



JUNE 7 - 9, 2017
IN SCOTTSDALE, ARIZONA

BRIDGING OPPORTUNITIES

We are known by the tracks we leave

43RD NATIONAL CONFERENCE
AMERICAN ASSOCIATION FOR ACCESS, EQUITY, AND DIVERSITY

PRECONFERENCE AGENDA

Tuesday, June 6, 2017 (Certification, Day 1)

8:00 a.m. – 5:00 p.m. - AAAED PDTI Program for Senior CAAP Day 1
Separate Registration Required

1:00 p.m. – 8:00 p.m.- New Professional Academy Day 1
Separate Registration Required

12:00 p.m. – 6:00 p.m. AAAED Board of Directors' Meeting

Wednesday, June 7, 2017 (Pre-conference)

7:30 a.m. – 9:00 a.m. Continental Breakfast for preconference registrants

8:00 a.m. – 5:00 p.m. AAAED PDTI Program for Senior CAAP Day 2
Separate Registration Required

8:00 a.m. – 5:00 p.m. – New Professional Academy Day 2
Separate Registration Required

8:00 a.m. – 12:00 p.m. Title IX Overview – Part One
Office for Civil Rights, U.S. Department of Education

9:00 a.m. – 12:00 p.m. Pre-conference Workshops

Workshop A

- Case Study – Pregnancy Discrimination (9am-10:30am)
Marilynn Schuyler; Schuyler Affirmative Action Practice
- Academic Issues and OFCCP Compliance (10:30am-12pm)
Marilynn Schuyler; Schuyler Affirmative Action Practice

Workshop B

- Affirmative Action Regulatory Basics (9am-10:30am)
Bill Smitherman; Absolute Mediation & Arbitration Services, LLC and Patrick Nooren; Biddle Consulting
- Affirmative Action Plan 101 for Universities and Businesses (10:30am-12pm)
Bill Smitherman; Absolute Mediation & Arbitration Services, LLC and Patrick Nooren; Biddle Consulting

12:00 p.m. – 1:00 p.m. Lunch for all folks attending a workshop session on Wednesday.



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1:00 p.m. – 4:30 p.m. Preconference Workshops

Workshop C

- Diversity / Strategies (1:00pm-2:45pm)
Dr. Neal Lester, Arizona State University
- Faculty Recruitment and Retention (2:45pm-4:30pm)
Dr. Alberto Roca; DiverseScholar

Workshop D

- Exploring the Unique Challenges Facing Colleges and Universities in Explaining Their Compensation Practices to OFCCP (1:00pm–2:45pm)
Joshua Roffman & Alissa Horvitz; Roffman Horvitz PLC
- Limiting Your Legal Exposure: Ensuring That Your Data Tells the Truth (2:45 pm-4:30pm)
Criselda Cooper & Heather Sakamoto; Biddle Consulting

1:00 p.m. – 5:00 p.m. Title IX Investigations/Advanced – Part Two

5:00 p.m. – 7:00 p.m. Exhibitors' Welcome Reception for All Registrants

CONFERENCE AGENDA

Thursday, June 8, 2017

7:00 a.m. – 8:00 a.m. Exhibits and Continental Breakfast for all registrants

8:00 a.m. – 8:15 a.m. Welcome and Opening Session

8:15 a.m. – 9:00 a.m. Opening Presentation (Native American Ceremony) and Speaker Local Government to "Welcome AAAED to AZ"



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9:00 a.m. – 10:15 a.m. Plenary Session 1: Regulatory Panel – What to Expect/Recent Changes Under the New Administration

David Cohen, President, DCI Consulting, Michelle Duncan, Partner, Jackson Lewis
David Lopez, Partner, Outten and Golden, formerly EEOC Attorney
Moderator: Shirley Wilcher, Executive Director, AAAED

10:15 a.m. – 10:45 a.m. Break/Exhibits

10:45 a.m. – 12:00 p.m. Workshops

- Practical Guide to Attracting Individuals with Disabilities
Speaker TBD
- Change: It's Culture that Drives Compliance – C5 Consulting Group
Speakers TBD
- Modern Activism Among Black and Latinx College Students: The Benefits *and* Costs of Participation in Black Lives Matter and Deferred Action for Childhood Arrivals
Dr. Elan C. Hope; North Carolina State University, Dr. Micere Keels; University of Chicago, and Dr. Myles I. Durkee; University of Michigan
- Using Metrics to Identify Diversity Opportunities
Keli Wilson & Amanda Shapiro; DCI Consulting

12:00 p.m. – 2:00 p.m. Lunch and Awards Presentation

2:00 p.m. – 3:15 p.m. AAAED Business Meeting for Membership

2:00 p.m. – 3:15 p.m. Two workshops offered during this time for non-members

Personal career counseling available from 2pm-5pm in separate room, by appointment

- Due Process and Fundamental Fairness as Key Components to a Successful Title IX Program
Pamela Connelly; University of Pittsburgh
- Managing Diversity in the Workplace
Dr. Danielle Woods-Williams; University of Arkansas

3:15 p.m. – 3:45 p.m. Break/Exhibits



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3:45 p.m. – 5:00 p.m. Workshops

- Navigating the Stuff and Exercising Tough Love for Diffusing Organizational Noise
Dr. Kim Kirkland; IUPUI and Margo Foreman; Iowa State University
- Unpacking the Reasonable Accommodations Conversation: Achieving Win/Win Outcomes
Lou Orslen; Job Accommodations Network
- Diversity Learning in a New Era: Strategies to Include, Unite and Move Forward in the Aftermath of the 2016 Presidential Election
Alison Akant; DiversityEdu
- How to Get a Notice of Compliance: OFCCP Audits Violations and Recommended Solutions –
Patrick Nooren & Le Tse; Biddle Consulting
- Native American Panel
Patti Hibbeler, CEO Phoenix Indian Center

5:00 p.m. – 6:30 p.m. President's Reception in Exhibit Area

Friday, June 9, 2017

7:30 a.m. – 8:15 a.m. Exhibits and Continental Breakfast for all registrants

8:15 a.m. – 8:30 a.m. Conference updates, reminders and agenda for day

8:30 a.m. – 9:00 a.m. General Session Speaker
Dr. Crowe, President; Arizona State University

9:00 a.m. – 10:15 a.m. Plenary Session 2
A Conversation About Civil Rights in this Political Climate

10:15 a.m. – 10:30 a.m. Break/Exhibits

10:30 a.m. – 11:45 a.m. Workshops

- Is it Title IX or Title VII or Both?
Joni Baker; The Texas A&M University System
- What you Always Wanted to Know About Pay Equity Analyses But Were Afraid to Ask
Mike Aamodt; DCI Consulting



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- Ensuring Security on America's College Campus': Best Practices for Eliminating Sexual Assaults
Scottsdale Chief of Police, Alan Rodbell; Tempe Chief of Police, Sylvia Moir; and Arizona State University Chief of Police, Michael Thompson
- How to Navigate the Intersection of Affirmative Action and Diversity
Michelle Duncan; Jackson Lewis P.C.

12:00 p.m. – 1:30 p.m. Lunch – Regional Meetings and Two Speakers
Vicki Lipnic, EEOC and CEO Raytheon

1:45 p.m. – 3:00 p.m. Workshops

- Why Colleges and Organizations Need to Conduct Climate Surveys
Dr. Ken D. Coopwood Sr.; Campus Climate Surveys, LLC
- Tenure and the Underrepresented Minority Faculty
Dr. Erin Lynch-Alexander; Austin Peay State University
- Going Beyond Diversity to Inclusion Through Engagement
Lana Petru; Liderology Consulting Group
- Power, Privilege, Micro Aggression and its Impact in the Workplace
Sandra Reyes; State of Delaware

3:15 p.m. – 3:30 p.m. Afternoon Break

3:30 p.m. – 4:30 p.m. General Session
Putting it All Together, Defining and Understanding the Tracks We Leave

We invite you to spend the weekend in the Scottsdale area and enjoy the culture and beauty of this amazingly scenic area.

****** All speakers, topics and/or times are subject to change.***