

# SPAHRA ALL DAY CONFERENCE

## Wednesday, September 14, 2016

**SPAHRA**  
Stevens Point Area Human Resource Association



**8:00AM – 4:00PM**

**SentryWorld  
Atrium  
601 N. Michigan Ave  
Stevens Point, WI 54481**

**Cost:  
Members \$75.00  
Non-members \$100.00**

**Register by 08/31/16**

**at:**

<https://www.eventbrite.com/e/spahra-all-day-conference-tickets-26454306543>

**8:00AM: Registration and Continental Breakfast**

**8:30AM: Top 10 HR Mistakes from a Legal Perspective *3.5 HRCI & SHRM Credits*  
*Attorney Jennifer Mirus, Boardman & Clark***

The world of employment laws continues to expand and become ever more complicated. This session will review significant legal issues in a variety of areas that affect every employer and will provide tools and practical hints to avoid legal problems. Whether you are new to Human Resources or a seasoned professional, this session will help get you up to speed on key recent developments and help you address your workplace issues with more precision and confidence!

What you will learn:

1. How to effectively address the new DOL overtime rules.
2. How to spot and avoid common ADA pitfalls.
3. How to effectively handle internal workplace investigations.
4. How to navigate legal issues involved in background checks.
5. And more!!

**12:00PM: Lunch**

**12:30PM: SHRM Membership  
*Kristi Toner, SHRM***

**1:00PM: Interviewing for Success *3 HRCI & SHRM Credits*  
*Dr. Justin Rueb, Aspiring Heights***

The purpose of this three-hours session is to educate the attendees on the legalities and technical and psychological approaches to conducting effective interviews. Attendees should bring a recent job analysis/job description of a job for which they intend to hire in the near term. The presenter will then assist the audience in walking through the legalities and technicalities of the interview, including the validation techniques of the interview using those descriptions. Furthermore, the audience will develop their own questions and understand how to use the various types of interviews: structured interview, behaviorally based, and the realistic job preview.

Attendees will:

1. Understand the purpose of job analysis and its connection to interviewing.
2. Understand the various approach to the interview process.
3. Understand what questions can and cannot be asked of an applicant.
4. Know critical court cases that have impacted the process of selection in the work environment.
5. Develop their own questions and structure for conducting their own interviews.
6. Develop a scoring matrix for determining which interview was most successful.
7. Understand the legal ramifications of a bad interviewing process.

**4:00PM: Close**

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**Jennifer Mirus**

### Jennifer Mirus

Jennifer is a partner at Boardman & Clark in Madison and is co-chair of the Labor and Employment Law Practice Group. Jennifer represents employers in all aspects of employment relations, including hiring, discipline and terminations, wage and hour issues, discrimination, ADA, FMLA, and harassment. Jennifer also has extensive experience negotiating and drafting employment contracts and employee handbooks. Jennifer's experience also includes conducting workplace investigations and human resources and management trainings for clients of all sizes.

Jennifer is a 1993 honors graduate of the University of Wisconsin Law School. She is a sought out speaker for human resources groups and is a member of Boardman & Clark's Executive Committee. Most of Jennifer's free time is spent cheering on the Badgers and soaking up chlorine at her three daughters' swim meets.



**Dr. Justin Rueb**

### Dr. Justin Rueb

Dr. Justin Rueb is president and owner of Aspiring Heights, which is an independent training and organizational consulting business specializing in leadership, team-building, and organizational culture and climate. He obtained his bachelors degree in human factors engineering with honors from the United States Air Force Academy and later his Ph.D. with honors from Virginia Tech in industrial psychology, with an emphasis in leadership. Justin, a retire Air Force Lieutenant Colonel, uses his extensive leadership background to work with a variety of organizations in the military, academic, and corporate sectors. His doctoral research at Virginia Tech examined potential predictors to identify emergent leaders within an organization. He has also performed research in areas as diverse as human factors, cognition, motivation, system design, human resources, leadership, statistics, and sexual harassment, having authored over 70 articles/presentations. Dr. Rueb became a full professor at the University of Wisconsin-Stevens Point after five years and was the inaugural Executive Director for the UWSP Center for Leadership Excellence and Economic Development located in Wausau. A nationally recognized speaker, Dr. Rueb has presented papers at numerous prestigious conferences, including the Academy of Management, Society of Industrial/Organizational Psychologists, American Psychological Society, WI SHRM and the Human Factors Ergonomics Society. Justin is also the recipient of numerous awards including 8 teaching awards, 3 leadership and manager awards, 4 service awards, and 1 research award, as well as numerous military decorations that include 4 Meritorious Service Medals

Dr. Rueb can provide a range of programs designed specifically to meet the needs of your organization, focusing on experiential learning. He has conducted seminars and lectures on leadership, teamwork/team building, personality assessment within organizations, interpersonal relations, art of interviewing, alcohol and drug awareness training, stress management, and sexual harassment education. He is also well versed on communications, statistics, and organizational culture and climate evaluations. He can provide you with a full range of options from a needs analysis to program implementation.