

2014 EXCEL CONFERENCE AGENDA

(EXamining Conflicts in Employment Law)

August 2014

The EXCEL Conference is geared toward EEO, HR and ADR professionals. There are open workshops and closed tracks that provide a wealth of information for participants. Participants need to select one workshop from each of the sessions listed below. Plenary sessions occur on Tuesday and Wednesday mornings, and on Thursday afternoon. Attendees enrolled in the closed tracks are not scheduled to participate in the Wednesday and Thursday plenary sessions.

The Hearings Preparation Track, MD-715 Track, the Basic Mediation Track, and Advanced Mediation Track require separate enrollment. All closed tracks are limited to 40 people.

CLOSED WORKSHOPS SESSIONS

BAS MED: Basic Mediation	ADV MED: Advanced Mediation	MD-715: Barrier Analysis	HP: Hearings Preparation
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OPEN WORKSHOP SESSIONS

ADR: Alternative Dispute Resolution Participants	HR: Human Resources Professionals	EEO: Equal Employment Opportunity Professionals	REP: Agency & Complainant Representatives
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Sunday, August 10, 2014

3:00 – 7:00 PM	Conference Registration (For those attending Pre-conference ONLY)
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Monday, August 11, 2014

8:30 AM– 4:30 PM	Pre-Conference Sessions – Counselor & Investigator Refresher Training Session will meet requirements for eight hours of annual refresher training for counselors and investigators as outlined in MD-110- Charetta Harrington, Vicki Wright, Bismarck Myrick and Kathy Aram
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8:30 AM– 4:30 PM	Pre-Conference Litigation Before the EEOC and MSPB Session will cover advanced topics of discovery, summary judgment, mixed cases, mixed appeals, settlements and sanctions - Grace Carter (MSPB), Kelly Humphrey (MSPB), William Macauley (EEOC) and Diane Gross (EEOC)
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3:00 – 7:00 PM	Conference Registration (For ALL attendees other than those attending Pre-Conference.)
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Tuesday, August 12, 2014

PLENARY SESSIONS

8:30 AM – NOON

7:00 -8:30 AM	CONTINENTAL BREAKFAST
7:00 -8:30 AM	Conference Registration
8:30 – 9:00 AM	CONFERENCE OPENING
9:00 – 9:45 AM	Opening Plenary
9:45 – 10:40 AM	Second Plenary
10:45 – 11:00 AM	Break
11:00 – 12:00 AM	Keynote Address - Myrlie Evers-Williams, Author & Legendary Civil Rights Activist
12:00 – 1:30 PM	Lunch

2014 EXCEL CONFERENCE AGENDA

Tuesday, August 12, 2014

**OPEN WORKSHOPS
SESSION I: 1:30 PM – 3:00 PM
Tuesday, August 12, 2014**

A	ADR – What are You Talking About - Considering Cross Cultural Communications when Attempting to Resolve EEO Issues - Cynthia Burrows
B	ALL – Unconscious Bias: It’s Impact in the Workplace – Darlene Floyd
C	EEO – Investigator Skills - Kathy Aram and Bismarck Myrick
D	EEO/HR - 10 years of MD-715: Lessons Learned - Dexter Brooks
E	REP – Effective Discovery: Do’s and Don’ts of Written Discovery, Depositions and Motions – Kristen Alden and Fran Polito
F	REP – You are the Judge: Test Your Knowledge of MSPB Law – Grace Carter, Kelly Humphrey, Benjamin Gutman
K	ALL – No Resources? No Problem! Small Agencies Share Their Best Practices – Jerry Beat, Karen Margensey, Kelly Goode

**CLOSED WORKSHOPS
SESSION I : 1:30 PM – 3:00 PM**

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP

3:00 – 3:30 PM Break

**OPEN WORKSHOPS
SESSION II: 3:30 PM – 5:00 PM
Tuesday, August 12, 2014**

A	ALL – Transgender in the Workplace: A Paradigm for Today’s Organizations – Vanessa Sheridan
B	ALL - Dangers Ahead: The Latest Developments in Using Social Media – Eric Meyer
C	EEO – Tips for Writing Timely and Effective Final Agency Decisions (FADs) – Marqui Willoughby, John Sim
D	EEO/HR – Tools to Become a Model Employer of Individuals with Disabilities - Kendra Duckworth and Stephen King
E	REP – How to Write a Good Summary Judgment Motion or Opposition - Ernest Hadley, Mary Cupp and Patrick Kokenge
F	ADR – Bridging the Dialogue Gap in the Workplace – Michael West
K	EEO/REP – Why We Found Discrimination - Fran Polito and Beth Palmer

**CLOSED WORKSHOPS
SESSION II: 3:30 PM – 5:00 PM**

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 BARRIER ANALYSIS

2014 EXCEL CONFERENCE AGENDA

WEDNESDAY, AUGUST 13, 2014

7:00 – 8:30 AM	CONTINENTAL BREAKFAST
PLENARY SESSION 8:30 AM – 10:00 AM	
8:30 - 9:30 AM	Plenary - Emerging Trends under the ADA and GINA – Commissioner Feldblum
9:30 - 10:00 AM	Plenary - <i>Federal Sector Update</i> – Dexter Brooks
10:00 – 10:30 AM	Break
OPEN WORKSHOPS SESSION III: 10:30 AM – Noon Wednesday, August 13, 2014	
A	ALL – Best Practices: Hiring/Managing the Deaf/Hard of Hearing – Sarah Morgan
B	ALL –Religious Garb and Grooming in the Workplace – Barbara Dougherty
C	ADR - Mediating High-Conflict Disputes: 4 Key Skills for Dispute Resolvers – William Eddy
D	REP - Bench and Bar: A Constructive Conversation - Ernest Hadley, Mary Cupp and Patrick Kokenge
E	EEO/HR/REP - The Pit and the Pendulum: The Duties and Dangers in Confronting Psychological Disabilities - David Handsher
F	EEO – What to Accept; What to Dismiss: How to Avoid Improper Dismissals - Marqui Willoughby
CLOSED WORKSHOPS SESSION III: 8:30 – Noon	
G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 BARRIER ANALYSIS
12:00 – 1:30 PM	Lunch – Speaker: Lynn Povich, Award-Winning Journalist

EEO	
HR	
REP/ATTY	
ADR	
ALL	

2014 EXCEL CONFERENCE AGENDA

WEDNESDAY, AUGUST 13, 2014

OPEN WORKSHOPS

SESSION IV: 1:30 PM – 3:00 PM

Wednesday, August 13, 2014

A	ALL – It’s None of Your Business. A Guide to Issues About Employee Privacy – Joseph Kaplan
B	ALL – Recruiting and Retaining Federal Employees with Disabilities - Michael Murray
C	EEO/HR – Social Media: 5 Simple Strategies to Improve Your EEO Program – Madeline Caliendo
D	ADR/REP - How to Draft Clear and Effective Settlement Agreements - Peter Broida and Gary Gilbert
E	ALL – Ask OFO – Tim Bladek, Barbara Dougherty and Marqui Willoughby
F	REP – E-Discovery – Jeremy Wright, Stephani Abramson and Terrie Brodie

CLOSED WORKSHOPS

SESSION IV: 1: 30 – 3:00 PM

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 BARRIER ANALYSIS

3:00 – 3:30 PM

Break

OPEN WORKSHOPS

SESSION V: 3:30 PM - 5:00 PM

Wednesday, August 13, 2014

A	EEO/HR/REPS – Defending the Agency in a Complaint Involving a Reprimand, Suspension, PIP, or Removal – William Wiley
B	ALL – Women’s Work Group Report: Obstacles Facing Women in the Federal Workplace – Alexis Howard and Melissa Brand
C	ALL – Accommodations A to Z & Everything in Between: How to use JAN – Beth Loy
D	ADR – Crisis to Catharsis: Dealing with Group Conflict - Catherine Cheyssial
E	REP – Litigating Class Cases Before the EEOC – Jeremy Wright, Jim Colling, Beth Palmer
F	ALL – Ethics (TWO HOUR SESSION – 3:30 – 5:30) David Majchrzak, Suzanne Burke Spencer, William K. Mills

CLOSED WORKSHOPS

SESSION V: 3:30 PM - 5:00 PM

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 BARRIER ANALYSIS

2014 EXCEL CONFERENCE AGENDA

THURSDAY, AUGUST 14, 2014

7:00 – 8:30 AM

CONTINENTAL BREAKFAST

OPEN WORKSHOPS SESSION VI: 8:30 AM - 10:00 AM Thursday, August 14, 2014

A	EEO – Counselor Toolkit: WWSFD (What Would Sigmund Freud Do?) - Camella Woodham and Erica White-Dunston
B	ALL – Preserving the Integrity of Federal Merit Systems: Understanding and Addressing Perceptions of Favoritism - James Tsugawa
C	ALL – Don't Worry! It's All Confidential – Anne Bachle Fifer
D	ALL - Reasonable Accommodation: Problematic Issues – Chris Kuczynski
E	REP – Effective Direct and Cross Examination in a Compensatory Damages Hearing – Gary Gilbert and Joseph Kaplan
F	ALL- LGBT Discrimination in the Federal Workplace – Melissa Brand

CLOSED WORKSHOPS SESSION VI: 8:30 AM - 10:00 AM

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 BARRIER ANALYSIS

10:00 – 10:30AM

BREAK

OPEN WORKSHOPS SESSION VII: 10:30 AM - Noon Thursday, August 14, 2014

A	ALL – Generational Differences in the Workplace - Mary Tiernan
B	EEO – The FY 2014 Form 462 for You! - Jamie Price
C	EEO/HR – CAP 101: Understanding the Computer/Electronic Accommodations Program (CAP) – Sharon Terrell-Lindsay and Derek Shields
D	ADR – Bringing an Evaluative Component to Your Agency's Dispute Resolution Efforts - Julie Todd
E	EEO/REP - Navigating the Maze – Understanding the Confusing Principles of Mixed Cases – Joseph Kaplan
F	ALL – Ask the AJ - Fran Polito, Beth Palmer, Diane Gross, Terrie Brodie

CLOSED WORKSHOPS SESSION VII: 10:30 AM - 12:00 PM

G	BASIC MEDIATION
H	ADV MEDIATION
I	HEARINGS PREP
J	MD-715 BARRIER ANALYSIS

12:00 - 1:30 PM

LUNCH

2014 EXCEL CONFERENCE AGENDA

THURSDAY, AUGUST 14, 2014

**PLENARY SESSION
SESSION VIII: 1:30 PM - 3:00 PM
Thursday, August 14, 2014**

CASE UPDATE – William Macauley, Joel Cavicchia

Conference Closing and Instructions regarding last breakouts

3:00 to 3:15 Break

**CLOSED WORKSHOPS
SESSION VIII: 1:30 PM - 3:00 PM**

G BASIC MEDIATION

H ADV MEDIATION

I HEARINGS PREP

J MD-715 Barrier Analysis Track

3:00 – 3:30 PM BREAK

**FINAL OPEN SESSIONS
3:15 PM – 4:30 PM**

A ALL – Case update - Questions and Answers – William Macauley

B ALL – Case update – Questions and Answers - Joel Cavicchia

**FINAL CLOSED WORKSHOPS
SESSION IX: 3:30 PM - 5:00 PM**

G BASIC MEDIATION

H ADV MEDIATION

I HEARINGS PREP

J MD-715 BARRIER ANALYSIS