

TACCHRP SUMMER CONFERENCE

Galveston, Texas
2024



Wednesday, May 29th – Friday, May 31st

Human Resources Professionals
Building Partnerships

Grand Galvez Resort Hotel
2024 Seawall Blvd, Galveston, TX 77550

KEYNOTE SPEAKER

MIKE COFFEY, SPHR, SHRM-SCP



Mike Coffey is an entrepreneur, human resources professional, licensed private investigator, and HR consultant. In 1999, he founded Imperative, a background investigations firm helping risk-averse clients make well-informed decisions about the people they involve in their business. Today, Imperative serves hundreds of businesses across the US and, through its PFC Caregiver & Household Screening brand, many more private estates, family offices, and personal service agencies. Additionally, Imperative has been named the Texas Association of Business' small business of the year and is accredited by the Professional Background Screening Association. Mike shares his insight from more than two decades of HR-entrepreneurship on the Good Morning, HR podcast, where each week he talks to business leaders about bringing people together to create value for customers, shareholders, and community. He has been recognized as an Entrepreneur of Excellence and has twice been named HR Professional of the Year. Mike is a member of the Fort Worth chapter of the Entrepreneurs' Organization and volunteers with the SHRM Texas State Council. He maintains his certification as a Senior Professional in Human Resources (SPHR) through the HR Certification Institute. He is also a SHRM Senior Certified Professional (SHRM-SCP). Mike and his very patient wife of 26 years are empty nesters in Fort Worth.



Amanda Summers
Executive Director
Human Resources
Lee College
President



Oscar S. Garcia
Human Resources
Coordinator
Southwest Texas Jr. College
President-Elect



Alisol Martinez
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Austin Community College
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2024 TACCHRP BOARD



Becky Landry
Senior Human Resources
Business Partner
Lone Star College
Past President

WEDNESDAY, MAY 29, 2024

12:00 p.m. - 1:00 p.m.	REGISTRATION	PEACOCK ALLEY
1:00 p.m. - 1:05 p.m.	CONFERENCE WELCOME Amanda Summers, TACCHRP President	MUSIC HALL
1:05 p.m. - 2:30 p.m.	KEYNOTE Ethical and Practical Considerations on the use of AI in Human Resources (HRCI Ethics Credit) Mike Coffey, SPHR, SHRM-SCP, <i>Imperative</i> <u>Lunch will be provided</u>	
2:30 p.m. - 3:00 p.m.	BREAK/SPONSOR VISITS	
3:00 p.m. - 4:00 p.m.	Using Organizational Values as a Planning and Accountability Tool (HRCI Business Credit) Mike Coffey, SPHR, SHRM-SCP, <i>Imperative</i>	
4:15 p.m. - 4:45 p.m.	TACCHRP ANNOUNCEMENTS & BOARD INTRODUCTIONS	

PRESIDENT'S RECEPTION

5:30 PM - 7:00 PM
VERANDA

Free drinks & hors d'oeuvres

Expand your network

Mingle with fellow attendees and sponsors

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FREE TIME ◆ EXPLORE ◆ GALVESTON ISLAND ◆ SEE FLYER

THURSDAY, MAY 30, 2024

6:00 a.m. – 6:30 a.m.	ENERGIZE & STRETCH: A HEALTHY START ACTIVITY WITH PRIZES	LOBBY
7:00 a.m. – 8:00 a.m.	BREAKFAST	VERANDA
8:00 a.m. – 8:20 a.m.	WELCOME & TACCHRP MEMBER INTRODUCTIONS	MUSIC HALL
8:20 a.m. – 8:30 a.m.	PINNACLE SPONSOR HIGHLIGHT Jolene Mehl, Globe Life	
8:30 a.m. – 9:30 a.m. CONCURRENT SESSIONS	Employees Retirement System (ERS) Updates	MUSIC HALL
	<u>LEADERSHIP</u> Leadership Synergy Session	EAST PARLOR
9:30 a.m. – 10:00 a.m.	BREAK/SPONSOR VISITS	MUSIC HALL
10:00 a.m. – 11:00 a.m. CONCURRENT SESSIONS	<u>BENEFITS</u> TRS Reporting Overview and Updates Katie Tucker, Employer Reporting Manager, TRS	WEST PARLOR
	<u>COMPENSATION/RECRUITING</u> Using Data to Align Your Compensation Plan Luz Cadena, Senior HR & Compensation Consultant, TASB	MUSIC HALL
	<u>LEADERSHIP</u> SJC Leadership Academy Daniel Byars, Manager, Leadership Development, San Jacinto College	EAST PARLOR
11:00 a.m. – 1:00 p.m.	LUNCH	VERANDA
1:00 p.m. – 2:00 p.m. CONCURRENT SESSIONS	<u>BENEFITS</u> Navigating Employee Accommodations in the Face of New and Conflicting Rights Stephanie Hamm, Partner, Thompson & Horton, LLP	MUSIC HALL
	<u>COMPENSATION/RECRUITING</u> FLSA Updates Vanessa A. Gonzalez, Partner, Bickerstaff Heath Delgado Acosta, LLP	EAST PARLOR
	<u>LEADERSHIP</u> Standard Practices for Workplace Investigations Dr. Ricardo Coronado, Owner, Coronado Alternative Dispute Resolution and Mediation Services	WEST PARLOR

DON'T FORGET TO VISIT THE SPONSOR BOOTHS

THURSDAY, MAY 30, 2024

2:00 p.m. - 3:00 p.m. CONCURRENT SESSIONS	<u>BENEFITS</u> Secure 2.0 is Here! What Do you Need to Know? Robert Ard, Executive Director, US Omni & TSACG Compliance Services	MUSIC HALL
	<u>COMPENSATION/RECRUITING</u> Recruitment Best Practices Erik Lords, Founder and Managing Director, Job Advertising	EAST PARLOR
	<u>LEADERSHIP</u> Coaching for Improved Performance Dr. MeLisa Rogers, Human Resources Consultant, Ultimate Career	WEST PARLOR
3:00 p.m. - 3:30 p.m.	BREAK/SPONSOR VISIT	MUSIC HALL
3:30 p.m. - 4:30 p.m. CONCURRENT SESSIONS	<u>LEADERSHIP</u> The EEOC Ed-venture: Insights for navigating the latest updates in EEOC guidance Marina Guerra, Outreach and Education Coordinator, EEOC	MUSIC HALL
	<u>BENEFITS</u> Benefits Synergy Session	EAST PARLOR
	<u>COMPENSATION/RECRUITING</u> Compensation/Recruiting Synergy Session	WEST PARLOR

FREE TIME ◆ EXPLORE ◆ GALVESTON ISLAND ◆ SEE FLYER

FRIDAY, MAY 31, 2024

6:00 a.m. - 6:30 a.m.	ENERGIZE & STRETCH: A HEALTHY START ACTIVITY WITH PRIZES	LOBBY
7:00 a.m. - 8:00 a.m.	BREAKFAST	VERANDA
8:00 a.m. - 9:00 a.m.	BUSINESS MEETING	MUSIC HALL
9:00 a.m. - 9:15 a.m.	SPONSOR VISIT - DRAWINGS	
9:15 am - 10:15 am	Optional Retirement Program Updates Toni Alexander, Statewide Coordinator, ORP, THECB	
10:30 a.m. - 11:30 p.m.	TRS Mid-Career Presentation Alejandro Martinez, Benefit Counseling Team Lead, TRS	
11:30 a.m. - 12:00 p.m.	CONFERENCE CLOSE	

KEYNOTE SESSIONS

Ethical and Practical Considerations on the Use of AI in Human Resources - Mike Coffey

Artificial intelligence presents many opportunities and challenges to human resources professionals. In this highly interactive presentation, Mike Coffey, SPHR, SHRM-SCP will demonstrate many of the ways that artificial intelligence is impacting HR departments and facilitate participants' evaluation of ethical questions posed by the inevitable introduction of AI into many HR processes.



Using Organizational Values as a Planning and Accountability Tool - Mike Coffey

Many organizations create flowery and aspirational lists of values, emblazoning them on posters, name badges, and websites. However, there is often a disconnect between the stated values and how the organization plans and manages its operations. This leads to confusion and discontent on the part of employees, customers and other stakeholders. In this presentation, Mike Coffey will discuss the importance of clarifying an organization's values and how to use them in strategic planning, product and service design, and performance management.



SYNERGY SESSIONS

COLLABORATION OF BEST PRACTICES AND CURRENT CHALLENGES

During this interactive meeting, participants will discuss current issues, share successful strategies and explore innovative solutions being implemented at their respective institutions. It is a chance to review and address common challenges, enhancing our understanding and improving our practices in human resources. Each participant is encouraged to bring specific examples from their experience (challenges faced, solutions formulated, and lessons learned). This collaborative environment will foster a dynamic exchange of ideas that participants can bring back to their institutions.



COMPENSATION/RECRUITING SESSIONS

Using Data to Align your Compensation Plan - Luz Cadena and Christine Zenteno

Using market data to align employee compensation ensures pay is competitive and employees are compensated fairly for their skills and responsibilities. This training is designed for community college staff seeking an understanding of leveraging data for strategic compensation alignment. Attendees will gain insights into utilizing data to design and adjust their compensation plans, ensuring alignment with organizational goals. Components of compensation administration will be covered including data interpretation, market analysis, pay strategies, design features, and pay procedures.



FLSA Updates - Vanessa Gonzalez

Ms. Gonzalez will give an FLSA update that will include the new final regulations recently released by the Department of Labor for interpreting the Fair Labor Standards Act rules on exempt employees versus non-exempt employees and on independent contractors.



Recruitment Best Practices - Erik Lords

Learn how to cast a wide net and obtain a diverse applicant pool using best practices.

SESSION DETAILS

LEADERSHIP SESSIONS

San Jacinto College Leadership Academy - Daniel Byars

As colleges position themselves to ensure students are able to enter a dynamic and ever-evolving workforce, institutions must be intentional to develop leaders who are able to cultivate innovative, high-performing, and resilient teams. In this session Daniel Byars will outline how San Jacinto College aims to meet this challenge by intentionally developing a strong leadership culture at all organizational levels through an innovative series of programs collectively known as The San Jac Leadership Academy. Participants can expect to come away with knowledge on how their organization can assess, develop, and adapt their leadership development initiatives to provide meaningful growth for leaders tasked with guiding their colleges to meet any opportunities and challenges over the horizon.



Standard Practices for Workplace Investigations - Dr. Ricardo Coronado

This seminar is for all levels of HR investigators. Topics covered include investigation planning; conducting bias-free, impartial investigations; identifying conflicts of interest; identifying and analyzing evidence; reaching conclusions supported by evidence; conducting a credibility assessment using the standard eight credibility factors; organizing and formatting your investigation report; interviewing strategies for various types of witnesses and order of interviews; charting disputed conduct; and writing the investigation report. Communication templates will be available to help you standardize your written communications to complainants, respondents, witnesses, and decision makers at your institution. The principles, skills and knowledge of this investigation seminar can be applied to HR Title VII, ADA, Age Discrimination Act, Title IX, FMLA, FLSA, workers compensation, and other alleged misconduct violations that HR professionals may investigate at a Texas community college.



Coaching for Improved Performance - Dr. MeLisa Rogers

Enhanced efficiency and peak performance have become more critical for organizational success. With tight budgets, urgent deadlines and high-quality expectations, the human resources operation must function within tight boundaries while delivering great customer service. Additionally, HR is expected to exemplify accuracy, diplomacy, diversity, confidentiality, and TRUST. All of this while managing and building (even rebuilding) a team that can deliver. IMPROVED not “Perfect” performance is the goal here. This session will provide strategies on how we can coach the HR team to improved performance.



EEOC Ed-venture: Insights for navigating the latest updates in EEOC guidance to help you remain in compliance - Marina Guerra

In this session we will cover the most recent updates and guidance from the Equal Employment Opportunity Commission. We will delve into insights and practical strategies to ensure compliance with the evolving regulations with an emphasis on matters that may impact those in higher education. We will also discuss best practices and proactive measures for fostering inclusive and complaint workplaces.

SESSION DETAILS

BENEFITS SESSIONS

TRS Reporting Overview and Updates - Katie Tucker

This presentation will provide an overview of adjunct faculty eligibility and reporting. It will also include enhancement updates, known defects and website resources.



Navigating Employee Accommodations in the Face of New and Conflicting Rights - Stephanie Hamm

An interactive discussion of new (and old) laws governing workplace accommodations, real-world examples of how to successfully balance employees' competing rights, and best practices for minimizing legal risk when approving or denying accommodation requests.



SECURE 2.0 is here! What Do You Need to Know? - Robert Ard

The passing of the SECURE ACT 2.0 has some major impacts on your retirement plans. We will discuss which of these provisions in SECURE will effect your college and what you need to do to prepare.




TRS Mid-Career Presentation - Alejandro Martinez

The Mid-Career Retirement Readiness Presentation will help members prepare for retirement and gain a better understanding of when they may be ready to retire. This presentation will also provide helpful information benefit coordinators and specialists can use to assist employees who are planning their retirement.



Optional Retirement Program - Toni Alexander

This presentation will offer a comprehensive overview of the Texas Optional Retirement Program, detailing participation requirements and eligibility criteria for retirement.



What to Do in Galveston

Make the Most of Island Time

THERE ARE ENDLESS ATTRACTIONS TO ENJOY!

OUTDOOR ACTIVITIES:

BEACHES, FISHING, BOATING, GOLF, BIRD WATCHING

ENTERTAINMENT:

MOODY GARDENS, PLEASURE PIER, SCHLITTERBAHN WATERPARK, THE SEAWALL

ARTS & CULTURE:

MUSEUMS, TOURS, THE STRAND, SHOPPING, RESTAURANTS & MORE!



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