy.

Scot Scobee, Director of Human Resources – Missouri State University

Scot holds a B.S. degree in Human Resource Management from Missouri State University and holds the Senior Professional in Human Resources, Senior Competency Professional, and the Certified Public Manager designations. Scot currently serves as the Chief Human Resource Officer at Missouri State University. In 2020, Scot was recognized as the Top Human Resource Professional by the Springfield Business Journal. Scot is an enthusiastic trainer able to deliver high impact training to front-line, mid and senior level employees. He has designed and delivered multiple professional development programs resulting in cost reduction and performance improvement success across several disciplines including supervision, performance management, leadership, human resource management, workers' compensation, safety and employment law. He has trained throughout the U.S. and internationally in North Africa and the Middle East.

Session Descriptions & Speaker Biographies

CUPA-HR: Our Vision, Our Purpose, Our Community

Session Description: Do you ever wonder what CUPA-HR is? Who its members are? What it does? Why you should be part of it? Jay Stephens intends to answer all of these questions and more to help you fully engage with the CUPA-HR mission, strategic priorities, and leadership resources.

Jay Stephens currently serves as Vice President for Human Capital Services at Kansas State University. He also serves as the chair of the CUPA-HR National Board of Directors and on the TIAA National Advisory Council. Prior to K-State, he was at Boise State University where he served as the Associate Vice President for Human Resources. Before Boise State he served for four years as the Director of Human Resources, Affirmative Action Officer and Title IX Coordinator at Southern Oregon University. He also spent five years in Utah as the Director of Human Resources at Utah State University-Eastern. Before working in higher education, he was a Human Resources Analyst in the Office of Human Resources at the Utah Department of Human Services. He is a graduate of Brigham Young University where he earned a Bachelor of Arts degree in History and a Master of Public Administration with an emphasis in HR Management. He speaks Portuguese. He grew up 8 miles from Death Valley. He enjoys playing golf even though he is not great at it and also enjoys woodworking and doing just about anything with his family.

Conflict Resolution

Session Description: The presentation will define conflict as well as the difference between constructive and destructive conflicts. Moreover, there will be discussions on how to help manage conflict in the workplace.

Deana Volle, M.Ed, HR Consultant – University of Missouri

Deana has been with the University of Missouri for 25 years. In her time there, she has held several positions working with a variety of staff and students. Additionally, she is an alum of Mizzou.

Session Descriptions & Speaker Biographies

Using A 9-Box Grid To Develop Your Succession Plan

Session Description: Demonstrate strategy to identify potential leaders for succession planning purposes. Attendees will learn how to slot employees into the 9 boxes based on potential and performance.

Lorraine Mixon-Page, SPHR, Associate Director of Human Resources – University of Missouri School of Medicine

Ms. Mixon-Page has a Master's degree in HR and Organizational Psychology from the University of Kansas and is lifetime certified as SPHR. She previously was the Director of HR for 16 years with a state entity, was a Regional HR Manager for a large private company for 8 years, and has been with the University of Missouri-Columbia for 3 years, where she is currently the Associate Director of Human Resources for the School of Medicine.

Legal Updates for Higher Education Human Resource Professionals

Session Description: This session will cover the latest legislative and case law updates relevant to human resources professionals in higher education, including the changing legal landscape for discrimination claims, wage issues, Title IX, and more!

Mollie Mohan, J.D., and Veronica Potter, J.D.

Mollie Mohan and Veronica Potter are attorneys at TUETH KEENEY COOPER MOHAN & JACKSTADT, P.C. Mollie and Veronica specialize in Higher Education Law and regularly represent private and public colleges, universities, and community colleges throughout Missouri and Illinois on a wide range of legal issues, including employment matters, student claims, harassment and discrimination disputes, tenure litigation, first amendment issues, Title IX compliance and litigation, disability law, Title IV funding, and numerous other legal issues impacting the higher education community. Mollie is lead counsel for colleges and universities in complex and challenging litigation in federal and state courts throughout the region. Veronica works with a number of private and public institutions, advising them on a myriad of day-to-day legal issues, including Title IX. Mollie and Veronica are both members of the National Association of College and University Attorneys. Mollie has been recognized as a leader in her field by Superlawyers.