

Date & Time			Workshop Tracks				
Day	Start	End	GASB/Concurrent	FASB/Concurrent	Concurrent Session	Concurrent Session	
Sunday	12:40 PM	2:00 PM			<p>Employee Motivation and Engagement : Creating a Motivating Environment</p> <p>Everyone is motivated! People are either motivated to do something or not do something. We know that true motivation is internal, intrinsic. And yet, certain environments enhance intrinsic motivation while other environments seem to overwhelm or block the motivational process. As an administrator, manager or supervisor, what can you do to create an environment that supports and incites motivation?</p> <p>Attend Creating a Motivational Environment and you will learn:</p> <ul style="list-style-type: none"> the compelling differences between intrinsic and extrinsic motivation the most recent knowledge about how the motivation process really works <ul style="list-style-type: none"> how choice, challenge and collaboration ignite motivation the connection between engagement and motivation 		<p>Effective Team Communication in Practice:In this interactive session, we will discuss how ineffective team communication can erode productivity, foster mistrust and discord, and reduce engagement and morale. During the session, we will:</p> <ul style="list-style-type: none"> Discuss how positive communication enhances teamwork Describe common team dysfunctions and how they erode morale and productivity <ul style="list-style-type: none"> Define "hot button" interactions and how such interactions derail meetings and communications Discuss a variety of practical techniques to create inclusive and effective communication in teams
Sunday	2:10 PM	3:30 PM			<p>:Online Education/outlook:From Boutique to Mission Critical: The Evolution and Adoption of Online Education in U.S. Higher Education</p> <p>Online education has been heralded as a disruptive force in higher education, but increasingly it has become a primary mode of education for many students. These expectations challenge faculty and administrators to expand their online course and program offerings, but more importantly it is forcing institutions to reconsider their definition of education, explore different methods of delivery and design, and face the fundamental cultural values and assumptions. Dr. Foley will discuss emerging trends in online education and their implications for future instructional designers, faculty, and administrators.</p>		<p>Disability Awareness & Equality:In this interactive session, we will discuss how we can raise our individual and collective awareness of both visible and invisible disabilities within our workforces. During the session, we will:</p> <ul style="list-style-type: none"> Discuss the various types and aspects of disability and understand disability as part of a diverse set of identities we all might hold Explore how our backgrounds, biases, attitudes, or experiences may pose challenges or barriers to working successfully with colleagues with disabilities <ul style="list-style-type: none"> Discuss how we can develop appropriate and respectful language when addressing or discussing individuals with disabilities Suggest ways to build our skills in interacting with and/or providing assistance to people with disabilities

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Sunday	3:40 PM	5:00 PM	GASB 75: what has the GASB been up to? A general overview of what just happened (GASB 75), what's up this year and what's coming next and GASB future plans.	<p>Innovations in Financial Sustainability : We will discuss the outlook for higher education with a focus on demographics, financial health and ideas to sustain financial viability. This session will be based on work done by BKD to review examples of innovations at colleges they interviewed for their 2019 Higher Education Outlook. Session handouts will include a copy of the Outlook document and a link to their spreadsheet for evaluation of alternative revenue sources. We will also look at the changing landscape of scoring for the metrics of financial health.</p> <p>Learning objectives:</p> <ol style="list-style-type: none"> 1. Learn innovations in alternative revenues, enrollment, expense controls and other matters 2. Learn the signs of financial stress 3. Learn the importance of monitoring the academic core net margins 4. Learn how demographic shifts will impact your institution and ideas for preparing now for that likely future 	<p>Psycho-Geometrics Personality Types in the Workplace : This session will help participants self-evaluate and challenge their ability to emphasize, communicate, and build relationships with co-workers who hold a diversity of personality styles. In this session, you will:</p> <ul style="list-style-type: none"> • Discover factors in the workplace that contribute to effectiveness • Recognize behavioral preferences among five different personality types • Identify areas for professional and personal improvement • Create action plans and SMART goals 	Managing Campus Deferred Maintenance
Monday	8:00 AM	9:20 AM	Single Audit Update : what does this year's compliance supplement show us? Changes in Student Financial Aid, Research & Development, Other programs common to higher ed. Perkins status – are you ready to assign yet?	FASB Session 1*	<p>Emergency Management in Higher Education :Overview: Emergency Management is a program requiring input, participation, and buy-in from many stakeholders within institutions of higher education. Learn how an all-hazards emergency management program has been implemented at Indiana University from the Director of IUPUI's Emergency Management & Continuity office. You'll gain a general understanding about the field of emergency management and how we all have a role in it.</p> <p>Learning Objectives</p> <p>Learn about the phases of emergency management – preparedness, prevention, mitigation, response, and recovery.</p> <p>Learn why a whole community approach to preparedness is necessary.</p> <p>Learn about business continuity and why we need to make it a priority</p>	<p>The Net Tuition Squeeze & a Strategy to Find a Path Forward:</p> <p>Participants will learn that on many campuses there is a concerted effort to maintain or improve enrollment. In order to get there, many schools are continuing to move their discount rate up. They also try to go after specific cohorts of students like athletes and fine arts students in an effort to increase enrollment. The only problem is that when your focus is on headcount, the only lever that many are pulling is the discount lever to move enrollment up. Of course, when that happens, you have to enroll MANY more students to make up for the loss in per student revenue from discounting.</p> <p>The squeeze is quite simply more bodies and not more revenue... so there is pressure on infrastructure as well as pressure on academic services. Students these days also need more emotional support than they have in the past, so that is putting a burden on counselling services and student mental health structures... and all that costs money... especially when there are more students in play. Not to mention the costs of athletic fields, travel, insurance, coaches and uniforms if you are trying to grow through athletics. Ultimately, there is a big squeeze going on with more students and costs, but no more revenue.</p>

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Monday	9:30 AM	10:50 AM	Tax Update: Lots of tax reform changes impact higher education. This session will cover qualified fringe benefits (parking "tax"), unrelated business income siloing provisions, indirect impacts of the tax reform bill, legislation currently introduced for repeals. A discussion focused on guidance provided to date for tax reform, exempt organization sector interpretation of guidance, comments and response to IRS on guidance and action steps for addressing the impact to your institution	FASB Session 2*	<p>Crisis - Active Aggressor: Overview: Active aggressor incidents now feel like regular news stories we read and hear about occurring across the United States and abroad. These incidents may involve firearms, knives, vehicles, and other improvised weapons. Many people feel unprepared if they should face a person or persons threatening themselves or others with weapons. This presentation will provide you with nationally recognized options to choose from to increase your chances of survival.</p> <p>Learning Objectives</p> <p>Learn about the background, history, and statistics surrounding active aggressor incidents in the United States.</p> <p>Learn about the options of run, hide, and fight and when it may be best to utilize each option.</p> <p>Learn how law enforcement tactics have changed through the years and what you should expect from a police officer during an active aggressor incident.</p>	<p>Emotional Intelligence : Today's team-based higher education work environments require effective, strong business relationships. Emotional Intelligence (EQ) creates awareness of how emotions in interactions can positively or negatively impact business relationships as well as an understanding of how to leverage EQ to support teambuilding and productivity. This interactive workshop will use group discussion and activities to help you understand its critical importance, achieve greater awareness of your EQ and its practical application for improving communication, reducing conflict, and enhancing relationships in your work culture.</p> <p>EQ is not just a passing fad. It is even more important than intellect for building teams and workplaces that help higher education teams, no matter what role, support building future leaders.</p>
Monday	11:00 AM	12:00 PM	A Deeper Dive into GASB 84: Plan ahead for implementing the new GASB fiduciary standard – get up to speed and ensure your institution understands the four types of funds that should be reported, what those reporting requirements are and related offsetting liabilities.	FASB Session 3*	<p>Student Mental Health Crisis Management: From Adjustment to Crisis: College Student Mental Health and Why It Matters</p> <p>Over a period of 5 years, the requests for campus mental health services has increased by more than 30%, while enrollment has increased ~5%. This session will provide an overview of current trends in college student mental health, the relationship between mental health and academic success, and the challenges universities face in attempting to meet the rising needs.</p>	<p>Was It Worth It - The Michigan Shared Service Story: Just shy of 5 years ago the University of Michigan launched a multi-function shared service center amid fears, outcries and high anxiety. This is a look back over the last 5 years to see where the shared service center started and where it is today both in how it operates and how it is perceived on campus.</p> <p>We will share: Lessons learned from the implementation</p> <p>Efforts used to stabilize and grow the Service Center</p> <p>Strategies used for employee engagement and development</p> <p>Value of the Service Center to the University</p> <p>Future opportunities at the Service Center</p>
Monday	12:45 PM	1:55 PM	Internal Fraud & Embezzlement : In the last two years workplace fraud schemes resulted in \$7 billion plus in losses worldwide. Corruption results in the largest fraud schemes with the largest losses. While red flags can be identified, without employing strategies to mitigate risk, schemes perpetrated by trusted personnel can run into the tens of thousands, if not hundreds of thousands of dollars. This presentation is geared towards industry leaders and professionals, and covers strategies for collaboration with forensic accountants in the mitigation of risk. Corporate procurement fraud and government embezzlement fraud schemes will be covered as well as the latest techniques employing Big Data and Data Analytics to uncover irregularities and fraud at the earliest stages. In addition, legal considerations of organizational fraud shall be addressed.	FASB Session 4*	<p>Introduction to Business Process Mapping for Finance and Auditing: Process maps are helpful tools for documenting new or existing business processes. They can also be used to facilitate training, troubleshooting, and business continuity/risk management evaluations. This session is intended for those newly assigned to process mapping for their institution, or those who are considering it. Some Visio tips/tricks will be included. Visio software is not required.</p>	<p>Maximizing Revenue in Housing</p>

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Monday	2:05 PM	3:35 PM	<p>General GASB Update: This session will focus on recently issued GASB's walking thorough the details of the standards and examples of how the standards may affect your institution. Standards to be covered include:</p> <ul style="list-style-type: none"> • GASB 75, OPEB Employer Reporting • GASB 81, Irrevocable Split-Interest Agreements • GASB 83, Asset Retirement Obligations • GASB 84, Fiduciary Activities • GASB 85, Omnibus • GASB 86, Certain Debt Extinguishment Issues • GASB 87, Leases • GASB 88, Debt Disclosures • GASB 89, Accounting for Interest Cost Incurred Before the End of a Construction Period • Implementation Guide 2018-1 <p>Upon completion of this presentation, participations will be able to discuss the new provisions of these standards, recognize the implications of the standards on their Institutions and identify what their institutions should be doing now to prepare.</p>	FASB Session 5*	<p>Understanding and Mitigating Implicit Bias: The Kirwan Institute is a national leader in research into how implicit biases can unconsciously shape individuals' cognition, attitudes, and even behaviors. In this interactive session, participants will learn how our minds operate from a social-cognitive perspective and the power of the unconscious mind. We will explore how implicit bias operates in the context of our work with each other and with children and families, and how it influences decision making and behavior. You will leave with strategies for guarding against the influence of implicit bias individually and organizationally. Participants will identify the key elements of our social cognition</p> <p>-Objective: Participants will be able to identify the 2 key elements of our social cognition (e.g. conscious and unconscious).Participants will identify implicit bias operating in our lives and institutions.</p> <p>-Objective: Participants will examine 3 of the many ways in which implicit bias manifest in our lives and intuitions. Participants will acknowledge strategies to mitigate the operation of implicit bias. -</p> <p>Objective: Participants will be able to identify 3 of 8 strategies that can be used to mitigate bias.</p>	<p>Emotional Intelligence :Today's team-based higher education work environments require effective, strong business relationships. Emotional Intelligence (EQ) creates awareness of how emotions in interactions can positively or negatively impact business relationships as well as an understanding of how to leverage EQ to support teambuilding and productivity. This interactive workshop will use group discussion and activities to help you understand its critical importance, achieve greater awareness of your EQ and its practical application for improving communication, reducing conflict, and enhancing relationships in your work culture.</p> <p>EQ is not just a passing fad. It is even more important than intellect for building teams and workplaces that help higher education teams, no matter what role, support building future leaders.</p>
Monday	3:45 PM	4:55 PM	<p>Cybersercurity Environment in Higher Education: The objective of this session is to clarify the requirements by the Department of Education to be GLBA and NIST 800-171 compliant. We will discuss the Department's "Dear Colleague" letters and significant cyber related issues that are affecting institutions of higher learning. Cybersecurity is an enterprise wide issue and according to the Department of Education, one that can affect student aid funding, making this session is vital for internal audit or compliance departments, senior leadership and IT management. We will cover the importance of information security training for all staff and faculty, the importance of IT Risk Assessments and network monitoring.</p>	FASB Session 6*	<p>Dashboards: Academic Metrics 360: IU's Decision Support Initiative was undertaken to improve decision making at all levels of the university by dramatically enhancing the availability of timely, relevant, and accurate information to decision makers. Specifically, the "Academic Metrics 360" charter supports development of web-based visual displays combining 'real time' financial, student enrollment, personnel, and course data to answer key strategic management questions across campuses and academic schools with departmental drill-down capabilities. Utilization of state-of-the art technologies and 'open access' to all IU employees allow for consistent, cost-effective, and strategic review of mission-critical metrics/trend analysis/data at a glance. Reference during the demonstration will be made to the integrated "data cookbook" (data dictionary) and on-line help content, as well as Tableau functionality supporting data/image downloads, email delivery and/or retention of user-specific views daily/weekly/monthly, and current efforts underway to provide user access to the underlying datasets supporting the AM360 content, as well as the Agile BI development team approach utilized.</p> <p>The primary user takeaways include: exposure to the potential benefits of this approach to decision support delivery in a very decentralized higher ed environment, a free-form Q/A opportunity to highlight what has worked well and what hasn't, the cultural changes this approach encourages, and school/department user benefits realized to date.</p>	

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Tuesday	8:00 AM	9:20 AM		FASB Session 7*	<p>NCAA: This update from the CFO of the NCAA will focus on financial challenges facing the association, current litigation, health and safety initiatives, and outcomes related to the work of the Commission on College Basketball. This timely update will look at these issues with a shared understanding of the implications on athletic programs and their institutions.</p> <p>Learning objectives: To gain knowledge on what issues and risks are facing college athletics. To provide insight on how current college athletics can affect your institution.</p>	
Tuesday	9:30 AM	11:00 AM		FASB Session 8*	<p>Economic Model for Small Institutions :We look at how two small institutions are confronting the challenges that are taking place today in the higher education landscape. Hear how two CFO's at small institutions are working to create economic models, awareness, and philosophies to ensure long-term sustainability of their respective institutions.</p> <p>Learning objectives:</p> <ol style="list-style-type: none"> 1. Learn how two institutions are working to build sustainable economic models 2. Pressure points in small institutions 3. Learn about the tools and data being used to make decisions 4. Hear about NACUBO's Economic Models Project 	
Tuesday	11:30 AM	1:00 AM	Lunch and Closing Speaker Kevin: The Chalk Guy : Heart Matters: Whatever it is you decide to do, you should do it with all your heart. With passion you can create amazing things, offer true value, help others, be happy, productive and successful. Without it, you will have average results, lose focus, motivation, and confidence. This message will inspire and remind the audience that when they pour their heart into what they do, and the people around them, amazing things can be accomplished.			

**Topics unique to FASB institutions will be discussed during these sessions. More topic details will be provided soon.*