



## **Session 1 • Monday, October 2 • 9:00 – 10:00 A.M.**

### **A Pipeline Staff Internship Program at College of San Mateo and Stanford University**

Learn how the College of San Mateo and Stanford University partnered to create a staff internship program that provides opportunities for interns to gain administrative skills and establishes a ready pipeline of talent to fill critical roles quickly. Presenters will also discuss how this partnership creates opportunities for diverse talent and for talent development.

### **AI and HR: Understanding Opportunities, Challenges and Risks**

Artificial Intelligence (AI) has the potential to transform HR and improve the employee experience. However, organizations must consider the risks and pitfalls associated with AI in the real world. Join us to learn how AI works and to explore the opportunities, challenges and risks of this new technology in the HR space.

### **An Integrated Approach to Fostering Workplace Well-Being**

Post-pandemic, many organizations are seeking better strategies to support their employees' mental health and well-being. Join this session to learn how UT Health San Antonio is fostering workplace well-being through an integrated awareness, alignment and engagement strategy. You'll learn how to promote a culture of wellness by normalizing conversations about mental health and well-being.

### **Beyond Accommodation, Toward Belonging**

Discussions of disability in higher education workplaces often focus on how to support and accommodate individual needs in order to meet compliance requirements under the ADA. In this session, presenters will expand the conversation beyond compliance and provide tools for improving access and belonging for all employees.

### **Disrupting the Talent Pipeline: Redefining the Basics**

Many institutions are experiencing the pain of a talent shortage. Join this session to learn how Smith College's dedicated talent acquisition team created a robust sourcing model and talent pipeline. Presenters will discuss how institutions can leverage community partnerships to build their supply of talent and how to apply an inclusive approach to talent acquisition.

### **Don't Stop Believing! Change Is Possible!**

Learn how Rollins College, recipient of the 2023 CUPA-HR HR Innovation Award, overhauled redundant HR systems and processes to improve the employee experience and put their people first. Presenters will discuss how they used technology to increase efficiency and improve service, as well as HR's role in driving organization change.

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### **Flexible Work and Higher Ed? It's the New PB&J!**

The demand for flexible work arrangements has never been greater, but it's no secret that higher ed can sometimes be slow to change. Join this session to learn how to gain leadership buy-in for flexible work opportunities, and discover how flexible work options can lead to more productive and engaged employees!

### **How to Win with Talent During Periods of Constant Change**

How are continuous changes impacting your strategic talent initiatives? Join Cornerstone and the University of North Florida as we explore how institutions can leverage the latest trends and technology to deliver an effective talent strategy for all learners.

### **The Road to Smart and Strategic Decisions Using Data Analytics**

Developing, administering and ultimately maintaining a compensation program in today's environment requires access to resources and tools that provide useful data to aid in strategic decision making. This session will explore how institutions can effectively utilize CUPA-HR's DataOnDemand platform to navigate market competitive pressures, support strategic workforce planning efforts and aid in making pay recommendations. A panel of speakers from CUPA-HR's research team, Segal and member institutions will explore how colleges and universities have used DataOnDemand to make smarter, data-driven decisions that align with the institution's strategy for attracting, engaging and rewarding their talent.

### **Washington Update**

Hear the latest federal regulatory and legislative news from Washington, D.C., and learn about the issues CUPA-HR is actively pursuing on behalf of higher education. Find out which congressional and federal agency actions are most likely to impact the higher ed workplace in the coming months.

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## **Session 2 • Monday, October 2 • 1:15 – 2:15 P.M.**

### **2023 Higher Ed Employment and Labor Law Update**

Join Ira Shepard, CUPA-HR's general counsel, and Carolyn Pellegrini of Saul Ewing Arnstein and Lehr for an interactive session covering the latest information and updates on the lingering COVID-19 pandemic, a Title IX update, and a review of litigation vulnerabilities including First Amendment, gender discrimination and LGBTQ+ issues.

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### **Creating a Coaching Culture for Organizational and Staff Career Development**

Join this session to learn how HR can actively engage staff in their own development and connect them to advancement opportunities within the institution. Presenters from three universities will share their approaches to building a coaching culture that supports recruitment, retention and internal mobility.

### **Developing Talented Leaders in Higher Education**

In this session, University of Illinois System will share how to build a leadership program within your university or college to foster retention of high-performing staff. We'll explore the program framework, the curriculum, the business plan, budgeting, lessons learned and more.

### **Enhancing Recruitment and Retention Efforts through Compensation Reform**

Join Goucher College and Segal to discuss how to use data to strategically design a compensation structure. This session will cover establishing data parameters, gathering and evaluating data, developing a budget-friendly implementation strategy, and designing employee communications for transparency.

### **Financial Forward: Helping Students Build Mindful Money Habits**

Many young adults struggle to find a balance between enjoying their lifestyle while saving money for the future. In times of inflation, they are looking for help with spending and saving. Learn how universities are providing financial education to students.

### **From HR Consultant to HR Partner: Transformation Requires Relationships**

This session explores the journey -- including challenges, failures, insights and opportunities -- that led to a shift in leadership, partnership and success in the evolution and implementation of the HR partner model.

### **From Zero to Dashboard: Getting Your Metrics Game Up to Speed**

In this session, presenters will share their own experiences with developing an in-house HR dashboard and will explore case studies that demonstrate how data presented through dashboards can empower HR in decision-making discussions. This session will appeal to a broad range of institutions, and will focus on making metrics accessible, understandable and impactful.

### **Higher Ed Workforce Challenges: Opportunity, Chaos, or Something in Between?**

Recruitment and retention of employees continue to be tremendous challenges in a very competitive job market, and for some institutions essential student services and core campus operations are in jeopardy. This session will highlight current and emerging U.S. and higher education workforce challenges and offer examples of ways that higher ed leaders can recruit, retain and engage the talent needed now and into the future. We'll explore strategies chief business officers and chief HR officers are using to recruit and retain employees.

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### **Overcoming Stigmas of Discussing Mental Health at Work**

In this session, presenters will explore how recognizing and overcoming common stigmas associated with discussions about mental health in the workplace can pave the way for more transparent, supportive and productive conversations with employees. You'll leave this session with tangible resources and strategies to help you support mental health on your campus.

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## **Session 3 • Monday, October 2 • 3:00 – 4:00 P.M.**

### **Build an Application-Generating Machine: The Power of a Great Career Site**

A great career site can help you engage the best candidates. A poor one can cost you applicants. So how do you get it right? While every company has a unique employer brand, the bones of a great career site remain the same. This session will dive into the key features common across all high-performing career sites and will explore research and real-world examples from TCU and other leading institutions that can help optimize your career site.

### **Creating a Robust Professional Development Program**

Members of the UT Health San Antonio learning and leadership development team will discuss the creation of a robust professional development program directed at all levels of employees, how to link professional development to strategic initiatives and career growth, and lessons learned throughout the process.

### **Employee Retention Strategies: Insights on Retaining Talent**

The highly competitive job market and other workforce shifts continue to pose challenges for higher education institutions in retaining talent. CUPA-HR's 2023 Employee Retention Survey found that well over half of higher ed employees indicated their intention to look for new employment opportunities within a year. This presentation will feature insights from three institutions on critical areas of employee retention: work flexibility, pay and climate. Each institution will share its unique strategies and best practices for addressing these key areas to retain their top talent.

### **Equipping Your Team for Advancement, Efficiency, and the Coming AI**

Join a panel of HR experts as they explore how HR leaders can equip their teams to thrive in the rapidly changing landscape of work. Topics to be discussed include on-the-job development and upskilling, approaches for retaining institutional knowledge, and how HR can prepare for the AI era.

### **Fair Labor Standards Act Update**

Join attorneys from the National Association of College and University Attorneys (NACUA) to learn about recent regulatory action related to the Fair Labor Standards Act. Panelists will also discuss the status of

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the Johnson, et al. v. LaBella, et al. case related to whether student athletes are employees subject to the Fair Labor Standards Act and provide any other notable FLSA updates as of October 2023.

### **Moving Past Old Narratives to Find Common Ground**

Learn how the University of Arizona's Division of Human Resources implemented a framework that equipped employees with the skills and tools needed to engage in productive dialogues that improve workplace relationships. Presenters will share their strategies for promoting psychological safety and positive culture, as well as their approach for measuring behavioral change in this large-scale effort.

### **New Leader Onboarding: Helping New Leaders Get Up to Speed**

HR can help increase the success of new leaders by intentionally onboarding them into their new roles. In this session, you'll learn about the unique needs of new leaders explore strategies, tools and insights that can help you develop new leader onboarding programs at your institution.

### **People Are Talking About You! Do You Know What They're Saying?**

This session will describe how two institutions launched comprehensive leadership 360 assessment programs to bolster the effectiveness of their senior leadership teams, build trust, offer employees a voice and demonstrate a commitment to continuous improvement.

### **Reimagining Faculty Recruitment to Foster Inclusion**

Achieving a diverse faculty begins with rethinking the recruitment process and working directly with search committees. Learn about the University of Iowa's Path to Distinction program, which provides research-informed strategies and tools to understand and mitigate the impact of implicit bias and support a more inclusive search process.

### **Retention Strategies from the Frontlines: The Impact of Talent Development**

How can talent development and agility help retain staff? Join presenters from Boston College, Boston University, the University of Virginia and Deloitte for an interactive panel discussion on the strategies these institutions are using to assess, deploy and develop their staff.

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## **Session 4 • Tuesday, October 3 • 9:00 – 10:00 A.M.**

### **Building Leaders from the Inside Out: An Evolving Success Story**

In 2018, Texas Christian University implemented a program that was designed to cultivate the next generation of campus influencers. Five years later, the program is launching leaders and creating connections across departments that elevate talent and reduce silos. Join this session to learn about the

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background, development and outcomes from this program and walk away with the tools needed to build similar cohort-based leadership programs on your campus.

### **Diversity, Equity and Inclusion in Employee Benefits**

This presentation provides an overview of diversity, equity and inclusion (DEI) considerations in health, retirement, well-being and paid leave benefits. Join this session to learn how institutions can improve outcomes for an increasingly diverse workforce. Presenters will share examples of change at higher education institutions and describe a process for how institutions can start breaking down barriers to optimal health, wealth and well-being for every faculty and staff member.

### **Employee Learning: A Discussion on Trends, Innovations and Hot Topics**

Curious to know how other institutions are supporting employee learning and development? Join this session to review insights from a 2022 Learning and Development Survey with over 100 institutional respondents. We'll share innovative learning and development programs and ideas and discuss how to bring these insights back to your campus.

### **Implementing a Restorative-Based Approach to Conflict**

Join presenters from Grand Valley State University to learn how using restorative practices in the workplace can contribute to improved employee engagement, workplace climate and staff well-being. This interactive workshop will introduce the primary elements and benefits of restorative practices and will provide implementation considerations for a new approach to conflict management.

### **Inclusion of Transgender and Nonbinary Employees in the Workplace: A Critical Conversation**

This research-based session is an open discussion about the workplace climate for transgender and nonbinary employees, including overall climate, sense of welcome and experiences with harassment. We'll also discuss strategies for creating a more inclusive workplace.

### **Lessons From CU Boulder on Inclusive Searches**

Join talent acquisition experts at CU Boulder to learn how to incorporate best practices around inclusion into your institution's search process. Presenters will share real-life examples that illustrate how to move your DEI ideas from performative to operational and will provide tangible solutions to common hiring dilemmas.

### **Reimagining the Talent Experience in a Post-Pandemic World**

As the talent market continues to experience rapid change, HR professionals must be prepared to broaden their efforts to attract top talent. In this session, talent acquisition experts will share innovative tools and best practices institutions can adopt to effectively compete for talent.

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### **The American College President in 2023 and Beyond**

The American Council on Education has conducted the American College President Study (ACPS) since 1986. This long-standing comprehensive study lends important insights into the demographics and experiences of higher ed presidents. In this session, we will unpack key results from the study and discuss what has changed, what has stayed the same, and how HR professionals can be partners in helping identify future presidents to help higher education reach parity by race and gender in the college presidency.

### **The State of the Multi-State Workforce: Employment Practices and Challenges**

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. This session will feature a panel discussion on the results from CUPA-HR's Multi-State Workforce Survey administered in February 2023 that asked institutions to provide information about employees who live and work out of state. Panelists will discuss the policies they have developed around a multi-state workforce, the challenges they have successfully addressed, and the challenges that remain.

### **Work Reimagined: The New Employee Value Proposition**

Flexible work is no longer something that is simply gaining popularity -- it's a global phenomenon. Top candidates and employees alike view flexibility as a non-negotiable and are looking for employers who promote it as the cornerstone of the employee experience. In this session, you'll learn how the University of California, Irvine reimagined its workplace and wellness programs to aid in recruiting and retaining top talent. You'll take away practical tips and tools that can help you elevate the employee value proposition on your campus.

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## **Session 5 • Tuesday, October 3 • 10:45 – 11:45 A.M.**

### **10 Roadblocks to Supervision (and How to Surpass Them)**

What gets in the way of supervisors being successful at supervising? In this session, presenters will share 10 common barriers to supervisor success and the strategies HR can use to guide supervisors past these roadblocks. Learn how HR can empower all levels of supervisors and management with the tools they need to develop, foster and maintain a positive working environment for their teams.

### **BRIGHT Leaders Program at UT Dallas**

Learn how UT Dallas, recipients of the 2023 CUPA-HR HR Innovation Award, implemented its open access leadership development program "BRIGHT Leaders." Presenters will share an overview of the program

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and lessons learned from their road to implementation, including identifying leadership skills gaps, securing executive support, and redirection necessitated by the pandemic and remote work.

### **Building Conflict Management Capability to Address Workplace Challenges**

Join us as we examine the critical need for HR professionals to develop conflict management capability to address workplace conflicts and communication challenges. This session will provide an overview of some skills and techniques for responding to conflict with immediacy and intention, including informal mediation, facilitated conversations and conflict coaching. We'll also explore principles and practices for developing conflict capability to benefit the institution and its employees.

### **Clery Isn't Hard: How You Can Support Your Clery Compliance Program**

Compliance with the Clery Act is an institutional responsibility -- but what is HR's role in Clery compliance? Join this session to learn how HR is uniquely positioned to support their institution's Clery Act compliance program and the proven strategies HR can use for effective collaboration.

### **Employee Value Proposition: Addressing Recruitment, Retention and Talent Development Challenges in Higher Education**

With the recent significant emphasis on the challenges of attracting and retaining talent, TIAA Institute set out to gather answers to three key questions in relation to higher ed talent: Why do individuals choose jobs in higher education? Why do they stay? Why do they leave? In short, what is the employee value proposition (EVP) of working for a college or university? One of the most startling findings from the research was that explicitly stated EVPs appear to be rare in higher education. Join us as we explore why it's important for institutions to have an EVP and how to create and leverage a strategic EVP to attract and retain the talent we want and need.

### **More Than A Day: Why Onboarding Should Be a Yearlong Effort**

Join presenters from the University of Louisville to learn how having a yearlong, institution-wide onboarding program can have a lasting effect on employee culture, job satisfaction and retention. Explore best practices and lessons learned from the university's recent revamp of its onboarding process for faculty and staff, and walk away with the tools to help you identify opportunities for improvement in your institution's onboarding program.

### **Pay Transparency: Construct a Bridge Over Troubled Waters**

Navigating the waters of pay transparency rarely results in smooth sailing for institutions. Join this session for a panel discussion on the strategies and practices institutions are using to address pay transparency. Presenters will also review a framework that can empower you to talk about pay at your institution in a robust, meaningful and compliant way.

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### **Taking the 'Errrr' Out of Employee Relations**

Employee relations is a positive and resourceful field that can bring great value to an institution and its people, but many employees often have an unfavorable opinion of the department, which can lead to underutilization of important resources. Join this session to learn how to make employee relations more approachable, and how employee relations skills, strategies and functions can benefit your organization.

### **Transforming the Research Enterprise Workforce: Perspectives From the National Science Foundation and CUPA-HR**

Investing in research support staff and administration infrastructure is critical to developing a successful and sustainable academic research enterprise. In this presentation, we will provide data on the gaps that exist in the research support workforce, based on the focus areas of the NSF Growing Research Access for Nationally Transformative Equity and Diversity (GRANTED) initiative. We know anecdotally that significant disparity exists in the availability of core support resources, which in turn creates structural barriers that can shut out or significantly dampen competitive participation in research opportunities. We will discuss the importance of standardizing definitions and introducing innovative data collection and analysis strategies to advance a shared understanding of this critical, specialized workforce and to inform the development of investment strategies that energize HR and the research support enterprise.

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## **Session 6 • Tuesday, October 3 • 1:00 – 2:00 P.M.**

### **Emerge: The Intersectionality of Leadership Development and Belonging**

Learn how Yale University's HR team designed, developed and implemented an inclusive leadership development program which aims to diversify Yale's leadership landscape. Presenters will discuss their collaborative approach and will explore both the challenges and successes of the program.

### **Evaluating Culture Through a Lens of Belonging**

In this interactive session, presenters will explore how institutions can intentionally weave the values of belonging, equity and inclusion into everything they do. Attendees will walk away with the skills needed to evaluate their own campus culture, policies and workplace practices, as well as the tools needed to start important conversations on these critical values.

### **Get Noticed: Understanding HR Trends to Recruit Top Talent**

This session will explore challenges in talent acquisition that create bottlenecks and hinder the success of recruitment programs. Learn about evidence-based best practices that are both achievable and effective in increasing vacancy visibility and enhancing the experience of prospective candidates.

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### **How Talent Communities Can Support Workforce Agility**

In this session, you'll learn how talent communities can provide institutions with a strategic talent channel while addressing institutional needs and priorities. Presenters will discuss what a robust talent community management ecosystem looks like, as well as how talent communities can support institutional and community-based DEI initiatives.

### **Micro to Macro: Taking Talent Development to the Masses**

How can you transition from supporting individuals with their talent and career development to supporting an entire campus employee population? Join this session to learn how to develop strategies leveraging third-party vendor content with LinkedIn Learning to meet a variety of employee development needs.

### **Proactive Risk Mitigation Through Triage and Investigation**

Learn how the University of California, Irvine proactively mitigated risk to the organization with the creation of a centralized HR investigation unit. Presenters will discuss the investigation unit's intake triage process and the best practices implemented to ensure consistency, professionalism and integrity of all HR investigations.

### **Re-Writing the Rules of Attraction: Inclusive Recruitment at UK Higher Education Providers**

In this session, presenters will discuss topical issues and research related to inclusivity in hiring, including how institutions can go beyond traditional thinking to make recruitment truly equitable for all. Join us to explore how changing processes and practice can help institutions fill their vacancies, tackle their skills gaps and build a more inclusive organizational culture.

### **Solving the HR Strategy Enigma: A 7-Step Approach**

In this session, presenters will illustrate how asking the right questions can allow comprehensive and potent strategies to emerge. Presenters will share their 7-step approach that HR teams can use to shift from a transactional to a strategic environment and will discuss how understanding the key drivers of change can help teams maximize their success.

### **The Shifting Student Loan Forgiveness Landscape and Impact on Employees**

This session will equip HR leaders with the knowledge, resources and strategies needed to help employees effectively understand and navigate the complex landscape of student loan debt repayment and forgiveness. The presenter will provide an overview of federal student loan repayment and forgiveness programs and discuss new rules that expand the benefits of these programs.

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