2014 PASSHE
HUMAN RESOURCE/SOCIAL EQUITY
CONFERENCE

"THRIVING IN TIMES OF
CHAOS CHANGE"

June 19-20, 2014
The Innovation Center
East Stroudsburg University

PROGRAM OVERVIEW

THURSDAY, JUNE 19, 2014
9:00 AM-12:00 PM: Registration
Lobby
9:30 AM: Vendor Exhibits Open
Room 326
10:00-11:30 AM: Pre-Conference Sessions
12:00-12:15 PM: Welcome: Marcia G. Welsh, PhD
Main Room
12:15-1:45 PM: Lunch & Keynote Address:
Holly Delaco-Smith, MS
Main Room
2:00-3:15 PM: Concurrent Sessions
3:15-3:45 PM: Break & Vendor Exhibits
Room 326
3:45-5:00 PM: Concurrent Sessions
5:30 PM: Networking Reception & Dinner
Main Room

FRIDAY, JUNE 20, 2014
8:00-8:30 AM: Continental Breakfast
Main Room
8:30-9:45 AM: Concurrent Sessions
9:45-10:15 AM: Break & Vendor Exhibits
Room 326
10:15-11:45 AM: Meetings
11:45 AM: Box Lunch
Main Room
Thursday, June 19, 2014

MORNING PROGRAM

9:00 AM-12:00 PM: REGISTRATION

9:30 AM: VENDOR EXHIBITS OPEN

10:00-11:30 AM: PRE-CONFERENCE SESSIONS

* TECHNOLOGY TOOLS TO ENHANCE YOUR BUSINESS PROCESSES

  - TALENT MANAGEMENT IN HIGHER EDUCATION
    MIKE KELLY, Talent Consultant, Cornerstone OnDemand and
    KURT ACKMAN, National Director of Higher Education, Cornerstone OnDemand
    Upwards of 80% of institutional budgets are spent on personnel costs yet many schools do not have a strategic approach
to how they develop their most valuable asset: their employees. This session will focus on the importance of effectively
managing your talent on campus and how institutions can use technology to help streamline processes associated with
recruiting top talent, delivering training and reporting on compliance and performance metrics to university executives.

  - SAP AND TECHNOLOGY UPDATE
    FRANK LENTZ, PASSHE Human Resources- System Personnel Services

  - CYA - CAN YOU ANSWER ... IS YOUR INSTITUTION PROTECTED?
    PROACTIVE EMPLOYEE RELATIONS RISK MANAGEMENT
    SHARON PICUS, Executive Director, Human Resources, Kutztown University and
    DEBORAH J. MULLER, CEO and President, HR Acuity
    No institution is immune from allegations related to employee disputes. Having a proactive risk management program
can help mitigate the potentially devastating legal, financial and organizational consequences that can be associated
with these events. Learn how technology can enhance your institution’s processes by having consistent documentation,
structured investigations and meaningful analytics.

AFTERNOON PROGRAM

12:00-12:15 PM: WELCOME:

  MARCIA G. WELSH, PhD
  President, East Stroudsburg University

12:15-1:45 PM: LUNCH AND KEYNOTE ADDRESS:

  LEADERS & CHANGE—WHAT MESSAGE ARE YOU SENDING?
  HOLLY DELACOMO-SMITH, MS
  President, HDS Consulting, Inc.

2:00-3:15 PM: CONCURRENT SESSIONS (Continued)

  - THE POWER OF EXERCISE DURING TIMES OF CHANGE
    MATTHEW MILITENBERGER, PhD, CSCS, ATC
    Assistant Professor, Department of Exercise Science
    East Stroudsburg University
    During times of change (chaos) the human body experiences both
    physiological and psychological alterations that can be
detrimental to work performance as well as overall health
    and well-being. The purpose of this presentation is to look at some
research related to exercise and psychological well-being, look at
behavior change to start exercising, and finally look at behaviors
that would support a healthy exercise environment. Developing coping
tools to minimize negative change in the body is extremely important;
one of these mechanisms is the power of exercise. Exercise not only
has great physiological benefit but also has a profound effect on
psychological issues that we deal with every day.

  - AFFIRMATIVE ACTION
    LINDA TROMPETTER, PhD
    President, Northeastern Pennsylvania Diversity Education
    Consortium (NEPDEC)
    Affirmative action has been debated more intensely than at any other
time in its 50-year history. Many supporters view affirmative action as
a milestone, many opponents see it as a millstone, and many others
regard it as both or neither -- as a necessary, but imperfect, remedy
for an intractable social disease. Many Colleges and Universities view
affirmative action as the only way they can substantially diversify their
disproportionately white campuses. This presentation will examine
some of the popular myths about affirmative action to help
participants understand the issues involved and why many
Universities feel it is still necessary. This is designed to help HR
professionals address their organization’s strategic goals.

2:00-3:15 PM: CONCURRENT SESSIONS

  - DIFFICULT CONVERSATIONS
    JERRY REED
    Director, Human Resources
    Bloomsburg University
    Difficult conversations occur in our professional and
    personal life. Gain insight into understanding how difficult
    conversations arise and how to prepare for them.
    Participants will explore common pitfalls and learn
    techniques for conducting difficult conversations.

3:15-3:45 PM: BREAK AND VENDOR EXHIBITS
Thursday, June 19, 2014 (Continued)

3:45-5:00 PM: CONCURRENT SESSIONS

- LABOR RELATIONS AND LEGAL UPDATE
  Michael Mottola
  Assistant Vice Chancellor, Labor Relations
  Jill Fluck
  University Legal Counsel
  PASSHE LABOR RELATIONS STAFF
  Room 333

- PROCESS OF CHANGE THROUGH CHAOS AND CRISIS
  John Chang, PhD
  Associate Professor, Department of Psychology
  East Stroudsburg University
  Room 153
  The transtheoretical model (TTM) of change by Prochaska and DiClemente (1977) enables us to understand how shifts in behavior occur. This model of behavioral change assesses an individual's readiness to act on a new healthier behavior, and provides strategies, or processes of change to guide the individual through the stages of change to Action and Maintenance. Numerous studies have shown that successful self-changers employ different processes at each particular stage of change. Meaning that we often don't put major effort into things that are really important in our lives. Understanding and utilizing the processes of change can help us to be better at addressing major issues or crisis in our lives.

3:45-5:00 PM: CONCURRENT SESSIONS (Continued)

- ARE FEMALE ATHLETES MODERN SEXISTS? IMPLICATIONS FOR COACHES AND ADMINISTRATORS
  Nancy Jo Greenawalt, DEd
  Assistant Professor, Academic Coordinator for Intercollegiate Athletics, East Stroudsburg University
  Room 154
  The relationship of modern sexism to a female athlete’s preference for a coach based on the sex of the coach was examined in this explanatory mixed methods study. Female athletes (N = 155) from one National Collegiate Athletic Association (NCAA) Division I institution in the northeastern United States participated in the study. Results indicated that 81% of the female athletes in this study preferred a male coach. The findings further revealed that past experience with a coach was a significant predictor in their preference for a coach later in their athletic career. Additional findings revealed that the participants did not hold modern sexist beliefs as measured by the Modern Sexism Scale (Swim et al., 1995); however, their discourses revealed otherwise. Based on their overall experience with more male coaches than female coaches, a “think coach, think male” stereotype existed among the participants in this study. This research study bolsters previous research on preference for a coach and extends the literature on sexism in sport. A broader application of the findings to women in leadership positions and their subsequent evaluation when in those positions will be discussed.

5:30 PM: NETWORKING RECEPTION AND DINNER
  DOOR PRIZES (Winners must be present)
  Main Room

Friday, June 20, 2014

8:00-8:30 AM: CONTINENTAL BREAKFAST
  Main Room

8:30-9:45 AM: CONCURRENT SESSIONS

- THE FINAL AFFORDABLE CARE ACT EMPLOYER MANDATE REGULATIONS AND THE IMPACT ON PASSHE
  Brenda A. Mundell, CEBS, CPA
  Director, System Employee Benefits
  Room 153
  The long-awaited final employer “Pay or Pay” regulations were issued in February 2014, and become effective in 2015. This discussion will focus on the relevant portions of the guidance that is most important to PASSHE – including adjunct faculty, student workers, and seasonal employees – and the proposed strategies that will be used to balance compliance with the law while minimizing the financial impact on the universities.

- UNDERSTANDING COMPONENTS OF EMPLOYEE SATISFACTION AS A MEANS STRIVING TO SOCIAL EQUITY
  Bonnie Green, PhD
  Professor, Department of Psychology, East Stroudsburg University
  Room 333
  Employee Satisfaction, key to an organization’s success, is multifaceted, involving components like understanding how decisions are made, effective communication, and appreciation of diversity. During this interactive session, participants will learn about each of the nine components of Employee Satisfaction and how by examining Employee Satisfaction as component pieces, more targeted (and potentially less expensive) methods for improving a campus’ climate, particularly with regard to issues of social equity become possible.

9:45-10:15 AM: BREAK AND VENDOR EXHIBITS
  DOOR PRIZES (Winners must be present)
  Room 326

10:15-11:45 AM: MEETINGS

- HUMAN RESOURCE DIRECTORS
  Conference Room

- BENEFITS
  Room 113

- SOCIAL EQUITY DIRECTORS
  Room 333

- PAYROLL
  Room 154

11:45 AM: BOX LUNCH
  Main Room

Please don’t forget to visit the vendor exhibits (Room 326)
in between sessions and during breaks
Keynote Speaker's Bio: Holly Delaco-Smith, MS
Holly Delaco-Smith, MS, brings over twenty years of management consulting experience to her clients helping them change to be more successful. Holly's tenure in Big 4 consulting, including Accenture and IBM Global Services grounded her with a foundation of best methodologies, leading practices, and outstanding client experience. It was those experiences that inspired and compelled her to found a management consulting organization serving education (Higher Educations and K-12), financial services, high tech, pharmaceutical, and retail industries. Holly's experience includes strategic planning, process improvement, benchmarking for leading practices, organizational improvement, learning design and development, and change management. Given the critical need today for organizations to manage change quickly and anticipate the future, Holly has helped her clients define and improve their change management and strategic planning strategies. Holly's unique collaborative approach of truly partnering with her clients and strong focus on change management enables her to provide excellent service and results.

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For special accommodations, please contact (570) 422-3656.