

AMERICAN ASSOCIATION FOR AFFIRMATIVE ACTION

40TH NATIONAL CONFERENCE AND ANNUAL MEETING

“Forty Years of Affirmative Action: Envisioning the Future”

June 3 – 6, 2014

Monday, June 2, 2014

12:00 p.m. - 6:00 p.m.

AAAA Board of Directors’ Meeting

Tuesday, June 3, 2014

7:30 a.m. – 7:00 p.m.

Conference Registration

7:30 a.m. – 8:30 a.m.

Continental Breakfast for all PRE-Conference Registrants

PRE-CONFERENCE

8:00 a.m. – 5:00 p.m.

Title IX Overview (legal landscape, institutional obligation and best practices) and Title IX Investigations (Civil Rights Investigation and Grievance Model)

Presenter: Daniel Swinton, J.D., Ed.D., atIXa

One day class registration is separate from the Pre-Conference Registration.

9:00 a.m. - 12:00 p.m.

Workshop A: *Compensation Analysis Done Right*

Presenter: David Cohen, DCI Consulting

9:00 a.m. - 12:00 p.m.

Workshop B: *ADA Accessibility and Distance Learning*

Presenters: Ms. Walker, Dr. Bowers and Huda Melky

Western Kentucky University

12:00 p.m. – 1:00 p.m.

Lunch: Pre-Conference & PDTI Attendees

1:30 p.m. – 4:30 p.m.

Workshop C: *Managing an OFCCP Audit*

Presenter: Bill Smitherman

Absolute Mediation & Arbitration Services, LLC

1:30 p.m. – 4:30 p.m.

Workshop D: *Developing and Implementing Diversity Plans*

Presenter:

PDTI – Program for Experienced Practitioners

8:00 a.m. – 12:00 p.m.

Workshop A: *Update on EEO Law and new OFCCP Regulations*

Presenters: Matt Camardella, Esq. and Stacey Bastone, Esq.
Jackson Lewis P.C.

12:00 p.m. - 1:00 p.m.

Lunch – PDTI & Pre-Conference Attendees

1:00 p.m. – 3:00 p.m.

Workshop B: *Compensation Analysis Done Right*

Presenter: David Cohen, DCI Consulting

3:00 p.m. – 5:00 p.m.

Workshop C: *Leveraging Qualitative and Quantitative Data to Effectively Implement the Affirmative Action Plan*

Presenter: Inderdeep Chatrath, Ph.D., Duke University

5:00 p.m. - 7:00 p.m.

Exhibitors Welcoming Reception for all Registrants

Wednesday, June 4, 2014

- 7:00 a.m. - 5:30 p.m. Conference Registration/Hospitality Desk
- 7:30 a.m. - 8:15 a.m. Exhibits and Continental Breakfast for all Registrants
- 8:15 a.m. - 8:30 a.m. **Welcome and Opening Session**
 Welcome: Gregory T. Chambers, AAAA President and Huda Melky, 2014 Conference Chair
- 8:30 a.m. - 10:00 a.m. **Plenary Session I: *Final Regulations: Veterans & Individuals with Disabilities***
 Presenter: Mickey Silberman, Jackson Lewis P.C.
- 10:00 a.m. - 10:30 a.m. Break/Exhibits
- 10:30 a.m. - 11:45 a.m. **Workshops I – *Religion in the Workplace***
 Presenter: Robert Gregg, Esq., Boardman & Clark LLP
- Workshop II – *Are We There Yet: Strategies for Navigating Outreach and Self Identification***
 Presenters: Judy Young & Susanne Bruyere, Ph.D, CRC Cornell University, ILR School
- Workshop III – *Are There Options for Faculty Job Grouping? A Review of Job Group Analysis for AAPs***
 Presenters: George Desloge & Anna Nesterenko, ERS Group
- Workshop IV – OFCCP Updates**
- 12:00 p.m. - 1:45 p.m. **Annual Awards Luncheon & Celebration of 40 years of the AAAA Organization**
Keynote: Kathleen Martinez, Assistant Secretary of Labor for Disability Employment Policy
- 2:00 p.m. - 3:15 p.m. **Workshops V - *Envisioning the Future: Challenges for Affirmative Action, Equal Opportunity, Civil Rights, and Diversity Professionals***
 Presenters: Cynthia Nichols, Sr. CAAP, Willi Black, J.D. and Heather Dragoo, J.D, Eastern Illinois University
- Workshop VI - *Developing Section 503 Best Practices for Reasonable Accommodation and Online Job Application Accessibility***
 Presenter: Anne Hirsh, MS, CPDM
 Job Accommodation Network

Workshop VII – Using Metrics to Design a Creative Diversity Plan: Qualify, Quantify and Justify

Presenter: Joyce Pratt, T&J Associates for NJ LLC

3:15 p.m. - 3:45p.m.

Break/Exhibits

3:45 p.m. - 5:00 p.m.

Workshops VIII - Integrated Online Recruitment Outreach and Data Analysis Program for Diversity Excellence

Presenter: Rathin Sinha, America's Job Exchange

Workshop IX - Best Practices for Defending an OFCCP Investigation of Compensation

Presenter: Linda Cavanna-Wilk, Esq., FordHarrison LLP

Workshop X - Title IX Off Campus Incidents and Complaints Involving Third Parties

Presenter: Joni Baker, Ph.D

The Texas A&M University System

Workshop XI – Beat the Heat of Your First Audit after the New Regs are in Place: Debunking the Myths Surrounding VEVRAA & Section 503

Presenter: Candee Chambers, Direct Employers Association

5:00 p.m. - 6:30 p.m.

Exhibitors Reception

Thursday, June 5, 2014

7:30 a.m. - 5:00 p.m.

Conference Registration/Hospitality Desk

7:30 a.m. - 8:30 a.m.

Exhibits and Continental Breakfast for all Registrants

8:30 a.m. – 9:30 a.m.

AAAA Business Meeting

9:30 a.m. - 10:00 a.m.

Break/Exhibits

10:00 a.m. - 11:30 a.m.

Plenary Session II: 50th Anniversary of Civil Rights Act of 1964

Keynote: Catherine Lhamon, Assistant Secretary for Civil Rights, US Department of Education (via Skype)

Panelist: Jennifer Tucker, Center for Women Policy Studies and a member of the LEAD Fund board

Dr. Dennis C. Dickerson, James M. Lawson, Jr. Professor of History, Vanderbilt University

Dr. Reavis L. Mitchell, Jr., Professor of History, Dean of the School of Humanities and Social Sciences, Fisk University

Moderator: TBD

11:45 a.m. - 1:30 p.m.	<p>Luncheon: Welcome by Nashville Mayor Karl Dean Keynote: Chief Judge of DOL (invited)</p>
1:45 p.m. – 3 p.m.	<p>Workshops XII - Developing Defensible Basic Qualifications in Light of VEVRAA and Section 503 Regulations: Good Intentions are Not Enough Presenters: Heather Patchell, MA and Jim Kuthy, Ph.D. Biddle Consulting Group, Inc.</p> <p>Workshop XIII - Recruiting Veterans and Individuals with Disabilities: Activities, Efforts and Best Practices Presenter: Cindy Karrow, SPHR, Berkshire Associates, Inc.</p> <p>Workshop XIV - Making a Change: Preparing the Workplace for Transgender Employees Presenter: Mary Jo McDougall, Empathia, Inc.</p> <p>Workshop XV – EEOC Update Presenter: Debra Moser-Finney, Program Analyst EEOC Memphis District Office</p>
3:00 p.m. - 3:30 p.m.	Break/Exhibits
3:30 p.m. - 5:00 p.m.	<p>Town Hall: Past, Present, Future of AAAA Past AAAA Presidents Panel</p> <ol style="list-style-type: none"> 1. ReNee’ S. Dunman, Esq.; 2006-2010 2. Ismael Rivera: 2000-2002 3. Everett Winters: 1994-1996 4. Gazella A. Summit: 1992-1994 5. Paul C. Bayless: 1998-1990 (invited) <p>Moderator: Carolyn Johnson, COO, DiversityInc</p>
6:30 p.m. - 8:30 p.m.	<p>President’s Reception Thank you to Sponsors, Exhibitors, Conference Committees and to Honor Past AAAA Presidents</p>

Friday, June 6, 2014

8:00 a.m. - 9:15 a.m.	Regional Meetings with Continental Breakfast
9:30 a.m. – 11:00 a.m.	Keynote Speaker: Patricia Shiu, Director OFCCP, U.S. Department of Labor
11:00 a.m. - 11:30 a.m.	Closing Remarks and Adjournment

PLEASE NOTE: AGENDA & SPEAKERS SUBJECT TO CHANGE