



**Ohio CUPA-HR 2023 Annual Conference
November 2-3, 2023**

**Empowering HR: Navigating Change,
Cultivating Calm, and Mastering Insights**

DAY ONE

Thursday, November 2, 2023

- 8:15 a.m. Registration, Networking
- 8:45 a.m. Introductions/Welcome – Board, Partners and Conference Agenda
Ohio CUPA-HR President, Jennifer Rick
- 9:00 a.m. **Are You Ready for What's Next?**
Allison Vaillancourt, The Segal Group
Neurodiversity as a competitive advantage. Caregiver robots and meditation apps join health insurance as prized employee benefits. A more robust sharing economy makes full-time work optional. Retirees get bored and ask to come back to work. These are among the possibilities HR leaders should consider as they plan for the future of their organizations. This session will address emerging higher education trends as well as broader social, economic, and technology issues that will influence the future of work. This conversation will be followed by a robust discussion about how to both anticipate and plan for a future that grows ever more interesting and complex.
- 10:00 a.m. **Break**
- 10:15 a.m. **Boundary Setting**
Holly Brown, Impact Solutions
Poor boundaries can affect individuals negatively in their personal lives and professional environments. This session will help us to understand what boundaries are and how to set healthy boundaries, leading to feeling more empowered in your environment. Become more comfortable expressing what your boundaries are, and how powerful this activity can be. In addition, you will learn how to become aware of others' boundaries as well.
- 11:15 a.m. **Round Table Discussion of Hot Topics in HR**
A facilitated group discussion of topics such as AI technology, workplace dynamics, DEI initiatives, engagement and retention ideas.
- 12:00 p.m. **Lunch**

- 1:00 p.m. **Culture Is an Inside Job: Embracing Self-Awareness to Inspire an Authentic Organization**
Scott McGohan, McGohan Brabender
As a leader, you may already have your own idea of what your institution's culture is. Maybe you value inspiring students, providing innovative solutions, simplifying processes, or making a difference in the communities you serve. But unless you are backing up these values with real, authentic action, they are no more than talk or words on the wall—and your employees know it. Scott McGohan offers steps to improve your approach to building and maintaining a culture that results in the unprecedented inspiration that drives successful institutions with a highly skilled and dedicated workforce.
- 2:00 p.m. **Wellness Stretch**
Workplace Wellness
- 2:15 p.m. **Break**
- 2:30 p.m. **Compensation Trends, What's Next**
Joe Rice, CBIZ national Higher Education compensation specialist
In today's competitive job market, it's important to keep an eye towards trends in the marketplace to either get ahead, or at least be prepared. You'll learn about the latest compensation trends, pressing items like salary increase budgets, and also larger topics like pay transparency and pay equity. Learn how to evaluate these strategies and assess if they can give your institution a competitive edge.
- 3:30 p.m. **Financial Wellness Champion**
Brandy Hensley, Sr. Relationship Manager, TIAA
Joe Fortino, Director, Relationship Manager at TIAA
Understand opportunities and insights to enhance your employees' financial literacy leading to better retention and achievement of your institution's DEIB goals.
- 4:15 p.m. Networking and Cocktails
- 6:00 Dinner



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DAY TWO

Spirit Day ~ Wear School Colors & Jeans

Friday, November 3, 2023

- 8:00 a.m. **Business Meeting & CUPA-HR Regional Update**
(chapter members only)
- 8:30 a.m. **Legal Update**
Melissa Carleton, Partner and Higher Education Chair, Bricker Graydon
This presentation provides the latest on ever-evolving requirements for legal compliance.
- 10:00 a.m. **Break**
- 10:15 a.m. **Understanding Neurodivergence: Working towards Inclusion for Neurodiversity**
Dr. Kari Weaver, Director of the Jane B. Nord Center for Teaching and Learning, Cleveland Institute of Art
While neurodivergent people have always been a part of the workplace, changes in access to higher education and career opportunities along with greater awareness of diversity in neurobiological functioning require a deeper understanding of how to welcome and support neurodivergent individuals. Session participants will learn about facets of neurodivergence (e.g., ADHD, autism, dyslexia) and how to support both neurodivergent individuals and neurodiverse teams.
- 11:15 **7 Empowering Leadership Hacks For Engaging and Retaining Gen Z Talent**
Jaime Lewis Smith, Pixel Leadership Group
Gen Z is already leaving their mark on the employment landscape. As a group, they are more burned out, disillusioned, and disengaged than other generations. Growing up during the Great Recession, they are now looking for work that offers financial security and stability, while at the same time providing flexibility and work-life balance. Building on decades of research, which has demonstrated the potency of Empowering Leadership to retain talent and drive exceptional organizational outcomes, this session will present why this is exactly the approach needed to harness the potential of Gen Z talent.
- 12:15 p.m. **Lunch & Prize Drawing**