



# THEHRA WINTER CONFERENCE

## HR Innovative Strategies

June 12-14, 2016  
 Marriott Plaza San Antonio  
 San Antonio, Texas

**Note: This program has been submitted to HRCI for pre-approved certification credits.**

### Sunday, June 12, 2016

3:00 pm – 4:00 pm THEHRA Board Meeting (*Pluma*)  
 4:30 pm – 6:00 pm Early Registration (*Lobby*)  
 6:00 pm – 7:30 pm Sunday Night Reception (*Victoria*)  
 5:00 pm – 7:00 pm Sponsor Set-Up (*La Villita C*)

### Monday, June 13, 2016

7:00 am – 8:30 am Registration / Breakfast (*Pavo Real*)  
 8:15 am – 8:30 am Welcome (*La Villita A&B*)

Gena Jones, DM, SPHR, SHRM-SCP,  
 Assistant Vice President of Human  
 Resources, TTUHSC

8:30 am – 9:45 am **STEM OPT Changes: What HR Needs To Know!**

Dahlia French, Managing Director  
 International Employment Services, Texas  
 Tech University Health Sciences Center

**Session Description:** This session will cover the major modifications implemented by the U.S. Department of Homeland Security to Optional Practical Training (OPT) extensions for F-1 students enrolled in science, technology, engineering, and mathematics (STEM) degree programs. This presentation will review the favorable provisions of the new regulations and discuss how HR departments should ensure operations and practices are modified to comply with the more challenging provisions.

9:45 am – 10:15 am **Break / Sponsor Showcase**  
 (*La Villita C*)

**Sponsored by: TBA**

10:15 am – 11:30 am **Nepotism Automated Tracking System**

Michelle Moritz, Associate Director, HR,  
 Roxie Weaver, Manager, Master Data  
 Center, LynnAnn Brewer, Manager,  
 Employment, Texas State University

**Session Description:** This session will present an **online tool** to capture and update any nepotism situation as it occurs. HR professionals will be presented with a mechanism that assists the university in ensuring compliance with Texas State law, the university system rules, and the university's own nepotism requirements. This process has allowed the HR office to identify and address nepotism issues on campus, resulting in termination, reinforcement of policy directives, awareness of policy violations within certain departments and correct nepotism reporting to the system's Board of Regents.

11:45 am – 12:45 pm **Lunch / Sponsor Showcase**  
 (*La Villita C*)

12:45 pm – 2:00 pm **Creating a Solid Compensation Foundation**

Cindy Bradfield, Assistant Director Human  
 Resources, Sam Houston State University  
 Dana Grafton, Human Resources Specialist  
 (Classification & Compensation),  
 Sam Houston State University

**Session Description:** This session will cover the step-by-step process of designing and implementing a solid foundation for a pay-for-performance compensation system conducted by Sam Houston State University. Several significant aspects of the project will be presented, including but not limited to, program development goals, barriers and best practices. The university's Provost termed the restructure of the compensation plan for administrative/clerical positions "**brilliant**".

2:00 pm – 2:15 pm 2:15 pm – 3:30 pm	<b>Break / Sponsor Showcase</b> <i>(La Villita C)</i>	<b>Sponsored by: TBA</b>
	<b>Innovative Strategies to Increase Employee Engagement</b>	Lewis Benavides & HR Team, <i>Texas Woman's University</i>
<b>Session Description:</b> In this session, innovative strategies designed and implemented to support a culture of teamwork, diversity, creativity and enthusiasm in all segments of the university community will be presented. HR accepted the charge from the university President to complete this work and accomplished extraordinarily positive results by implementing new programs that cultivate employee engagement.		
3:30 pm – 4:45 pm	<b>The Solution is in the Room!</b>	Gena Jones, DM, SPHR, SHRM-SCP, <i>THEHRA Past President</i>
	<b>Session Description:</b> This session opens up the floor to THEHRA members. This is your opportunity to ask questions about HR issues at your institution and to learn how colleagues are handling the same or similar issues. You will gain insight, ideas and foster beneficial collaborations and partnerships. <b>Topics may include, Title IX, Compensation work, ERS High Deductible Health Plan (HDHP/HSC), as well as further discussion on topics presented during the conference.</b>	
6:00 pm – 8:30 pm	Monday Night Dinner <i>TBD</i>	<b>Sponsored by: TBA</b>
	<b>Tuesday, June 14, 2016</b>	
7:00 am – 8:15 am	Breakfast <i>(La Villita C)</i>	
8:15 am – 8:30 am	Sponsor Prize Drawings	
8:30 am – 8:45 am	Business Meeting <i>(La Villita A&amp;B)</i>	Gena Jones, DM, SPHR, SHRM-SCP, <i>THEHRA President Elect</i>
8:45 am – 10:15 am	<b>FLSA / Legal Update</b>	Ed Sullivan, <i>Board Certified Labor and Employment Attorney, Oberti Sullivan, LLP</i>
	<b>Session Description:</b> In this session attorney Ed Sullivan will give an update on DOL's proposed changes to the FLSA exemptions and provide information on other important employment laws that impact higher education. Mr. Sullivan is very knowledgeable of employment law. In 2012 and for each succeeding year, he has been recognized as a "Super Lawyer," in 2013 he was recognized as a "Top 100 Houston Super Lawyer" and in 2015 he was recognized as a "Top 100 Texas Super Lawyer".	
10:15 am – 11:30 am	<b>Hot off the Grill!</b>	
	<b>Session Description:</b> This session is intended to provide information on HR topics on the horizon that will impact higher education. Enhancing the reputation of HR on your campus will also be discussed if time permits. There will be a brief presentation on each topic and the floor will be open for discussion.	
11:30 am – 11:45 am	<b>THEHRA Prize Drawings</b> <i>(La Villita A&amp;B)</i>	<b>Conference Registration Giveaway</b>
11:45 am	<b>Adjourn ----- See you at the Winter Conference in Austin!</b>	