



# LEADING IN COUGAR COUNTRY

Presented by



WASHINGTON STATE UNIVERSITY  
**Human Resource Services**

May 25, 2022  
8:30am - 12pm  
Virtual Via Zoom

# Opening Keynote

## ZOE HIGHEAGLE STRONG

*PhD., Nimiipuu (Nez Perce)*

Vice Provost for Native American Relations and Programs  
& Tribal Liaison to the President, Office of the President  
Assistant Professor, Educational Psychology  
Director for the Center for Native American Relations



# Closing Keynote

## BURT A. "TONY" HOWARD

*M.A.*

Senior Associate Vice President of Human  
Resource Services



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# SCHEDULE

## INTRODUCTION

8:35 - 8:45 am

## KEYNOTE

8:45 - 9:05 am



### *Opening Keynote*

**ZOE HIGHEAGLE STRONG, PH.D.**

## PANEL DISCUSSION

9:05 - 9:55 am

### *Using an Equity Lens in the Midst of Organizational Change*



**DR. LAURA LAVINE**  
PROFESSOR AND  
CHAIR, ENTOMOLOGY



**DR. MATTHEW  
JEFFRIES**  
DIRECTOR, CAMPUS  
CLIMATE AND  
COMMUNITY BUILDING



**DR. ANNA PLEMONS**  
ASSOCIATE VICE  
CHANCELLOR, ACADEMIC  
AND STUDENT AFFAIRS  
(WSU TRI-CITIES)



**AMY SHARP**  
DIRECTOR, WOMEN\*S  
CENTER



9:55 - 10:05 am

BREAK &  
TRANSITION

BREAKOUT  
SESSIONS

10:05 - 10:50 am



**MARIA ROYALL**  
BENEFITS & WELLNESS  
COORDINATOR

### ***Identifying & Addressing Burnout: Finding Your Footing on the Road to Recovery***

Burnout is one of today's most pressing issues, and it affects our most committed employees. Is there a way out? Join this breakout session to gain a better understanding of burnout, why it happens, and steps we can take toward recovery.

**KAITLIN MOREHOUSE**  
HR CONSULTANT  
**SHARON GAMES**  
HR CONSULTANT



### ***Navigating Change in Recruitment and Retention***

Join WSU HR Consultants Sharon Games and Kaitlin Morehouse as they explore current workforce trends, provide updated recruitment tips, and recommend immediate and long term strategies to increase employee retention.



**CHRISTIE KITTLE**  
ASSISTANT DIRECTOR,  
LEARNING INNOVATIONS

### ***Leading Through Change: The Importance of Building Relationships with your Employees***

**HAILEY RUPP**  
DEPUTY CHIEF OF STAFF



### ***Millennials as Leaders: Status Quo, Cancel culture, and Other Avoidable Follies***

This session will discuss leadership styles that will help you recruit, retain, and grow a team of young leaders. (Spoiler alert: these methods will work for all generations).



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SESSION

10:55 - 11:40 am



## ***HRS Transformational Initiatives***

**D ROSS**  
HR CONSULTANT

Are you ready to take control of your learning and development journey? This session will cover the implementation of Skillsoft Percipio, Leadership Development, and Channels and Journeys. It will also discuss additional employee groups and simplifying access and reporting.

KEYNOTE

11:40 - 11:55 am



## ***Closing Keynote***

**BURT A. "TONY" HOWARD, MA**

CONCLUSION

11:55 am - 12:00 pm



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