



# Texas Higher Education Human Resources Association

## SUMMER CONFERENCE

HR, "Where to next?"

June 11-13, 2017

**The Tremont House**

Galveston, Texas

**Note: This program is pre-approved for HRCI and SHRM certification credits**

### Sunday, June 11, 2017

2:30 pm – 4:00 pm	THEHRA Board Meeting (Colonel Moody Room)
4:30 pm – 6:00 pm	Early Registration (Davidson Foyer)
6:00 pm – 7:30 pm	Sunday Night Reception (Sam Houston Room)
5:00 pm – 7:00 pm	Sponsor Set-Up (Davidson Annex)

### Monday, June 12, 2017

7:00 am – 8:30 am	Registration / Breakfast (Davidson South Room)	<b>Sponsored by: Fidelity</b>
8:15 am – 8:30 am	Welcome (Davidson North Room)	David M. Hammonds, <i>AVP for Human Resources &amp; Risk Management, Sam Houston State University, THEHRA President</i>
8:30 am – 10:00 am	<b>FIRED UP Higher Education HR Professionals!</b>	<b>Keynote:</b> Aric Bostick, Dynamic Motivational Speaker and Best Selling Author
	<b>Attendees will learn:</b>	
	<ul style="list-style-type: none"> <li>• How to get back on Purpose and Remember "WHY" you entered the human resources field!</li> <li>• Life changing relationship building strategies to connect and build trust with colleagues!</li> <li>• Self-Care, Happiness and Health Tips that will keep your tank full so you have more to give and avoid burnout all year long!</li> </ul>	
10:00 am – 10:30 am	<b>Break / Sponsor Showcase</b> (Davidson Annex)	
10:30 am – 11:45 am	<b>Legal Update – Employees &amp; the Workplace</b>	Rhonda Vickers Beassie, Assistant General Counsel, Office of General Counsel, Texas State University System
	<b>Session Description:</b> Session provides an overview of the laws impacting the work of human resource professionals. Discussion includes review of basic principles and how these matters have evolved under new legislation, federal agency guidance, and judicial decisions. Topics include FLSA, pregnancy in the workplace, veteran's preference, disability concerns, and the ever-present need to avoid discrimination in hiring, promotion, or hostile environments.	
11:45 am – 1:00 pm	<b>Lunch / Sponsor Showcase</b> (Davidson South Room)	<b>Sponsored by: VALIC</b>
1:00 pm – 2:15 pm	<b>Equal Employment Opportunity Commission</b> (Davidson North Room)	Marty Ebel, Equal Employment Opportunity Commission (EEOC)
	<b>Session Description:</b> In this session, Mr. Ebel, EEOC's Director of Field Management Programs, will discuss current and significant employment issues that affect employers within higher education. Topics covered in the presentation include harassment, employment discrimination, gender stereotyping, undue hardship, leave as a reasonable accommodation, gender inequity, religious discrimination, pregnancy discrimination and what the future holds for the EEOC. Mr. Ebel's vast	

	experience with employment practices and EEOC operations is an informative session you will not want to miss.	
2:15 pm – 2:30 pm	<b>Break / Sponsor Showcase</b> (Davidson Annex)	
2:30 pm – 3:45 pm	<b>Decide – Detect - Act! Are your employees ready for the next emergency?</b>	David Yebra, Director of Emergency Preparedness & Safety, Sam Houston State University
	<b>Session Description:</b> Today, we face challenges like never before. Is your university ready? Challenges include reacting to an active shooter, fire, and weather related emergencies. Our ability to respond immediately can save lives, which necessitates the ability to rapidly notify first-responders and all university employees. Are you maximizing the tools available to prepare your teams for an emergency? Are you meeting their readiness needs? David will share ideas and best practices that you may be able to incorporate tomorrow.	
3:45 pm – 5:00 pm	<b>Hot off the Grill!</b> <b>Breakout Sessions:</b> <ul style="list-style-type: none"> <li>• <b>Employee Relations/Discipline (Jeff)</b></li> <li>• <b>Recruiting/Retention (Debra)</b></li> <li>• <b>Compensation (Cindy)</b></li> </ul>	<b>Jeff Bell</b> , HR Director, Lamar University <b>Debra Cortinas</b> , Director of Human Resources, Texas A&M University-Corpus Christi <b>Cindy Bradfield</b> , Assistant Director of Human Resources, Sam Houston State University
	<b>Session Description:</b> This session opens up the floor to THEHRA members divided into three concurrent sessions. This is your opportunity to ask questions about HR issues at your institution and learn how colleagues are handling these same or similar issues. You will gain insight, ideas and foster beneficial collaborations and partnerships. Members may wish to meander between concurrent events as desired.	
6:30 pm – 9:00 pm	<b>Monday Night Dinner</b> TBD	<b>Sponsored by: VOYA</b>
<b>Tuesday, June 13, 2017</b>		
7:00 am – 8:15 am	Breakfast (Davidson South Room)	<b>Sponsored by: Blue Cross Blue Shield</b>
8:15 am – 8:30 am	Sponsor Prize Drawings	
8:30 am – 8:45 am	Business Meeting (Davidson North Room)	David M. Hammonds, <i>THEHRA President</i>
8:45 am – 10:15 am	<b>Legislative &amp; Legal Update</b>	Tommy Simmons, Senior Legal Counsel to Commissioner Ruth R. Hughes, Texas Workforce Commission
	<b>Session Description:</b> Mr. Simmons will provide a survey of the most significant employment-related Texas legislation from 2017; an update on how the Texas Workforce Commission has been ruling on unemployment, wage, and discrimination claims; a run-down of increased federal agency enforcement activities in the area of employment law; and, a summary of the most important and useful best-practices for employers to follow in order to minimize the risk of employment claims and lawsuits.	
10:15 am – 11:30 am	<b>Solution is in the Room!</b>	John McBride, Assistant Vice President of Human Resources, Texas State University
	<b>Session Description:</b> While sharing his decades-long human resources experience, Mr. McBride will facilitate a discussion focusing on areas of concern expressed by THEHRA members including the recent legislative session and FLSA compliance. This is your opportunity to increase your HR “best practices” understanding by commenting and asking questions of the entire conference membership.	
11:30 am – 11:45 am	<b>THEHRA Prize Drawings</b> (Davidson North Room)	Conference Registration Giveaway
11:45 am	Adjourn ----- <b>Winter Conference 2018 at the Marriott Plaza San Antonio!</b>	

