



**NORTH CAROLINA CUPA-HR
WSSU OFFICE OF EQUAL OPPORTUNITY AND DIVERSITY
2010 PROFESSIONAL DEVELOPMENT WORKSHOP**

*Albert H. Anderson Center, Winston-Salem State University
Winston-Salem, North Carolina*

FRIDAY, APRIL 23, 2010

9:00 a.m. – 9:30 a.m. **REGISTRATION**

9:30 a.m. – 10:30 a.m. **TIME IS RUNNING OUT: IT'S 4TH DOWN, 4TH QUARTER IN HR—
DO YOU PUNT OR GO FOR THE TOUCHDOWN?**

***Jim Grobe, Head Football Coach
Wake Forest University***

Human Resources professionals and Coaches are often presented with situations that require them to make difficult decisions. Prior to making those decisions, they ask important questions and consider many factors. Were the employees or players repeatedly unsuccessful at first attempts? Did we redshirt or not promote the right individual? Do we have the best persons providing leadership? Was there enough professional development and training? Coach Jim Grobe will share some of his experiences as Head Football Coach while weaving the intricacies of human resources and football into an informative and entertaining presentation.

10:30 a.m. – 10:45 a.m. **BREAK**

10:45 a.m. – 12:00 p.m. **PROTECTING YOUR COLLEGE/UNIVERSITY FROM THE ELECTRONIC
EMPLOYEE**

***Dina Marty, Associate Legal Counsel
Wake Forest University***

You've heard of Facebook, Twitter, and My Space, but have you considered how these social media sites and others like them can also be a forum for an employer? Learn about the issues and the importance of having social networking or social media policies for your employees.

12:00 p.m. – 1:00 p.m. **LUNCH**

1:00 p.m. – 2:15 p.m. **DEALING WITH THE DANGEROUS, STRESSED AND OTHERWISE
DIFFICULT EMPLOYEE: AVOIDING DISCRIMINATION CLAIMS WHILE
ADDRESSING POTENTIALLY VOLATILE ISSUES**

***Beth Jones, Attorney at Law
Womble, Carlyle, Sandridge and Rice, PLLC***

Whether brought on by recent economic stressors/other factors at work, campus HR professionals are often called upon to deal with stressed out, dangerous, or otherwise difficult employees. What tools do we have in place—or can be reasonably put in place to help address the issues and risks posed by some employees? How can we balance an employee’s rights while advocating the desire for a safe campus and uphold our duty to provide a safe workplace? We will examine potential legal claims (as well as others on our campuses) and discuss ways to prepare and manage risk in these tough situations.

2:15 p.m. – 2:30 p.m. **BREAK**

2:30 p.m. – 3:30 p.m. **BREAK-OUT SESSIONS**

Community Colleges & Public Universities

NC STATE HEALTH PLAN FOR TEACHERS AND STATE EMPLOYEES

Linda Forsberg, Director

Network Operations

Casey Herget, Coordinator

Health Promotion and Wellness

Private Universities

OPEN DISCUSSION

MODERATOR: *Gail Baylor*

Director, Human Resources

Warren Wilson College

3:30 p.m. – 3:45 p.m. **WRAP UP AND ADJOURNMENT**

A SPECIAL THANKS TO:



FOR SPONSORING THIS EVENT.

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