CUPA-HR Tennessee Chapter
Spring Conference
May 16-17, 2023

Conference Location
Spencer Fane Law Office
511 Union Street, Suite 1000 (10th Floor)
Nashville, TN  37219

Day 1 – Tuesday, May 16, 2023

5:00-7:00 PM  Welcome Reception

Once you arrive, you're invited to mingle with your colleagues and enjoy live music, food and drinks. This event is a kick-off gathering for the rest of the conference - a good way to start your time at this annual get-together.

Day 2 – Wednesday, May 17, 2023

6:45-7:30 AM  Healthy HR Jump Start – Run/Walk

7:45-8:00 AM  Attendee Registration & Conference Giveaways
Co-Sponsored by: Cornerstone and CBIZ

8:00-8:30 AM  Continental Breakfast
Sponsored by: JobElephant

8:30-9:15 AM  Mindfulness at Work
Presented by: Gena Kay Shealy
Co-founder and President of Worklife Solutions

Session Description: Workplaces today face increasing demands and challenges. High stress levels and difficulty with time management may result in decreased effectiveness and low morale. These factors may lead to decreased productivity, increased distraction, and burnout. Learn how to integrate mindfulness into your workday. Learn how to integrate mindfulness in the workplace to help to decrease stress and promote productivity and efficiency among team members.

9:20-10:20 AM  Tennessee Legal and Public Policy Update: What HR Needs to Know
Presented by: Attns. Sam Jackson and Stacey Garrett Koju (Nashville Office)
Spencer Fane LLP
Session Description: From the halls of Congress to the corridors of state capitols, policymakers are considering bills and regulations impacting the charitable sector. Do you know what is happening in Tennessee? Join Spencer Fane attorney, Sam Jackson, and State Representative Johnny Garrett as they discuss some of the latest developments unfolding in Tennessee and at the federal level.

10:20-10:30 AM Break
Sponsored by: Delta Dental of Tennessee

10:30-11:15 AM Secure Act 2.0 – Reshaping the Retirement Landscape
Presented by: Atty. Julia M. Vander Weele (Kansas City Office)
Spencer Fane LLP

Session Description: Is your retirement plan really “SECURE”? Join Spencer Fane employee benefits attorneys as they present an upcoming webinar that overviews the SECURE Act 2.0 and its implications for employers.

11:20-12:20 PM Spencer Fane Tennessee Connection Luncheon
This roundtable luncheon provides you the chance to get your employment law questions answered by Spencer Fane employment law attorneys, and to connect with fellow attendees.
Sponsored by: Spencer Fane LLP

12:25-1:10 PM Multi-State Workforce Challenges: Legal and Practical Implications for Higher Education
Presented by: Atty. Ruthie White (Houston Office)
Spencer Fane LLP

Session Description: As higher ed institutions face pressure to increase retention and provide more remote work opportunities, many institutions are responding by recruiting and hiring employees who live and work out of state. Attendees will have an opportunity to ask questions and discuss ways to address challenges and improve policies and procedures involving employees who live and work out of state.

1:15-1:25 PM Break
Sponsored by: Delta Dental of Tennessee

1:25-2:10 PM Recruitment Advertising Using Analytics
Presented by: Susan Ganley
JobElephant

Session Description: This session will help college and university recruiters make better use of analytics/data to improve ROI in the recruitment advertising process. This session will explore pain points for recruiters, data collection, analytic reports, recommendations based on data, and diversity recruitment sources. This is designed to be a lively conversation where we can share best practices and learn from other attendees how they approach data collection and implement that knowledge in recruitment efforts.
2:15-3:00 PM  **Workplace Accommodations and Protections for Pregnant and Nursing Mothers**
Spencer Fane LLP

**Session Description:** The Pregnant Workers Fairness Act (PWFA) is a new law that requires employers with fifteen or more employees to provide “reasonable accommodations” to a worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.” The PWFA applies only to accommodations. Other existing laws make it illegal to fire or otherwise discriminate against workers on the basis of pregnancy, childbirth, or related medical conditions. HR professionals need to ensure their policies are up to date and they are prepared to comply with the new PWFA and PUMP Act, as well as what to do if an employee alleges that their employer isn't complying with the PUMP Act or if an employee seeks an accommodation under PWFA.

3:05-3:50 PM  **Intellectual Diversity at Tennessee Colleges and Universities (H.B. 2670)**
Presented by: Atty. James Crumlin (Nashville Office)
Spencer Fane LLP

**Session Description:** Divisive concepts legislation emerged in multiple states beginning in 2021, largely fueled by conservative legislatures seeking to limit topics that can be explored in public school classrooms. What is it and why does it matter?

3:50-4:00 PM  **Closing Remarks & Snacks for the Road**
Tennessee CUPA-HR Board | Spencer Fane LLP
Sponsored by: Delta Dental of Tennessee

**NOTE:** Sessions and presenters are subject to change without notice.