

Pre-Conference Day

Tuesday, October 2		
1:30 – 5:00 pm	CHRO Meeting	Lakeshore #3
1:30 – 5:00 pm	Insurance Meeting	Lakeshore #4
1:00 – 3:00 pm	STARS Training, Central Lakes Community College Lori Lamb, Instructor	CLCC Room: C221
5:00 pm	Check-in at Craguns Front Desk / Pre-Registration	
7:30 pm	Beachside Bonfire	North Beach

Dinner on Tue. Eve is on your own.

Cragun's Resort has the following possibilities available:

- 1) The Legacy Grille (at the golf course) will be open until about 8:30 pm, regular menu – reservation are requested and can be made on arrival.
- 2) Dining Room at the lodge will be open from 6:00 p.m. until 7:30 p.m. for Turkey & Ham buffet.
- 3) Pizzas & appetizers will be available in the bar until 8:00 p.m.
- 4) Pizzas can be delivered to rooms until 8:00 pm



2007 Fall HR Conference Agenda

	Wednesday, October 3	
7:00 am - 8:15 am	Breakfast & Registration	Main Dining Room
8:30 am	GENERAL SESSION	Lakeshore 1 & 2
	Welcome/Housekeeping/Introductions	
9:00am	Technology Update: The New SCUPPS Preview <i>Toni Munos, Marie Krey</i>	
9:45am	Break	
10:00 am	CONCURRENT SESSIONS I	
	<p>HR Quality Improvement Panel <i>Jan Anderson, Sharon Mohr, Keith Balaski, Deb Holstad, Beth Arntson</i></p> <p>HR colleagues will come together for a panel discussion of their experience with quality improvement initiatives, including those for AQIP and Baldrige. Come to hear what's being done, how progress is being assessed, and what lessons have been learned. Participate in a Q&A, to share your ideas and get some of your questions addressed.</p>	Lakeshore 3
	<p>Meeting New Employee Orientation Needs Online <i>Anita Rios & Mary Nienaber</i></p> <p>Getting new employees the information and tools they need can be a constant challenge for HR professionals. While online orientation resources can never substitute for good face-to-face communication and training, it can be a useful supplement to what you're already doing on campus. Come and view new online resources that will soon be available for your new employees.</p>	Paul Bunyan 1
	<p>Yoga at Work <i>Amy Kenow, Sun Life Yoga</i></p>	Paul Bunyan 3

11:15 am	ROUNDTABLE SESSION	Lakeshore 1 & 2
	Roundtable Topics: <ul style="list-style-type: none"> ▪ Appointment Letters ▪ Sharing Checklists ▪ Supervisor Networks ▪ Share Your Favorite Management Books ▪ IFO Salary Equity ▪ Market Issues in Compensation ▪ Progressive Discipline ▪ Applicant Testing ▪ Employee Development Grants 	
Noon	Lunch (50's Theme Burger/Brat Buffet)	Main Dining Room
1:15 pm	CONCURRENT SESSIONS II	
	Employee Development Efforts that Work! <i>Anita Rios, Sue Appelquist, Beth Arntson, Keith Balaski, Patti Delich,</i> Learn what some of your colleagues are doing to meet staff development needs on their campuses. We'll feature a panel to talk about a few of their efforts: including making mobility assignments into good development opportunities; creating tuition reimbursement programs, reconstructing performance evaluation processes, identifying competencies that align with your institution's goals, and developing programs to increase employee engagement. We'll also share a list of best practices across the system, so that you can easily contact colleagues who are implementing programs or policies that you would like to know more about.	Lakeshore 3
	When Performance is Impacted by Mental Health <i>Jim Jorstad, Carol Abell, Darren Hoff, Gary Simon</i> HR practitioners will lead a group discussion about real workplace experiences when an employee's performance fell off and the person developed attitudinal, attendance, performance or customer service deficiencies. Some topics to be addressed include suggesting EAP but the employee elects not to go, leaves of absence and FMLA issues, ADA issues, and discipline. The panel of presenters invites you to share your experiences and identify best practices and techniques to show compassion while appropriately addressing corrective action.	Paul Bunyan 1
	Time Management: Getting Things Done <i>Jean Mershon, Customized Training Representative, Central Lakes College</i> Personal time management is the ability to manage your life well through breaking down, analyzing and sequencing the specifics of effective self-government. The session will explore the secret to determining your "high payoff" priorities and review organization skills for effective time management.	Lakeshore 4

2:30 pm	Break	Lakeshore 1 & 2
3:00 pm	KEYNOTE SPEAKER	Lakeshore 1 & 2
	<p>Integrating Emerging Technologies <i>John O'Brien</i> <i>Chief Academic Officer, Century College</i></p> <p>Understanding how current students use technology provides the basis for understanding their changing expectations for instruction and student services. In his presentation, John O'Brien will initially demonstrate with concrete examples how students are embracing interactive technologies in their learning and in their daily lives. Building on this foundational understanding, he will highlight the best practices that have emerged as colleges deploy new technologies in traditional areas to be responsive to student expectations.</p> <p>Drawing on what he has learned as a faculty member and as a campus and statewide leader in the Minnesota State Colleges and Universities system. He provides an engaging look at how students use technology, how this experience has shaped their expectations for higher education, and how some colleges are changing in order to reach those students we serve more effectively.</p>	
6:00 pm	Informal Gathering	Bear Trap Lounge
6:30 pm	Banquet / All-Star Awards (Steak with Diablo Sauce & Pecan Encrusted Walleye)	Main Dining Room

Thursday, October 4		
7:00 am - 8:15 am	Breakfast	Main Dining Room
8:30 am	CONCURRENT SESSIONS III	
	<p>What makes a Successful Leader? <i>Jeff Hudson & Lori Lamb</i></p> <p>Are there particular leadership competencies that can predict success for leaders in an organization? Many experts think so.</p> <p>Competencies are defined as the skills, knowledge, personal characteristics, and/or behaviors needed to effectively perform a role in an organization. They can be incorporated into leadership development programs and can also be used to inform hiring processes, performance management, and succession planning. Learn what the Staff and Leadership Development Steering Committee has been doing to identify leadership competencies within the Minnesota State Colleges and Universities and join a discussion to give your feedback on this topic.</p>	Lakeshore 3
	<p>From the Trenches: Case Studies on Searches, Data Practices, Disabilities and more <i>Renée Hogoboom & Linda Skallman</i></p> <p>This session will use the case study format to talk about the interplay of data practices issues, recruiting and EEO.</p>	Lakeshore 4
	<p>Introduction to e Stax <i>Wanda Barrett & Gwen Aubineau</i></p> <p>This training will be providing you with an overview of the functionality of e Stax. e Stax can be used to review resumes and up data tracking action/status and provide electronic correspondence to applicants. This is a working prototype but will eventually replace both manager's referral and resumix in functionality.</p>	Paul Bunyan 1
9:45 am	Break	Lakeshore 1 & 2
10:00 am	PLENARY SESSION	Lakeshore 1 & 2
	<p>Updates on New Technology Innovations for MnSCU Human Resources <i>Sandy Smith, Heather Kidd, Toni Munos, Linda Skallman, Karen Cejka</i></p>	
11:30 am	Closing Remarks Door Prizes Evaluations	
Noon	Lunch (Mexican Theme Buffet)	Main Dining Room