



THEHRA WINTER CONFERENCE

*"Keep it Legal Not **Weird**"*

January 31 – February 2, 2016

[Hilton Garden Inn Austin Downtown/Convention Center](#)

Austin, Texas

NOTE: This program has been submitted to the HR Certification Institute (HRCI) for review.

Sunday, January 31, 2016			
3:00 pm – 4:00 pm	THEHRA Board Meeting <i>(Travis)</i>		
4:30 pm – 6:00 pm	Early Registration <i>(EMC Lobby)</i>		
6:00 pm – 7:30 pm	Sunday Night Reception <i>(Creekside Dining Room)</i>		
5:00 pm – 7:00 pm	Sponsor Set-Up <i>(Trinity Room)</i>		
Monday, February 1, 2016			
7:00 am – 8:30 am	Registration / Breakfast <i>(Creekside Dining Room)</i>		
8:15 am – 8:30 am	<table border="0" style="width: 100%;"> <tr> <td style="width: 60%;">Welcome <i>(Sabine & Rio Grande)</i></td> <td style="width: 40%;">Gena Jones, DM, SPHR, SHRM-SCP, <i>Assistant Vice President of Human Resources</i></td> </tr> </table>	Welcome <i>(Sabine & Rio Grande)</i>	Gena Jones, DM, SPHR, SHRM-SCP, <i>Assistant Vice President of Human Resources</i>
Welcome <i>(Sabine & Rio Grande)</i>	Gena Jones, DM, SPHR, SHRM-SCP, <i>Assistant Vice President of Human Resources</i>		
8:30 am – 10:30 am	<table border="0" style="width: 100%;"> <tr> <td style="width: 60%;"><i>Harnessing the Power of Personality</i></td> <td style="width: 40%;">Steven Gates, Sr. Director Workforce <i>Education and Development, Texas Tech University Health Sciences Center</i></td> </tr> </table> <p>Session Description: This informative and fun session will take you through the True Colors personality inventory and provide you with practical application tools to get the most out of your team's diversity. Even if you have gone through the True Colors experience in the past, you will find this session very valuable for your professional and personal life experiences. You will engage in an inventory of your personal style, gain a deeper understanding of other personality styles, discover how to assign tasks according to individual strengths, and learn personality tips for better personal and professional relationships.</p>	<i>Harnessing the Power of Personality</i>	Steven Gates, Sr. Director Workforce <i>Education and Development, Texas Tech University Health Sciences Center</i>
<i>Harnessing the Power of Personality</i>	Steven Gates, Sr. Director Workforce <i>Education and Development, Texas Tech University Health Sciences Center</i>		
10:30 am – 10:45 am	Break / Sponsor Showcase <i>(Trinity Room)</i>		
10:45 am – 12:00 pm	<table border="0" style="width: 100%;"> <tr> <td style="width: 60%;"><i>"Adjuncts are Employees, too"</i></td> <td style="width: 40%;">Danyelle Williams Ackall, SPHR & CPP, <i>Full-time Instructor for the Neeley School of Business at Texas Christian University</i></td> </tr> </table> <p>The session "Adjuncts are Employees, too," will cover multiple topics surrounding adjunct employment, including: employee vs independent contractor, on-boarding, and retention. With universities hiring 20 to 60% of their instructors as adjuncts, this employee pool has huge potential for disaster. The focus of the presentation will be on how to create and maintain an environment to attract and retain qualified adjuncts from industry.</p>	<i>"Adjuncts are Employees, too"</i>	Danyelle Williams Ackall, SPHR & CPP, <i>Full-time Instructor for the Neeley School of Business at Texas Christian University</i>
<i>"Adjuncts are Employees, too"</i>	Danyelle Williams Ackall, SPHR & CPP, <i>Full-time Instructor for the Neeley School of Business at Texas Christian University</i>		
12:00 pm – 12:45 pm	Lunch / Sponsor Showcase <i>(18th Over Austin Restaurant)</i>		
12:45 pm – 2:00 pm	<table border="0" style="width: 100%;"> <tr> <td style="width: 60%;"><i>Texas Legislative Update for Higher Education Employers: What Passed in 2015 and What Employers Need to Know for 2016</i></td> <td style="width: 40%;">Tommy Simmons, <i>Senior Legal Counsel to Commissioner Ruth R. Hughs</i> <i>Commissioner Representing Employers Texas Workforce Commission</i></td> </tr> </table> <p>Session Description: This session will provide a survey of the most significant employment-related Texas legislation from 2015 that impacts colleges and universities, an update on recent Texas state agency employment law-related actions, 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.</p>	<i>Texas Legislative Update for Higher Education Employers: What Passed in 2015 and What Employers Need to Know for 2016</i>	Tommy Simmons, <i>Senior Legal Counsel to Commissioner Ruth R. Hughs</i> <i>Commissioner Representing Employers Texas Workforce Commission</i>
<i>Texas Legislative Update for Higher Education Employers: What Passed in 2015 and What Employers Need to Know for 2016</i>	Tommy Simmons, <i>Senior Legal Counsel to Commissioner Ruth R. Hughs</i> <i>Commissioner Representing Employers Texas Workforce Commission</i>		
2:00 pm – 2:15 pm	Break / Sponsor Showcase <i>(Trinity Room)</i>		

2:15 pm – 3:45 pm	Panel Discussion: Current topics/events impacting Higher Education HR: Campus Carry, Sick Leave Donation and E-Verify	Adam Davidson, Director of Human Resources, A&M System Human Resources Janet Coquelin, Managing Director HR, Texas Tech University Health Sciences Center John McBride, Assistant VP HR, Texas State University Steve Goode, Campus Carry Chair, Law Professor, University of Texas, Austin
	Session Description: In this session, concerns, research, best practices and ideas impacting HR higher education in respect to Campus Carry, Sick Leave Donation, and E-Verify will be discussed.	
3:45 pm – 4:45 pm	The Solution is in the Room!	Gena Jones, DM, SPHR, SHRM-SCP, THEHRA President Elect
	Session Description: 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. Topics may include, Title IX, Ban-the-Box, as well as further discussion on topics presented during the conference.	
6:00 pm – 8:30 pm	Monday Night Dinner <i>TBD</i>	Sponsored by VOYA – Platinum Sponsor
Tuesday, February 2, 2016		
7:00 am – 8:15 am	Breakfast (<i>Creekside Dining Room</i>)	
8:15 am – 8:30 am	Sponsor Prize Drawings	
8:30 am – 8:45 am	Business Meeting (<i>Creekside Dining Room</i>)	Gena Jones, DM, SPHR, SHRM-SCP, THEHRA President Elect
8:45 am – 10:15 am	Emerging Trends in Higher Education Human Resources and Implications for Chief Human Resource Officers: A Delphi Study	Brian K. Dickens, Ph.D., SPHR, Associate Vice President/CHRO Human Resources & Payroll Services Texas Southern University
	Session Description: This session will provide information on the emerging trends and related issues that will impact chief human resource officers (CHRO's) over the next ten years in higher education and offer suggested strategies for addressing those challenges. This session will certainly provide beneficial information for current CHROs and HR professionals at all levels.	
10:15 am – 11:30 am	Hot off the Grill!	
	Session Description: This session will cover the most current topic affecting HR in higher education approximately a month prior to the conference. The topic could be: FLSA, developments to ACA, new federal legislation, etc., or it could be another topic that significantly affects all of us in HR.	
11:30 am – 11:45 am	THEHRA Prize Drawings (Creekside Dining Room)	Conference Registration Giveaway
11:45 am	Adjourn ----- See you at the Summer Conference!	