

HR@UW: Driving Successful Change

Tuesday, December 3, 2019
Union South at UW–Madison



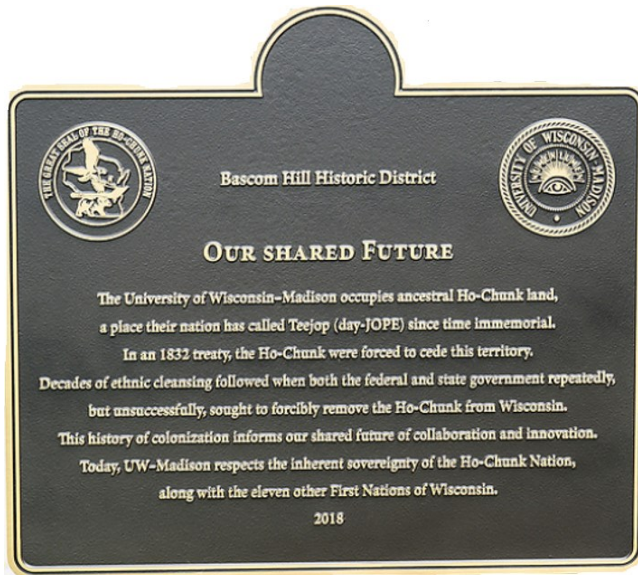
Navigating constant change in the spirit of consultative partnership.



**Learning and
Talent Development**
OFFICE OF HUMAN RESOURCES
UNIVERSITY OF WISCONSIN-MADISON



Our Shared Future



Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. Truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference. We begin our conference by honoring the truth

about what has been buried. We are located on the ancestral lands of the Peoria, Sauk & Meskwaki, Ho-Chunk, and Miami People. We pay respects to their elders past and present. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today. And please join us in uncovering such truths every day. This history of colonization informs our shared future of collaboration and innovation.

Schedule

7:45 a.m.–8:30 a.m.	Registration & Breakfast
8:30 a.m.–9:45 a.m.	Welcome and Keynote Mark Walters and Dyan Jenkins-Ali (<i>Varsity II & III</i>)
10:00 a.m.–11:15 a.m.	Featured Sessions
11:30 a.m.–1:00 p.m.	Lunch, Executive Remarks, and Business Partner Awards Laurent Heller and Mark Walters (<i>Varsity II & III</i>)
1:15 p.m.–2:30 p.m.	Featured Sessions
2:45 p.m.–4:00 p.m.	Featured Sessions

Welcome

From the Chief Human Resources Officer UW–Madison

December 3, 2019

Dear Colleagues:

Welcome to the fourth annual HR@UW Conference. We are excited to bring our HR community across campus together as we build on our successes.

This year's theme, "Driving Successful Change," focuses on what we can do to promote and sustain successful change efforts as we work to transform major campus HR programs and systems. For example, we've spent over two years working on the planning and implementation of the Title and Total Compensation Project and are concurrently embarking on the first phase of the Administrative Transformation Program. The stakes are high.

Successful change is not just about the outcomes, but the *process* we engage in as we work toward those outcomes. Harvard professor and prolific author, John Kotter, reminds us:

Transformation is a process, not an event.

Our collective partnership and continued consultative strategies are critical for success.

Today, we invite you to engage in learning around topics such as project management, talent pipelines, compensation, onboarding, career building, emotional intelligence, stress management, and more as we work toward successful change in all areas of our work.

May the conversations you engage in today continue beyond the conference, contributing to a collective effort to drive positive change.

Have an invigorating day.

Mark Walters
Chief Human Resources Officer
UW–Madison

Conference Welcome & Keynote—Varsity Hall II & III

8:30 a.m.–9:45 a.m.

Increasing Need for Change Requires a Culture Where Each Individual Is a Change Leader

Everyone in the workplace is working in times of intense technological and academic innovation and dealing with ongoing change. How can we inspire and engage each individual to be “leaders of change” and to dynamically increase innovation, collaboration and success for everyone in the higher education community and for the mission overall?

This keynote focuses on how **everyone can understand and reflect on their own inner abilities to lead change** and personal leadership in a positive and proactive way.

You will leave this session with:

- Further insight into how change is affecting the speed of work
- An understanding of your own personal change behaviors
- Tools to leverage your individual ability to adapt more quickly to ongoing change
- Clarity on how purpose, the individual, and the team are parts of the integral process to help drive successful change

Keynote Speaker



Dyan Jenkins-Ali is a senior project manager for University HR Strategy and Planning at the University of Michigan. She manages administrative and operational projects that affect the development of goals and initiatives designed to enhance multiple student, staff, patient, and faculty health benefits and experiences. Her health care career spans more than 25 years, in which time she has worked in an executive capacity with M-CARE, Delta Dental, Providence Hospital, and Health Alliance Plan. Dyan has held a State of Michigan Agent/ Producer License in Life, Health and Disability, and is a certified phlebotomist. She is a member of the Association of

Health Care Executives and National Association of Health Service Executives, past-treasurer of U–M’s Letterwinners M Club Board on which she served nine years, and a diplomat with the U–M Credit Union. Dyan received a bachelor of arts degree in psychology and a master’s degree from the School of Public Health, both from the University of Michigan –Ann Arbor.

Featured Sessions

10:00 a.m.–11:15 a.m.

Preparing for Changes in Compensation: What HR Needs to Know

Varsity Hall I, 2nd floor

"Compa-ratio." "Position-in-range." "Salary range" vs. "salary grades" vs. "salary bands." Sound foreign? If so, this session is for you. As UW moves toward a market-influenced salary structure and job framework the savviest of HR professionals will benefit from a dive into the world of compensation. From determining starting salaries to recognizing pay issues, this session intends to prepare HR leaders and practitioners with the tools needed to operate after the implementation of TTC. Come learn key elements of the new salary administration guidelines, explore the project next steps, and walk away with a deeper level of knowledge related to the future practices of compensation at UW–Madison.

Shana Ullsvik is a Certified Compensation Professional (CCP) and Global Remuneration Professional (GRP) with over a decade of compensation management experience in higher education and investment management organizations as well as economic consulting experience, handling securities, labor, and business litigation cases. She graduated Magna Cum Laude and as a Founders' Day Award recipient from New York University with a BA in economics. She is currently a senior compensation and data analyst at UW–Madison's School of Medicine and Public Health and a compensation consultant for the UW Title and Total Compensation Project.



You Make the Call: Investigatory Scenarios

Traditions Room, 2nd floor

Limited to 24 participants

Investigations are not cookie-cutter affairs. Instead, they involve frequent judgment calls on the part of the investigator. During this interactive session, we will go through a variety of investigative scenarios and, in the process, cover some key considerations (e.g., when to place employees on administrative leave; when to use a Garrity warning; when—if ever—to tell witnesses not to discuss their interview with others). Often, there is no single "right" answer to these decisions, and thus, the purpose of this session is to help you as human resource professionals navigate the twists and turns of investigations in a deliberative manner.



Craig Hubbell serves as a campus workplace investigator at UW–Madison. Previously, he was a high school Spanish teacher, staff counsel for the Wisconsin Association of School Boards, and a director of human resources in the Baraboo and Wauwatosa School Districts. He holds a BA in Spanish from St. Olaf College, MA in foreign language and literature from UW–Milwaukee, and JD from the University of Wisconsin Law School.

Driving Successful Change: Choosing Emotionally Intelligent Behaviors

Northwoods Room, 3rd floor

What do emotions have to do with driving change? Actually, everything! Change can cause an array of emotions for all involved, and emotional intelligence is necessary to navigate that change effectively. The good news is that there are strategies to effectively navigate the emotions that influence work relationships and environments. Empathy is arguably one of the most important components of emotionally intelligent behavior. When exercised correctly and intentionally, empathy has the power to build strong bridges that—in times of change—are often lacking. Join us as we explore ways you can build your own emotional intelligence, and learn strategies and tools to lean into differing perspectives through the practice of empathy.



Sheridan Blanford is the director of inclusion & engagement for the University of Wisconsin Athletics Department. A chief strategist, she collaborates with various constituents within the athletic department—on campus, in the community, and around the country—to ensure that all policies, procedures, and initiatives put forth by the athletic department encompass a wide variety of perspectives and experiences. Women Leaders in College Sports selected Blanford as the 2018 Rising Star Award winner. She previously served as the assistant director for the Minnesota Intercollegiate Athletic Conference (MIAC). Blanford graduated from St. Olaf College where she played basketball, and earned her master's degree in intercollegiate athletic leadership from the University of Washington.

Tamie Klumpyan (she/her/hers) supports employee learning through the Office of Learning and Talent Development/Office of Human Resources—through the lens of building engagement, inclusion and diversity (EID) in the workplace. Through facilitation and consultation, Tamie is committed to engaging individuals and teams in building individual and collective capacity to positively enhance work life and work environments across campus. Tamie received her master's degree from Western Illinois University and bachelor's degree from the University of Wisconsin–Stevens Point.



The Art & Science of Project Management

Landmark Room, 3rd floor

The Art and Science of Project Management: You have been assigned to be the lead project manager. Now what? Learn about basic tools and how to influence others to accomplish project goals. For example, you'll learn how the "project charge" serves as the foundation of the project. It is referenced multiple times within a project timeline to ensure that the project plan accurately captures the intent of the project. You will also learn how to use scope management tools and understand the necessary planning criteria to develop a successful charge.



Denise Stegall leads fabulous teams who manage complex batch and audit processes involving HR and benefits data, generate human resource institutional reporting/ analysis, and provide project management for major HR-related initiatives at the University of Michigan (U–M). She is also involved in several university programs and projects, including VOICES of the Staff (an employee engagement program). Additionally, she coordinates the HR senior lead team strategic plan. Denise’s higher education career also includes work in information technology as a benefits product manager, and appointments as project manager for many IT and HR regulatory and policy initiatives. Before coming to U–M, Denise worked in management and analyst positions for Ford Motor Company, SunTrust, and USBank. Her education includes a BS and MBA.

Dyan Jenkins-Ali is a senior project manager for University HR Strategy and Planning at the University of Michigan (U–M). She manages administrative and operational projects that affect the development of goals and initiatives designed to enhance multiple student, staff, patient, and faculty health benefits and experiences. Her health care career spans more than 25 years, in which time she has worked in an executive capacity with M-CARE, Delta Dental, Providence Hospital, and Health Alliance Plan. Dyan has held a State of Michigan Agent/ Producer License in Life, Health and Disability, and is a certified phlebotomist. She is a member of the Association of Health Care Executives and National Association of Health Service Executives, past-treasurer of U–M’s Letterwinners M Club Board on which she served nine years, and a diplomat with the U–M Credit Union. Dyan received a bachelor of arts degree in psychology and a master’s degree from the School of Public Health, both from the University of Michigan–Ann Arbor.



Exploring the Employee Lifecycle through an Equity Lens

Industry Room, 3rd floor

We have diversity. Now what? Employee recruitment has been at the forefront of diversity, equity and inclusion conversations in HR for years. With many of our efforts focusing on recruitment, many organizations and divisions overlook how equity shows up and affects other important phases of the employee lifecycle (e.g., attraction, recruitment, onboarding, development, performance management, transition). In order to retain the diversity and talent in our schools, colleges and divisions, we have to look beyond numbers and representation. In this session, we will identify how equity is defined as it relates to the employee lifecycle and discuss how to begin shifting our HR approach to empower every employee to become change agents to transform policies and systems.



Dr. Mel Freitag (she, her, hers) currently serves as the diversity officer and an associate clinical professor for the UW–Madison School of Nursing. She weaves the value of diversity and inclusion throughout the work of the school and serves historically underrepresented populations through mentorship, recruitment, and retention programs.

Susan Tran Degrand (she, her, hers) currently serves as the employee engagement, inclusion and diversity (EID) coordinator for UW–Madison. Susan provides leadership and strategic vision for EID practices for campus and particularly campus divisions within the Office of the Vice Chancellor for Finance & Administration (VCFA). She also serves as a consultant for employees and divisions on employee and organization EID strategies, programs, and resources.



Stress or Success: Thriving in a Chaotic World

Agriculture Room, 3rd floor

There is no magical cure for stress. However, in this session, you will learn practical techniques to begin reducing stress right away as you explore possible lifestyle changes. We'll cover causes of stress; the art of resilience; mindset and attitudes that help versus hurt; habits and actions that reduce stress; and the importance of connections and relationships.



Jill Sanchez is an account executive with Empathia, Inc., a nationwide behavioral health services firm providing health, safety, and productivity solutions for over 340 organizations representing 2.4 million covered lives. Jill joined Empathia in 1998. Jill was an employee assistance counselor and workplace consultant for 16 years providing trauma response services, coaching and counseling for employees and managers. In Jill's current role, she manages international Employee Assistance Program (EAP) contracts, and provides consultation, trauma response services, training, and intervention services. Jill holds an MS in educational psychology with an emphasis on rehabilitation counseling and is a Certified Employee Assistance Professional (CEAP).

Lunch, Executive Leadership Remarks, and Business Partner Awards Varsity Hall II & III 11:15 a.m.–1:00 p.m.

Laurent Heller leads the Office of the Vice Chancellor for Finance and Administration, the division responsible for the overall supervision of the university's financial and administrative functions, including budget, facilities planning, business services, and some student services. Previously, he was assistant vice chancellor of financial planning and analysis at the University of California, Berkeley, where he served as the project lead for the campus' Finance Reform Project.

Heller is a creative problem-solver with deep experience innovating in the areas of financial management, academic strategy, and enterprise systems within shared governance environments. He began his career in higher education at Harvard University, where he worked in IT and finance roles for the Civil Rights Project.

Originally from Lawrence, Kansas, he earned a BA in economics from University of California, Berkeley. Outside of work, Heller can often be found hiking, motorcycling, and digging through used record bins in search of rare vinyl records.



Mark Walters, chief of human resources at UW–Madison, has served in a variety of positions in the Office of Human Resources (OHR) over the past 20 years. Prior to his current role, he served as interim chief of human resources and senior director of Talent Strategy and Operations in OHR.

His experience before coming to the university involved working for the Wisconsin Department of Health and Family Services for ten years, performing a variety of roles (team leader, HR generalist, etc.) within the human resources field. Mark's overall philosophy is customer-service focused and he strongly believes human resources should provide consultation on how to achieve goals, as opposed to fixating on what can't be done.

Featured Sessions

1:15 p.m.–2:30 p.m.

The Administrative Transformation Program (ATP): What is it and what can we expect from this change?

Varsity Hall I, 2nd floor

Join Moira Perez, Nick Tincher, and Patrick Sheehan to learn more about this ambitious program and what it means for the HR community on campus and throughout UW System. This team is being strategic about driving successful change and wants to hear your input about what is important to you regarding the program. Join us for a conversation about the future of work at UW.



Moira Perez is the change strategy lead for the ATP. She has a PhD in cultural anthropology from University of California, Berkeley and brings over 20 years of experience working in higher education. Her practice focuses on social dynamics to enable change and innovation.

Nick Tincher is the director of the Administrative Transformation Program (ATP), a multi-year initiative that will advance the University of Wisconsin's missions of research, teaching, and outreach by innovating

together to right-size administrative complexity and build a finance and HR environment for the future. He is responsible for overseeing the finance, HR, research administration, reporting and data, and IT strategies of the program, the change management function, and the program office. He also acts as the face of the initiative to the campus community and external stakeholders. Prior to his current position, he served for five years as the chief information officer in the Office of the Vice Chancellor for Research and Graduate Education, where he brought process and technology solutions to opportunities in the areas of research compliance, research funding, and graduate education. Before transitioning to leadership roles, Nick served UW–Madison in software developer and other technical roles in the Graduate School and Division of Intercollegiate Athletics. Nick was a fellow of the Leading Change Institute in 2017 and has served as an EDUCAUSE Annual Conference Proposal Reviewer since 2016.



Patrick Sheehan is the HR strategy lead on the ATP. In this role, he is responsible for leading the HR Core and Design Teams in developing recommendations for revised business processes, roles, accountability structures, and roles of secondary systems. Patrick has been with UW–Madison for almost 10 years and has an undergraduate degree from Santa Clara University as well as both a JD and MBA from Willamette University, specializing in employment law and human resources management.

You Make the Call: Investigatory Scenarios

Traditions Room, 2nd floor

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Investigations are not cookie-cutter affairs. Instead, they involve frequent judgment calls on the part of the investigator. During this interactive session, we will go through a variety of investigative scenarios and, in the process, cover some key considerations (e.g., when to place employees on administrative leave; when to use a Garrity warning; when—if ever—to tell witnesses not to discuss their interview with others). Often, there is no single “right” answer to these decisions, and thus, the purpose of this session is to help you as human resource professionals navigate the twists and turns of investigations in a deliberative manner.



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HR’s Role in Building Careers in Today’s Changing Workplace

Northwoods Room, 3rd floor

Human resource professionals play a critical role in supporting career management for leaders and employees. The HR community can help change that by encouraging staff to use resources, skill development opportunities, and training to help employees stay satisfied and motivated at work. When leaders are aware of the strengths and interests of their teams, employees will be given more of what they want and less of what they don’t. Learn about the career management roles at UW–Madison, the resources offered for all employees, and how professionals like you can support employee skill development using effective career conversations.

Christopher East currently serves as the organizational career development specialist with Learning and Talent Development in the Office of Human Resources. His work focuses on creating and enhancing career development programs and training for all UW–Madison employees and managers. He has an undergraduate degree in communications and a master’s degree in higher education. Christopher has trained students and education staff on career assessment, career development and job-seeking skill attainment. His training experience spans private and public 4-year and 2-year institutions coast-to-coast. He has a passion for organizational development and helping others fulfill their career and educational goals.





Jenny Kvistad is the DoIT human resources director, leading the central human resources office within the Division of Information Technology (DoIT). Jenny has an MBA with a human resources emphasis, and maintains certifications as a SHRM Senior Certified Professional (SHRM-SCP) and HR Certification Institute Senior Professional in Human Resources (SPHR). She has been in the human resources profession for over 20 years and has worked in a wide variety of industries providing and leading generalist human resources activities including recruitment, employee relations, organizational development, professional development, payroll, compensation, and benefits.

Accessing Calm during Change

Landmark Room, 3rd floor

In times of change, everyone benefits when you show up at your best. This workshop explores a unique way to find more calm, and in turn to release what cannot be controlled. Using the practice of Meditative Creativity, and the artform of Suminigashi (a Japanese form of paper marbling), you will be encouraged to get curious and let go of expectations. If your first thought is that you are not at all creative, then this workshop is for you. If you have lost touch with creativity, and this idea sparks you, this workshop is for you. If you consider yourself creative, come learn about how to use that pull to quickly center yourself. The focus during this workshop will be completely on the process, not on the product. Absolutely no artistic ability is needed. You already have everything you need inside you.

Theresa Kim designed and facilitated workshops on meditative creativity in Madison and around the state prior to coming to UW–Madison. She is an artist and a certified coach. She strongly believes that everyone is creative, and those who believe that least are the ones who benefit most from a creative practice.



Outspoken: Why Women's Voices Get Silenced and How to Help Them Be Heard

Industry Room, 3rd floor

It's undeniable: Women's voices often aren't heard—at work, at home, in every facet of their lives. The fault lies not with women, but in a culture that seeks to silence women's voices. In this session, author and communications expert Veronica Rueckert will help you to understand your voice, and learn the skills necessary to harness its unique persuasive power in the workplace and beyond. You'll leave with new understanding about how to speak with confidence—and what it takes to ensure that women's voices are more fully heard.

Veronica Rueckert is the author of *Outspoken: Why women's voices get silenced and how to set them free*. She is a Peabody Award-winning communications expert and executive coach. At Veronica Rueckert Coaching, she delivers keynotes, conducts workshops and works with clients to help them discover the full persuasive power of their voices and bring joy to the act of speaking. She was a founding host of Wisconsin Public Radio's statewide news magazine *Central Time*, senior producer and contributor on Public Radio International's *To the Best of Our Knowledge*, and host of the arts and culture program *The Veronica Rueckert Show*. Her work has been featured on NPR, Public Radio International, and The Washington Post. She currently conducts national media outreach for UW–Madison. @RueckertTalks.



What You Don't Know Can Hurt You (and Your Employee): How HR Changes Affect Immigration

Agriculture Room, 3rd floor

If you do anything in HR related to hiring, title changes, FTE changes, salary changes, termination, or any other HR task, and you employ international faculty and staff, this session is for you. Jennifer Taylor, the director of International Faculty and Staff Services, and a few of her campus colleagues will discuss the implications of these HR actions on the various immigration statuses that our faculty and staff hold. Our discussion will include what can be done—with and without preapproval—from the federal government and how long it will take on the immigration side to get these changes approved. Did you know that some HR actions can't be taken until the federal government approves them if the employee is an international employee? If we don't get preapproval, the individual may be in violation of their immigration status—and no one wants that! We will provide a resource for you so that you know which changes don't require immigration action and which ones do.



Amy Terpening is the assistant department administrator for the College of Engineering, Department of Electrical and Computer Engineering. She has been on campus with the Department of Electrical and Computer Engineering since 2013 as the payroll and benefits specialist. In addition to managing the payroll and benefits for the department, she is also responsible for the J-1, H-1B, and PR immigration applications for her department. Prior to joining the university, Amy was the operations manager for the Madison facility of SPI Global. She is a graduate of Madison Area Technical College. In her free time, she is a loyal Badger, Packer, and Brewers fan. Amy also enjoys gardening, cooking for her family and going to the movies.



Jenni Regan is the human resources manager at the School of Pharmacy. She is responsible for recruitment, compensation, rate changes/promotions, titling, employee relations, and visa requests for the school. Jenni has over 12 years of experience in human resources at UW–Madison, having worked previously for the Wisconsin School of Business and University Recreation and Wellbeing.

Jenni has worked with many faculty, staff, and post-docs with J1, H1-B and permanent residency applications and finds this part of her job responsibilities one of the more gratifying. She is a graduate of UW–Madison and in her free time enjoys spending time with her family, attending concerts, exploring Madison and surrounding areas, and powerlifting/ strength training.

Jennifer Taylor, JD, is the director of the International Faculty and Staff Services (IFSS) office at UW–Madison. She has been with the International Faculty office since 2007. She specializes in all non-student immigration issues, such as filing permanent residency and other immigration applications for the university’s employees and scholars. Prior to joining the university, Jennifer worked as an attorney for a law firm in Madison. Before attending law school, she work for the University of Wisconsin System Administration in the Office of General Counsel. It was there she was first exposed to the world of immigration. She is a graduate of the University of Wisconsin Law School and the University of Wisconsin–Platteville. In her free time, she spends times with her two children, plays volleyball, and enjoys competing in Tough Mudder events and traveling.



Katie Tollefson is the assistant director of International Faculty and Staff Services (IFSS). She specializes in non-immigrant H-1B, E-3, and TN applications, and assists the IFSS director with O-1 and permanent residency applications. Katie received her BS in human development and family studies from UW–Madison in 2005. In 2008, she received her MS in education from UW–Platteville in counseling education, higher education personnel. Before joining IFSS, Katie worked for six years in human resources for the UW Departments of Surgery and Urology.

Featured Sessions

2:45 p.m.–4:00 p.m.

New Employee Success: HR's Role

Varsity Hall I, 2nd floor

Beginning a new job is considered a top life-changing event. Although exciting, it undoubtedly causes some stress and anxiety. Like getting married, divorced, or having a baby, starting in a new role has a way of significantly altering day-to-day life. A different job means new people, new places, new schedule, new environment, and potentially a whole host of other “news”—all of which equals considerable change. So what is HR's role in mediating the impact of this change? What can you control and what can you influence to ensure a successful transition for new employees into UW–Madison? In this session, we will work together to recognize potential stressors and create a plan to reduce their impact.

Christine Ray works as the onboarding and performance management specialist in the UW–Madison Office of Human Resources, Talent Recruitment and Engagement team. In this role, she consults with campus partners to create and sustain programs to welcome and guide new employees, as well as supporting campus human resources with performance management processes. Christine has enjoyed more than 20 years in the learning and development field, but still remembers the excitement and the stress that comes with starting a new job.



Waupaca County's Transformation to a Trauma-Informed Workplace; The partnership between DHHS and HR

Traditions Room, 2nd floor

Limited to 24 participants

This presentation builds on last year's introductory session, Trauma-Informed Care in HR. It is intended to show the impact of a trauma-informed approach on organizational culture—and how HR has been an integral partner in the organizational transformation.

In this session you will learn more about:

- Waupaca County's journey to become a trauma-informed organization
- How clear vision, values, and trauma-informed principles affect workforce development, recruitment, retention, and well-being
- HR's critical role in organizational transformations

The presenters will share outcome data and employee well-being activities.



Chuck Price, director of Health and Human Services for Waupaca County, has led a successful transformational journey in becoming a trauma-informed agency. The approach shows success in recruitment and retention, overall agency health, and incredible outcomes for those the department serves. Chuck has 25 years of experience working with children and families.



Mandy Welch, human resources director for Waupaca County, has worked in the public sector for 23 years and has recently taken on the additional role of Waupaca County's part time administrative coordinator. She is on the board of directors for WPELRA, and was past president of Wisconsin Association of County Personnel Directors.



Shannon Kelly, deputy director for DHHS, has been directly involved in an agency-wide system change to become trauma-informed, seeing drastic improvements in outcomes, particularly within the child welfare system. Previously, Shannon worked with children with special health care needs as a child life specialist.

Timing Is Everything: HR Changes that Affect Payroll

Northwoods Room, 3rd floor

HR professionals are a vital link for employees experiencing change, whether employees are starting a new position, getting a raise, updating benefits through major life events, or leaving current positions. Nearly everything HR can do to help employees will eventually affect employees' payroll. Join us as we engage in a variety of activities meant to demonstrate how HR changes can affect an employee throughout their payroll life cycle. We will use case studies to explore the importance of payroll calc dates, consequences of late or incomplete employee records in HRS, and more. By examining real-life examples, you will gain the knowledge needed to further streamline business processes and reduce unintended negative impacts to payroll. You should leave this session feeling more confident in your ability to identify effects of HR changes in order to enhance the quality of your employees' experience.

Kate Miller has served as a campus payroll specialist in the Office of Human Resources (OHR) Payroll Services Team since 2017. She assists employees and campus payroll coordinators with domestic and international tax questions and facilitates trainings about various payroll processes. She earned a bachelor's degree in Russian and East European studies from Union College in Schenectady, New York.



Tim Delaney is the divisional payroll liaison within the Office of Human Resources (OHR) Payroll Services. He has been in this role since 2017. Prior to joining OHR, Tim worked for 16 years as a divisional payroll coordinator at the Wisconsin Union. Tim is lead facilitator of the Divisional Payroll Cohort and is a member of the OHR Collaboration Teams. He is a graduate of the University of Wisconsin–Madison.



Balance Life Changes with Family and Medical Leave (FMLA)

Landmark Room, 3rd floor

The Family and Medical Leave Act (FMLA) provides employees with up to 12 weeks of unpaid, job-protected leave per year. It also requires that health benefits be maintained during the leave. FMLA is designed to help employees balance changes in their lives by allowing them to take reasonable unpaid leave for certain family and medical reasons. Under Federal regulations, UW–Madison is obligated to designate FMLA and/or Wisconsin Family and Medical Leave (WFMLA) whenever appropriate. FMLA and WFMLA serve as protections for employees. You will learn more about who and what is covered under the Family and Medical Leave Act (FMLA and WFMLA) and obtain a clearer understanding of rights, responsibilities, and the overall process.



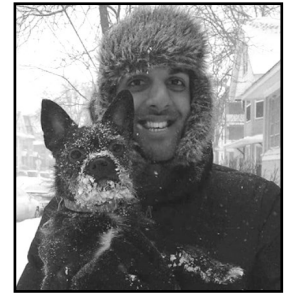
Jen Perkins is a workforce relations specialist with the Office of Human Resources. Jen provides a variety of services, including conflict resolution, corrective action administration, employment practices, grievance/appeals, investigations, labor relations, leave guidance, performance management, and policy interpretation. A psychology graduate of UW–Madison, Jen also has a certificate in human resources and has previously worked at the School of Medicine and Public Health.

Building a Talent Pipeline to Diversify the Workforce

Industry Room, 3rd floor

UW–Madison is committed to having a diverse workforce. However, even with this commitment, the diversity of employees could be improved. During this session, you will learn strategies and resources to increase diversity in your applicant pool when you are filling an open position, and long-term strategies you can use to build a talent pipeline before there is an open position.

Gautam Jayanthi is an HR manager with the School of Education. Gautam is passionate about entrenching equity, inclusion, and diversity principles into all areas of human resources—moving beyond compliance toward policies and practices based on tenants of restorative justice. He earned his bachelor’s degree in economics and his MBA from the Wisconsin School of Business. He’s never met a dog he hasn’t liked.



Julie Kovalaske is the program manager and facilitator for Fully Prepared to Manage, a professional development series for managers and supervisors at UW–Madison. Julie has a passion for helping people learn to influence their lives and the lives of those around them. She earned her bachelor’s degree in education and a master’s degree in educational technology. Her experience providing professional development training has spanned the private, public, and international development sectors.

Helping Employees Break the Paycheck-to-Paycheck Cycle

Agriculture Room, 3rd floor

As an HR professional, you play an important role in helping employees understand their benefits and compensation. You may also encounter questions from employees who are struggling and living “paycheck to paycheck.” Workers in the United States experience “paycheck to paycheck” living at all income levels.

Join UW Credit Union to learn how you can assist employees in:

- establishing and maintaining a budget
- controlling spending
- creating savings goals, and
- building credit.

You’ll leave this session knowing the steps you can take to help employees establish good financial management habits and find the most value possible in their compensation.

Erin Bykowski currently serves as financial educator at UW Credit Union and the director of the Forward Learning Institute of Financial and Economic Literacy at Edgewood College in Madison, Wisconsin. Her previous work included developing and implementing financial education programming for undergraduate students. She holds a master’s degree in education with studies in financial education and is currently pursuing a doctorate in education. Bykowski is a 2013 and 2017 recipient of the Wisconsin Governor’s Award for Financial Literacy.



NOTES PAGE

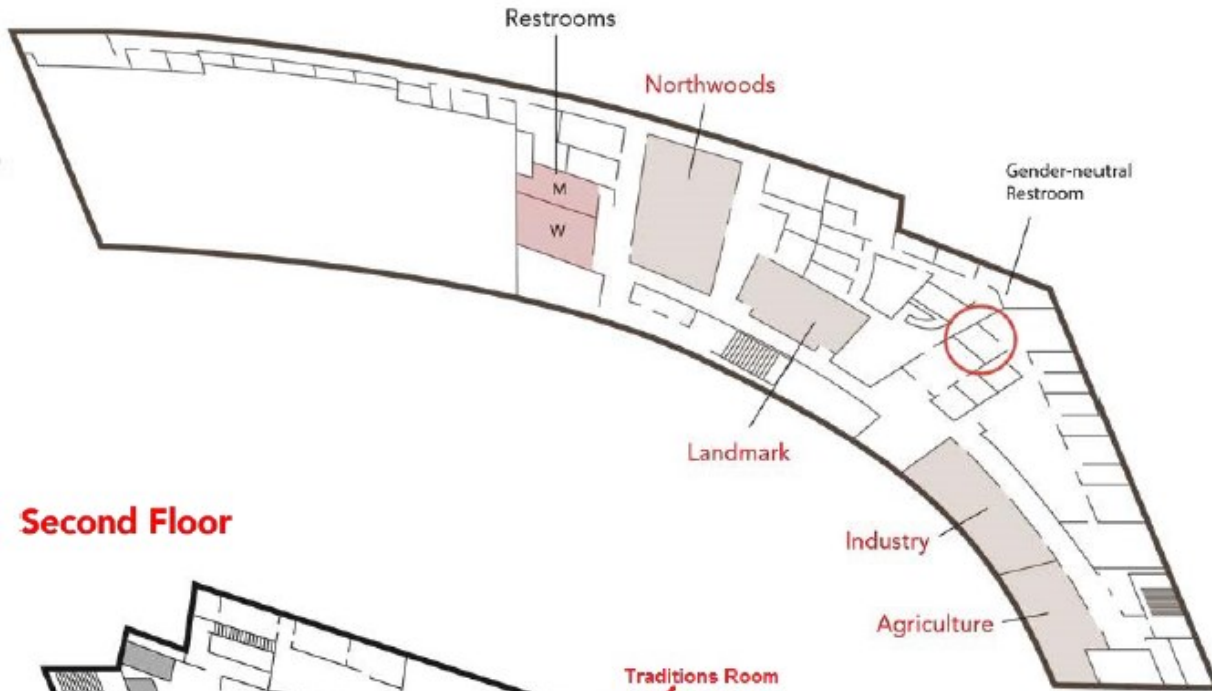
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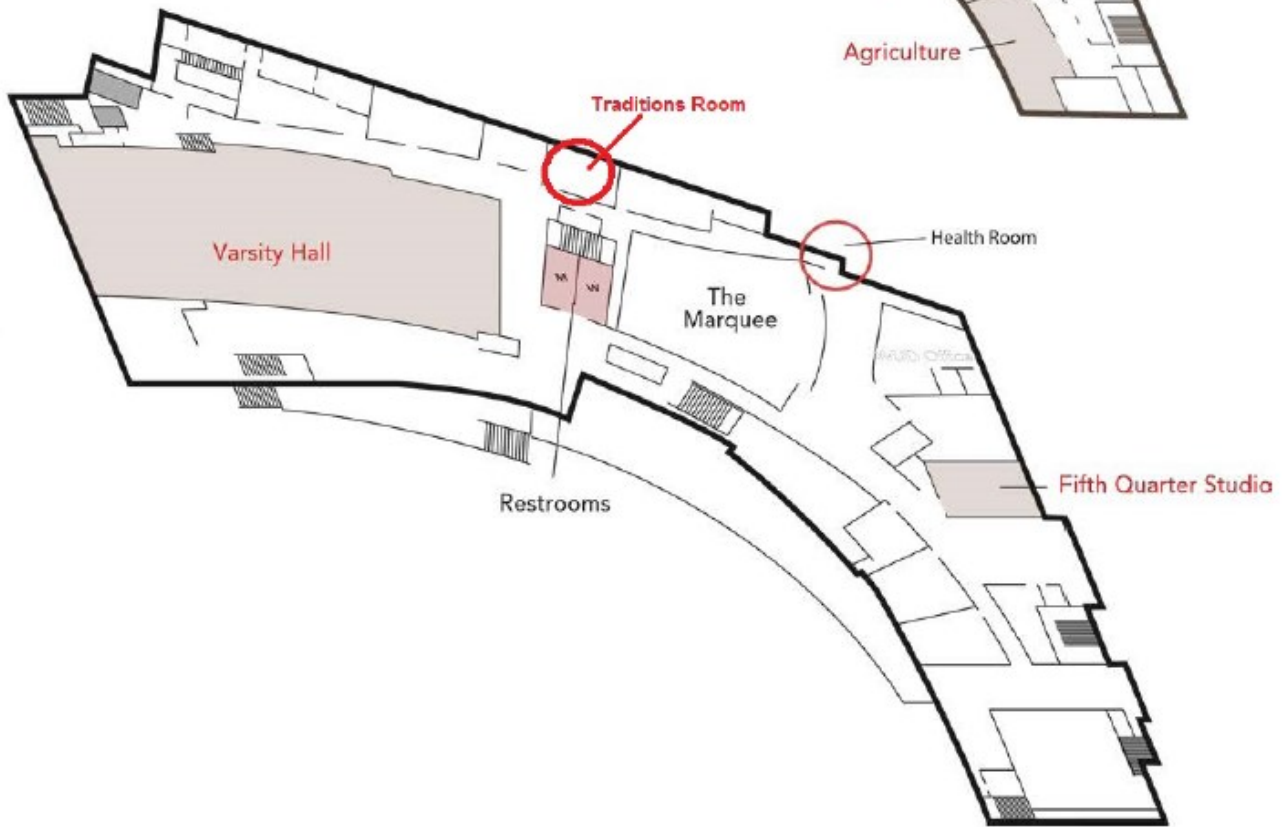
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Union South Floor Plan

Third Floor



Second Floor



7:45–8:30 a.m.	Registration and Continental Breakfast (Outside Varsity Hall)					
8:30–9:45 a.m.	<p align="center">Welcome and Keynote (Varsity Hall II & II) Increasing Need for Change Requires a Culture Where Each Individual Is a Change Leader <i>Dyan Jenkins-Ali</i></p>					
9:45–10:00 a.m.	Coffee & Tea Break (Varsity Hall II & III)					
	Varsity Hall I (2nd Floor)	Traditions (2nd Floor)	Northwoods (3rd Floor)	Landmark (3rd Floor)	Industry (3rd Floor)	Agriculture (3rd Floor)
10:00–11:15 a.m.	<p>Preparing for Changes in Compensation: What HR Needs to Know</p> <p align="center"><i>Shana Ullsvik</i></p>	<p>You Make the Call: Investigatory Scenarios</p> <p align="center"><i>Craig Hubbell</i></p>	<p>Driving Successful Change: Choosing Emotionally Intelligent Behaviors</p> <p align="center"><i>Sheridan Blanford, Tamie Klumpyan</i></p>	<p>The Art and Science of Project Management</p> <p align="center"><i>Denise Stegall, Dyan Jenkins-Ali</i></p>	<p>Exploring the Employee Lifecycle through an Equity Lens</p> <p align="center"><i>Mel Freitag, Susan Tran Degrand</i></p>	<p>Stress or Success: Thriving in a Chaotic World</p> <p align="center"><i>Jill Sanchez</i></p>
11:15 a.m.–1:00 p.m.	<p align="center">Lunch, Executive Remarks and Business Partner Awards (Varsity Hall II & III) <i>Laurent Heller and Mark Walters</i></p>					
1:00–1:15 p.m.	Coffee & Tea Break (Varsity Hall II & III and Third Floor)					
1:15–2:30 p.m.	<p>The Administrative Transformation Program (ATP): What Is It and What Can We Expect from This Change?</p> <p align="center"><i>Moira Perez, Nick Tincher, Patrick Sheehan</i></p>	<p>You Make the Call: Investigatory Scenarios</p> <p align="center"><i>Craig Hubbell</i></p>	<p>HR's Role in Building Careers in Today's Changing Work Place</p> <p align="center"><i>Christopher East, Jenny Kvistad</i></p>	<p>Accessing Calm During Change</p> <p align="center"><i>Theresa Kim</i></p>	<p>Outspoken: Why Women's Voices Get Silenced and How to Help Them Be Heard</p> <p align="center"><i>Veronica Rueckert</i></p>	<p>What You Don't Know Can Hurt You: How HR Changes Affect Immigration</p> <p align="center"><i>Amy Terpening, Jenni Regan, Jennifer Taylor, Katie Tollefson</i></p>
2:30-2:45 p.m.	Coffee & Tea Break (Varsity Hall II & III and Third Floor)					
2:45-4:00 p.m.	<p>New Employee Success: HR's Role</p> <p align="center"><i>Christine Ray</i></p>	<p>Waupaca County's Transformation to a Trauma-Informed Workplace: The Partnership between DHHS & HR</p> <p align="center"><i>Chuck Price, Mandy Welch, Shannon Kelly</i></p>	<p>Timing Is Everything: HR Changes that Affect Payroll</p> <p align="center"><i>Kate Miller, Tim Delaney</i></p>	<p>Balance Life Changes with Family and Medical Leave (FMLA)</p> <p align="center"><i>Jen Perkins</i></p>	<p>Building a Talent Pipeline to Diversify the Workforce</p> <p align="center"><i>Gautam Jayanthi, Julie Kovalaske</i></p>	<p>Helping Employees Break the "Paycheck to Paycheck" Cycle</p> <p align="center"><i>Erin Bykowski</i></p>