



Texas Higher Education Human Resources Association

WINTER CONFERENCE

STAY CURRENT!

January 28-30, 2018

Marriott Plaza San Antonio

San Antonio, Texas

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

Sunday, January 28, 2018

2:30 pm – 4:00 pm	THEHRA Board Meeting (Pluma)
4:30 pm – 6:00 pm	Early Registration (La Villita Foyer)
6:00 pm – 7:30 pm	Sunday Night Reception (La Villita B)
5:00 pm – 7:00 pm	Sponsor Set-Up (La Villita C)

Monday, January 29, 2018

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

Sponsored by:
David M. Hammonds, *AVP for Human Resources & Risk Management, Sam Houston State University, THEHRA President*

8:30 am – 10:00 am **Important People Doing Important Work!**

Keynote:
Marcel Brunel, *Dynamic Motivational Speaker and Best Selling Author*

Session Description:

- Working in an emotional economy (IQ and EQ are both needed)
- Emotional maturity has never been more needed or necessary for people...working....together
- How do we in HR stay relevant in a moving world
- Our role is about enriching and shaping people's lives (that takes more than good will...it takes real skill)
- Some of the work we do is invisible...and invisible work matters

10:00 am – 10:30 am **Break / Sponsor Showcase**
(La Villita C)

10:30 am – 11:45 am **Legal Update – Employees & the Workplace**
Fernando Gomez, J.D., Ph.D., Vice Chancellor and General Counsel, Texas State University System

Session Description: Dr. Gomez 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 and promotions.

11:45 am – 1:00 pm **Lunch / Sponsor Showcase**
(La Villita C)

Sponsored by:

1:00 pm – 2:15 pm **Equal Employment Opportunity Commission**
(La Villita A & B) Joe Bontke, Equal Employment Opportunity Commission (EEOC) Outreach Manager

Session Description: In this session, Mr. Bontke discusses 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. Joe's vast experience with employment practices and EEOC operations is an informative session you will not want to miss.

	<p>Session takeaways:</p> <ul style="list-style-type: none"> • Implement recommendations from the latest EEOC concerns into your campus' daily activities and behaviors • Bolster your workplace approach to harassment and other behavioral issues. 	
2:15 pm – 2:30 pm	Break / Sponsor Showcase (La Villita C)	
2:30 pm – 3:45 pm	Immigration & Employment	Daniel P. McCarthy, McCarthy Law Firm, P. C.
	Session Description:	
	<p>Session Description: In this session, Mr. McCarthy discusses:</p> <ul style="list-style-type: none"> • I-9 administrative audit process and best practices to avoid very large penalties. Common mistakes in completing the I-9 form. The new fine schedule for substantive violations. How long to keep old I-9 forms. • Selected topics and current trends in requests for evidence from USCIS in the processing of prevailing wage determinations, labor condition applications, H1B applications, PERM applications and the I-140 permanent residency applications. 	
3:45 pm – 5:00 pm	<p>Hot off the Grill!</p> <p>Breakout Sessions:</p> <ul style="list-style-type: none"> • Immigration & Employment (Pavo Real B) • Employee Leaves (Pavo Real A) • Employee Onboarding (La Villita A & B) 	<p>Cynthia Bennett, <i>Director of Human Resources, Sam Houston State University</i></p> <p>Jessica Smith, <i>HR Specialist, Sam Houston State University</i></p> <p>Tabitha Taylor, <i>HR Specialist, Sam Houston State University</i></p>
	<p>Session Description: 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.</p>	
6:30 pm – 9:00 pm	Monday Night Dinner	Sponsored by: VOYA
Tuesday, January 30, 2018		
7:00 am – 8:15 am	Breakfast (La Villita C)	Sponsored by:
8:15 am – 8:30 am	Sponsor Prize Drawings	
8:30 am – 8:45 am	Business Meeting (La Villita A & B)	David M. Hammonds, <i>THEHRA President</i>
8:45 am – 10:15 am	Texas Higher Education Coordinating Board	Toni Alexander, <i>Statewide Coordinator, Optional Retirement Program (ORP)</i>
	<p>Session Description: This session provides an update on the Optional Retirement Program (ORP), including: recent Chapter 25 rule amendments; new ORP resources on the Coordinating Board's webpage; and commonly addressed questions from institutional ORP Administrators across the state.</p>	
10:15 am – 11:30 am	Solution is in the Room!	Lewis Benavides, <i>Senior Associate Vice President and CHRO, Texas Women's University</i>
	<p>Session Description: While sharing his decades-long human resources experience, Mr. Benavides will facilitate a discussion focusing on areas of concern expressed by THEHRA members including the recent legislative session, FLSA compliance, and other topics of interest. This is the opportunity to increase your HR "best practices" understanding by commenting and asking questions of the entire conference membership.</p>	
11:30 am – 11:45 am	THEHRA Prize Drawings (La Villita A & B)	Conference Registration Giveaway
11:45 am	Adjourn ----- Summer Conference 2018 at the Tremont House in Galveston	

