

# PASSHE HUMAN RESOURCES CONFERENCE

**JUNE 12 - 14, 2024**



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RamNet-Guest

USER: HRConference@wcupa.edu  
PASS: HRocks2024!

**JUNE 12**

**10:00 AM - 12:45 PM**

**Registration, Tours of Campus & Networking Lunch**  
📍 SECC 2nd Floor, West Entrance | Ballroom 101 B&C

**12:45 PM - 1:15 PM**

**Welcome | Bill Helzlsouer**  
**Presidential Address | President Fiorentino**  
📍 SECC, Ballroom 101A

**ADVANCING FUNCTIONAL KNOWLEDGE**

**ENGAGEMENT & WELL-BEING**

**LEARNING SESSION ONE**

**1:30 PM - 2:45 PM**

**Using DocuSign to Enhance HR Work Initiatives**

HR technology has transformed many processes, making workflow more efficient and effective. This session will provide insight on HR processes that can be automated to improve the hiring and onboarding processes and more. We'll also discuss what cultural changes are required for organizations to break down silos and continually challenge the status quo, experiment, and get comfortable with failure and/or change.

Presenters: Kathleen Flanagan (WCU), Hue Cawley, and Jamie Scheirer (Kutztown)

Location: SECC 112

**Advancing Labor Relations Knowledge: Arbitration Updates**

Review recent arbitration decisions and discuss the position of both parties submitted to the arbitrator. Attendees will determine and review what arguments persuaded the arbitrator and reflect on what actions should be continued or avoided.

Presenters: Michael Ferguson, Brian Mbuu, OOC

Location: SECC 208

**Performance Management Strategies for Success**

Approaching employee performance problems effectively is critical for team success. Learn how to take a proactive role by coaching team members and giving them the tools they need to succeed through the Performance Development Plan (PDP) process. This session will highlight common performance "themes," the importance of a structured approach where the employee, supervisor, and HR collaborate to address performance issues, and using technology to support training needs.

Presenters: Scott Sherman, Jaime Whitcomb (WCU)

Location: SECC 213

**LEARNING SESSION TWO**

**3:00 PM - 4:15 PM**

**Business Intelligence Reporting - Beginner/ Refresher Training on Functionality and Operational Usage**

Learn how to utilize Business Intelligence (BI) reporting to address your daily reporting needs - be it for employee tracking & auditing, general complement & personnel administration needs or payroll details. This lab-based session will cover what's available, the basics of accessing all reports, key concepts, and more.

Presenter: Chrissy Eggert, OOC

Location: SECC 112

**AI at Work: Where Artificial Intelligence Enhances User Experiences and Productivity**

WCU's Information Services and Technology leaders will delve into integrating AI into the People, Process, and Technology framework. Using AI tech like natural language processing and machine learning, organizations can streamline operations, personalize interactions, and accurately forecast user needs, enhancing productivity and user experiences.

Presenters: JT Singh, Paul Gargiulo, WCU

Location: SECC 208

**Crisis Management for Leaders**

WCU faculty member and current Suicide Prevention Coordinator for Counseling and Psychological Services, Michele Cooper will facilitate a discussion and training on responding to employees in crisis. Michele's research-based training will provide a practical approach to enhancing the skillset of those in leadership roles. Individuals will learn key language to use with those in crisis, how to listen and respond appropriately, and discuss barriers that may prevent individuals from approaching Human Resources. The training session will also include scenario-based role play.

Presenter: Michele Cooper, WCU

Location: SECC 213

**6:00 PM - 8:00 PM**

**Reception Dinner & Keynote Speaker**  
Jayme L. Trogus, DHSc, MPH | *Employee Well-Being: The "New" Workplace Imperative*  
📍 WCU Foundation, 202 Carter Drive

**JUNE 13**

**7:30 AM - 9:00 AM**

**Networking Breakfast**  
📍 SECC, Ballroom 101 B&C

**ADVANCING FUNCTIONAL KNOWLEDGE**

**ENGAGEMENT & WELL-BEING**

**LEARNING SESSION THREE**

**9:00 AM - 10:15 AM**

**SCUPA Position Classification**

The State System uses a point factor method to evaluate SCUPA positions and determine the appropriate classification. Positions are scored in four areas based on degree definitions that are difficult to interpret. In this session learners will challenge each other to think through the language and will come away better prepared to classify SCUPA positions and defend their decisions before an arbitrator.

Presenter: Kim Holland, OOC

Location: SECC 112

**APSCUF COACHES: Contracts, Pay, and SAP - Complying with the Collective Bargaining Agreement**

This session is for HR/Payroll professionals responsible for issuing and monitoring employment contracts and SAP data and leave entry for APSCUF COACHES. Participants will learn how to calculate a COACH's FTE to determine their proper employment status, calculate minimum salary, and proper SAP data and leave accrual entry requirements.

Presenters: Phil Amarant, Bretni Lentz, OOC

Location: SECC 202

**10 Employee Benefits You May Not Know About**

Join the System Benefits team and select vendor partners to learn about some less common, but extremely valuable, employee benefit offerings. Participants will learn about value-added programs and products available to State System employees. Topics to be presented include some less common benefits under the State System Health Plan, SEAP, SAVI, UCCI Dental, NVA Vision, Metlife- Voluntary Life, FSA and PEBTF program and services.

Presenters: PASSHE Benefits Team and select Vendor Representatives

Location: SECC 213

**10:15 AM - 11:15 AM**

**Vendor Showcase**  
📍 SECC, Ballroom 101A

*FLIP OVER FOR REST OF SCHEDULE*

**LEARNING  
SESSION FOUR**

**11:30 AM - 12:45 PM**

**Mediation in Public Sector Collective Bargaining**  
Join the Commonwealth's Director of Department of Labor & Industry's Bureau of Mediation to learn more about the role of the Office of Mediation and the role of Mediators in Pennsylvania Labor Relations and recent trends and changes in public sector collective bargaining.

Presenter: Eric Sanoba, Director, PA Bureau of Mediation, Dept. of Labor & Industry

Location: SECC 202

**Compliance Issues in Human Resources**

Join the System's legal counsel (Kristen Dennis) for a round-table discussion on current compliance issues in higher education HR. Topics will include document retention (requirements and format), who is responsible for the I9 process, I9 compliance for remote and hybrid employment, social security challenges of sponsored employees, the technical issues you may face when onboarding a person lacking documentation, and more.

Presenter: Kristen Repyneck Dennis, JD. Partner | Goldblum, Pollins & Dennis, P.C.

Location: SECC 213

**Maintaining Well-being Through Times of Uncertainty**

Wellbeing consists of a complex combination of a person's physical, mental, emotional and social health factors, being strongly linked to happiness and life satisfaction. Facilitator Patrick Simonson will define wellbeing, discuss the concept of thriving vs surviving, explore uncertainty through research and insights from across the globe, and discuss ways to apply resilience and coping strategies to assist in adapting to change while identifying tips for improving wellbeing during uncertain times.

Presenter: Patrick Simonson, OPTUM

Location: SECC 208

**12:45 PM - 1:45 PM**

**Networking Lunch**  
📍 SECC, Ballroom 101 B&C

**LEARNING  
SESSION FIVE**

**2:00 PM - 3:15 PM**

**Business Intelligence - Advanced Reporting Usage and Impacting University Success**

Learn more about advanced BI reporting and the types of information solutions that other universities are utilizing and creating with BI reporting. In this session, we'll highlight university use cases and open the discussion up to you and your colleagues for a dialog on how this information is being used (or needed) to support your campus and executive leadership. HR Directors and those with experience in BI reporting are encouraged to attend this session.

Presenter: Chrissy Eggert, OOC

Location: SECC 112

**Medicare Advantage PPO for Retirees**

Join us to learn about the customized Medicare Advantage Plan that will be provided to our Medicare-eligible retirees and spouses effective January 2025. This is the most significant change in decades to our retiree health plan offerings and represents a rare opportunity to provide an enhanced benefit plan, at a reduced cost to the employer.

Presenters: Rex Rensel, Lisa Ulrich, Nikki Black, OOC & Highmark Representative

Location: SECC 202

**Embracing Happiness**

Join this session to learn the basics behind the science and benefits of happiness. Discuss how happiness can be measured and understand the concept of positive psychology. This course encourages introspection into your own perceptions and feelings of happiness to help determine how you can encourage and embrace happiness in your own life.

Presenter: Patrick Simonson, OPTUM

Location: SECC 208

**LEARNING  
SESSION SIX**

**3:30 PM - 4:45 PM**

**Sponsorship 101**

Sponsoring a foreign national can be a complex process. Join this session to learn more about the timing of temporary and permanent sponsorship, documentation and renewal, and compliance issues related to employment. During this round table discussion, subject matter experts will join the System's outside counsel (Kristen Dennis) to discuss best practices, current challenges, how their processes may have changed, and lessons learned.

Presenter: Kristen Dennis, JD

Location: SECC 213

**Rehiring Retirees - Process Review and Impact**

In a challenging labor market, it can be tempting to bring back a retired employee- either from with the System or a retiree of another public sector entity. Join this session to understand the process of requesting an emergency annuitant rehire. A brief overview of the new IRS rules for determining Independent Contractor vs. Employee status will also be presented as well as a review the implications of re-employing a prior employee in the context of the State Ethics Act to help avoid potential, unintended violations.

Presenters: Linda Harrison, Phil Amarante, and Michael Ferguson OOC

Location: SECC 106

**Reimagining Employee Appreciation, Recognition, and Rewards**

Celebrating employees is the cornerstone of West Chester University's annual Employee Appreciation. Hear how they used the pandemic break to reimagine what the event(s) now look like and learn how they are breaking down silos to strengthen community, highlight the talent, programs, and spaces on their campus, promote student success, and allow employees to be appreciated in the way that they chose. Get low-cost ideas to help you plan your celebration, learn how to simplify gifts and rewards, and hear how they use student artists and creative communication strategies to market their event.

Presenters: Jaime Whitcomb, Lisa O'Shea, Sarah Mislick (WCU)

Location: SECC 107

**6:00 PM**



**Brews vs. Brains Trivia Night**  
Hosted by **GameTruck and Serum Kitchen & Taphouse**  
📍 142 E Market Street, West Chester

Parking is available at Chestnut Street Garage  
14 E Chestnut St

**JUNE 14**

**7:30 AM - 9:00 AM**

**Networking Breakfast & HR Director's Meeting**  
📍 SECC, Ballroom 101 B & C | SECC Ballroom 101A

**FUNCTIONAL  
UPDATES / Q&A  
9:00 AM - 11:45 AM**

**BI Reporting Drop-In 9:00 AM - 11:45 AM | 📍 SECC 112**  
**Legal & Labor 9:00 AM - 11:45 AM | 📍 SECC 208**  
**Benefits 9:00 AM - 11:45 AM | 📍 SECC 202**

**FUNCTIONAL  
UPDATES / Q&A  
10:30 AM - 11:45 AM**

**Payroll | 📍 SECC 106**  
**Recruiting, Employment, and DEI | 📍 SECC 107**  
**Organizational Development & Performance Management | 📍 Ballroom 101A**

**12:00 PM**

**Grab-n-Go Box Lunch**  
📍 SECC, Ballroom 101 C

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