



**HR at the Crossroads:
Leading Change in Ohio Higher Ed**

Thursday, November 6, 2025

All conference sessions will be held in the NorthPointe Ballroom

- 7-8:45 a.m. Registration, Networking, Breakfast
Outside the NorthPointe Ballroom
- 8:45 a.m. Introductions and Welcome
2025-26 Ohio CUPA-HR President, Laura Good
- 9:00 a.m. **Mentorship: Bridging the Gap to Growth and Belonging**
Tracey Boggs, Leadership and Organizational Effectiveness Consultant at Wexner Medical Center, The Ohio State University
During this session, Tracey will guide us through building intentionally designed mentorship programs that uncover hidden talent, build support networks, and drive growth and belonging for all.
- 10:00 a.m. Break (*Outside the NorthPointe Ballroom*)
- 10:15 a.m. **Two Paths, One Goal: Retirement Planning Across Generations**
Weston C. Reinbolt, AIF, President & Investment Consultant, Financial Design of Ohio
Explore how HR can support diverse retirement planning needs across generations, aligning strategies to help all employees achieve long-term financial well-being.
- 11:15 a.m. **From Hiring to Retention: Real-World Uses of AI in HR**
Laura Good, Executive Director of HR, Northeast Ohio Medical University
Learn real-world applications of AI in HR that streamline hiring, enhance employee engagement, and boost retention.
- 12:00 p.m. Lunch in the Ohio Dining Hall
- 1:00 p.m. **Starting Strong: Reimagining Onboarding for Today's Workforce—What's Working and What's Not**
Facilitated by Nadia Lewis, VP of HR and the Center for Intercultural Excellence, Tiffin University
This panel discussion will explore innovative onboarding strategies that empower today's workforce by uncovering what's truly effective—and what needs improvement.
- 2:15 p.m. Break (*Outside the NorthPointe Ballroom*)
- 2:30 p.m. **Legal Update**
Joshua A. Hughes, General Counsel, Ogletree Deakins
Identify and address the top federal and Ohio employment-law changes impacting higher education by updating contractor classifications, refining ADA accommodation protocols, and managing risks related to AI-driven HR tools.
- 5:00 p.m. Networking and Cocktails
Location: Hickory 1
- 6:00 p.m. Dinner Buffet
Location: Hickory 1
- 8:00 p.m. Come join us to play trivia, win prizes and have fun!
Location: TBD



**HR at the Crossroads:
Leading Change in Ohio Higher Ed**

Friday, November 7, 2025

Spirit Day ~ Wear School Colors & Jeans

All conference sessions will be held in the NorthPointe Ballroom

- 7:30-9 a.m. Breakfast Buffet
Location: Atrium
- 8:30 a.m. Business Meeting & CUPA-HR Update
(chapter members only encouraged to attend)
- 9:00 a.m. **Let's Talk Engagement: Challenges, Wins & What's Next**
This roundtable discussion explores the challenges and successes of employee engagement while addressing how evolving employee needs are shaping what's next.
- 10:00 a.m. **Beyond Scattered Efforts: Strategic Wellness to Reduce Burnout Across Campus**
Andrea Eimers, Co-Founder, Workplace Wellness
In higher education, wellness initiatives often feel scattered, leaving faculty and staff burnout unaddressed. This interactive session will help HR leaders shift from fragmented efforts to a strategic, campus-wide approach that boosts engagement and impact.
- 10:45 a.m. Break
- 11:00 a.m. **Are Goats the Secret to Beating Burnout?**
Jamie Lewis Smith, PhD; CEO + Leadership Psychologist
In this fun, no-BS, and highly interactive session, we'll tackle stress and burnout head-on. We'll dig into the signs and causes of burnout, help you gauge your own risk, and dive into science-backed strategies to overcome it.
- 12:30 p.m. Prize Drawings and Lunch in the Ohio Dining Hall