

## ACU HR in HE Community Conference

### Universities of the Future: Global Perspectives for HR

*Organised by the Association of Commonwealth Universities (ACU)  
in partnership with the University of Waterloo*

**University of Waterloo, Ontario, Canada**

**Sunday 23 – Wednesday 26 September 2018**

Sunday 23 September		
18:30 - 20:30	<b>Welcome reception</b> Welcome: <ul style="list-style-type: none"> <li><b>Lori Campbell</b>, Director, Waterloo Indigenous Student Centre</li> </ul> Greetings: <ul style="list-style-type: none"> <li><b>Dr Ian Rowlands</b>, Associate Vice President, International, University of Waterloo</li> <li><b>Revd Keith Stephenson</b>, Director of Resources, ACU</li> </ul>	Silver Lake Ballroom, Delta Hotel by Marriott Waterloo

Day 1 - Monday 24 September		All rooms are located in Federation Hall at the University of Waterloo
08:00 - 09:00	Registration and refreshments	Foyer/Main hall – jobs.ac.uk room
09:00 - 09:30	Opening ceremony <ul style="list-style-type: none"> <li><b>Revd Keith Stephenson</b>, Director of Resources, ACU</li> <li><b>Jennifer Ellis</b>, Consultant and Chair of the ACU HR in HE Community Steering Committee, Jamaica</li> <li><b>Dr Marilyn Thompson</b>, Associate Provost Human Resources, University of Waterloo</li> </ul>	Main hall - jobs.ac.uk room
09:30 - 10:30	<i>Introduction: Matt Comley, Director, jobs.ac.uk</i> <i>Chair: Revd Keith Stephenson, Director of Resources, ACU</i> <b>Keynote address: Dancing with disruption: the seven secrets to thriving on massive change so the best people want to partner with you</b> <ul style="list-style-type: none"> <li><b>Mike Lipkin</b>, President of Environics/Lipkin @mikelipkin</li> </ul>	Main hall - jobs.ac.uk room
10:30 - 11:00	Refreshments	Main hall - jobs.ac.uk room
11:00 - 12:00	<i>Chair: Revd Keith Stephenson, Director of Resources, ACU</i> <b>ACU HR in HE Community roundtable discussion</b> <ul style="list-style-type: none"> <li><b>Jennifer Ellis</b>, Consultant and Chair of the ACU HR in HE Community Steering Committee, Jamaica</li> <li><b>Elizabeth Baré</b>, ACU HR in HE Community Steering Committee member, University of Melbourne, Australia</li> </ul>	Main hall - jobs.ac.uk room

12:00 - 12:45	Lunch	Main hall - jobs.ac.uk room
12:45 - 13:45	<p><b>Concurrent sessions A</b></p> <p><b>A1: Lean in Higher Education</b> – panel discussion  <i>Moderator: Kenton Needham, Executive Director Human Resources, University of Waterloo</i></p> <ul style="list-style-type: none"> <li>• <b>Kimberley Snage</b>, Director, HR Projects, Technology &amp; Analytics, University of Waterloo</li> <li>• <b>Amber Sare</b>, Lean Six Sigma Master Black Belt Manager, Office of Corporate Performance, Region of Waterloo</li> <li>• <b>Scott Smith</b>, Owner, High Performance Solutions and Consortium, Canada</li> </ul> <p><b>A2: Converting brain drain into brain gain through diaspora engagement</b></p> <ul style="list-style-type: none"> <li>• <b>Navroz Surani</b>, Director Human Resources – Talent Development, The Aga Khan University, Pakistan</li> </ul> <p><b>A3: HR Heads in the land of the long white cloud</b>  <i>Chair: Prof Dr Nasira Jabeen, Director, Institute of Administrative Sciences and Human Resources Development Center, University of the Punjab, Pakistan</i></p> <ul style="list-style-type: none"> <li>• <b>Aaron Mills</b>, Manager, HR Planning &amp; Reporting, Victoria University of Wellington, New Zealand</li> </ul>	<p>Main hall - jobs.ac.uk room</p> <p>Columbia A - Gallagher room</p> <p>Columbia B - Workday/PwC Canada room</p>
13:45 - 14:00	Assemble for campus visit	
14:00 - 15:15	<b>Campus visit:</b> University of Waterloo	

<b>Day 2 - Tuesday 25 September</b>		All rooms are located in Federation Hall at the University of Waterloo
08.30 – 09.00	Refreshments	Main hall - jobs.ac.uk room
09:00 - 09:30	<p><i>Chair: Revd Keith Stephenson, Director of Resources, ACU</i></p> <p><b>Welcome back and ACU HR in HE community update</b></p> <ul style="list-style-type: none"> <li>• <b>Jennifer Ellis</b>, Consultant and Chair of the ACU HR in HE Community Steering Committee, Jamaica</li> <li>• <b>Tarrance Ryder-Downes</b>, Head of HR, ACU</li> </ul>	Main hall - jobs.ac.uk room
09:30 - 10:30	<p><i>Chair: Revd Keith Stephenson, Director of Resources, ACU</i></p> <p><b>Keynote address: Culture and consequences: an academic perspective</b></p> <ul style="list-style-type: none"> <li>• <b>Prof Peter Rathjen</b>, Vice-Chancellor and President, The University of Adelaide, Australia @UniOfAdelaide</li> </ul>	Main hall - jobs.ac.uk room
10:30 - 11:00	Refreshments	Main hall - jobs.ac.uk room
11:00 - 12:00	<p><b>Concurrent sessions B</b></p> <p><b>B1: Watt Campus? Thick, thin or virtual?</b>  <i>Chair: Revd Keith Stephenson, Director of Resources, ACU</i></p> <ul style="list-style-type: none"> <li>• <b>Mark Adderley</b>, Global Director of Human Resources, Heriot-Watt University, UK</li> </ul>	Main hall - jobs.ac.uk room

	<p><b>B2: University professional staff careers: do we need a new approach?</b></p> <ul style="list-style-type: none"> <li>• <b>Elizabeth Baré</b>, Honorary Senior Fellow, LH Martin Institute, University of Melbourne, Australia</li> </ul> <p><b>B3: Implementation of performance management system in a university context: challenges and prospects</b>  <i>Chair: Dr Taiwo Folasade Ipaye, Former Registrar &amp; Secretary to Council, University of Lagos, Nigeria</i></p> <ul style="list-style-type: none"> <li>• <b>Paul Kwadwo Addo</b>, Senior Assistant Registrar, Kwame Nkrumah University of Science and Technology, Ghana</li> </ul>	<p>Columbia A - Gallagher room</p> <p>Columbia B - Workday/PwC Canada room</p>
12:00 - 12:45	Lunch	Main hall - jobs.ac.uk room
12:45 - 13:45	<p><b>Concurrent sessions C</b></p> <p><b>C1: Bringing HR data to life in a sector of discontent</b>  <i>Chair: Tarrance Ryder-Downes, Head of HR, ACU</i></p> <ul style="list-style-type: none"> <li>• <b>Andy Fryer</b>, Head of Communications and Membership, Universities and Colleges Employers Association, UK</li> </ul> <p><b>C2: Transition from operational to strategic human resources management: the case of Kyambogo University</b>  <i>Chair: Jennifer Ellis, Consultant and Chair of the ACU HR in HE Community Steering Committee, Jamaica</i></p> <ul style="list-style-type: none"> <li>• <b>Richard Keuber Manano</b>, Director Human Resources, Kyambogo University, Uganda</li> </ul> <p><b>C3: Technology and governance in education</b></p> <ul style="list-style-type: none"> <li>• <b>Dr Pankaj Mittal</b>, Additional Secretary, University Grants Commission, India</li> </ul>	<p>Main hall - jobs.ac.uk room</p> <p>Columbia A - Gallagher room</p> <p>Columbia B - Workday/PwC Canada room</p>
14:00 - 15:15	<p><b>Concurrent sessions D</b></p> <p><b>D1: Benchmarking administrative efficiency: the UniForum experience</b> – presentation and panel discussion</p> <ul style="list-style-type: none"> <li>• <b>Roger Couldrey</b>, Vice President (Administration), McMaster University, Canada</li> <li>• <b>Lorna Johnson</b>, Managing Director, Cubane Consulting, Canada</li> <li>• <b>Wanda McKenna</b>, Assistant Vice-President and Chief Human Resources Officer, McMaster University, Canada</li> </ul> <p><b>D2: The future in the middle: empowering middle level university administrators to drive change through the ACU University Administrative Practice programme</b>  <i>Chair: Revd Keith Stephenson, Director of Resources, ACU</i></p> <ul style="list-style-type: none"> <li>• <b>Dr Brian K Jennings</b>, Senior Lecturer, Ghana Christian University College, Ghana</li> </ul> <p><b>D3: Canadian faculty perspectives on work in academia: two decades of research</b>  <i>Chair: Navroz Surani, Director Human Resources – Talent Development, The Aga Khan University, Pakistan</i></p>	<p>Main hall - jobs.ac.uk room</p> <p>Columbia A - Gallagher room</p> <p>Columbia B - Workday/PwC Canada room</p>

	<ul style="list-style-type: none"> <li>• <b>Dr Grace Karram Stephenson</b>, Post-Doctoral Research, Ontario Institute for Studies in Education, University of Toronto</li> <li>• <b>Dr Glen Jones</b>, Dean, Ontario Institute for Studies in Education, University of Toronto</li> </ul>	
15:15 - 15:30	Refreshments	Main hall - jobs.ac.uk room
15:30 - 16:30	<b>Concurrent sessions E</b>  <b>E1: Accessibility in higher education</b> <b>Joyce Barlow</b> , AODA Specialist, Human Resources, University of Waterloo  <b>E2: HR in the new digital age</b> <i>Chair: Revd Keith Stephenson, Director of Resources, ACU</i> <ul style="list-style-type: none"> <li>• <b>Yusuf Saleh Shapayah</b>, Chief Manager, Human Resources, United States International University, Kenya</li> </ul>	Main hall - jobs.ac.uk room  Columbia A - Gallagher room
16:30 - 16:45	Wrap up and announcements <ul style="list-style-type: none"> <li>• <b>Revd Keith Stephenson</b>, Director of Resources, ACU</li> </ul>	Main hall - jobs.ac.uk room
18:30 - 22:00	<b>Gala dinner</b> <i>Chairs: Revd Keith Stephenson, Director of Resources, ACU and Dr Marilyn Thompson, Associate Provost Human Resources, University of Waterloo</i> <b>Welcome:</b> Waterloo Indigenous Student Centre <b>Address: Leading for change</b> <ul style="list-style-type: none"> <li>• <b>Prof Angela Hildyard</b>, Special Advisor to the President and Provost, University of Toronto @UofT</li> </ul>	Silver Lake Ballroom, Delta Hotel by Marriott Waterloo

<b>Day 3 - Wednesday 26 September</b>		All rooms are located in Federation Hall at the University of Waterloo
08.30 – 09.00	Refreshments	Main hall - jobs.ac.uk room
09:00 - 09:30	<b>Welcome back and ACU update</b> <ul style="list-style-type: none"> <li>• <b>Revd Keith Stephenson</b>, Director of Resources, ACU</li> </ul>	Main hall - jobs.ac.uk room
09:30 - 10:30	<i>Chair: Revd Keith Stephenson, Director of Resources, ACU</i> <b>Keynote address: From HR to talent development - new challenges for 21<sup>st</sup> century universities</b> <ul style="list-style-type: none"> <li>• <b>Dr Jamil Salmi</b>, Global tertiary education expert @TertiaryEd</li> </ul>	Main hall - jobs.ac.uk room
10:30 - 11:00	Refreshments	Main hall - jobs.ac.uk room
11:00 - 12:00	<b>Concurrent sessions F</b>  <b>F1: Translating HR data into evidence-based business insight to support strategic decision-making</b> <ul style="list-style-type: none"> <li>• <b>Kenton Needham</b>, Executive Director Human Resources, University of Waterloo</li> <li>• <b>Kimberley Snage</b>, Director, HR Projects, Technology &amp; Analytics, University of Waterloo</li> </ul>	Main hall - jobs.ac.uk room

	<b>F2: Leadership and change management in public universities in Uganda: the case of Kyambogo University</b> <i>Chair: Jennifer Ellis, Consultant and Chair of the ACU HR in HE Community Steering Committee, Jamaica</i> <ul style="list-style-type: none"> <li>• <b>Richard Keuber Manano</b>, Director Human Resources, Kyambogo University, Uganda</li> </ul>	Columbia A - Gallagher room
	<b>F3: Leadership and capacity building at the Aga Khan University: how our leadership of today is helping to build the leadership for a better tomorrow</b> <ul style="list-style-type: none"> <li>• <b>Navroz Surani</b>, Director Human Resources – Talent Development, The Aga Khan University, Pakistan</li> </ul>	Columbia B - Workday/PwC Canada room
12:00 – 13:00	Lunch	Main hall - jobs.ac.uk room
13:00 – 14:00	<b>Concurrent sessions G</b>  <b>G1: Preparing universities to engage with industry: building global capacity among work-integrated learning academics and practitioners</b> <ul style="list-style-type: none"> <li>• <b>Dr Norah McRae</b>, Associate Provost, Co-operative and Experiential Education, University of Waterloo</li> </ul> <b>G2: Inclusive leadership in the HE Sector</b> <i>Chair: Elizabeth Baré, Honorary Senior Fellow, LH Martin Institute, University of Melbourne, Australia</i> <ul style="list-style-type: none"> <li>• <b>Umar Zamman</b>, Director of People and Organisational Development, Bishop Grosseteste University, UK</li> </ul> <b>G3: Moderating the impact of contexts on the performance of strategic human resources management in Nigerian public universities</b> <i>Chair: Dr Pankaj Mittal, Additional Secretary, University Grants Commission, India</i> <ul style="list-style-type: none"> <li>• <b>Prof Teresa Nmadu</b>, Deputy Vice Chancellor (Administration), University of Jos, Nigeria</li> </ul>	Main hall - jobs.ac.uk room   Columbia A - Gallagher room   Columbia B - Workday/PwC Canada room
14:15 - 15:15	<b>Concurrent sessions H</b>  <b>H1: The appraisal through academic performance indicators for career advancement as a camouflaged faculty development: some issues and concerns</b> <i>Chair: Tarrance Ryder-Downes, Head of HR, ACU</i> <ul style="list-style-type: none"> <li>• <b>Prof Fayaz Ahmad Nika</b>, Dean Students Welfare/Chief Placement Officer, Central University of Kashmir, India</li> </ul> <b>H2: Leadership, trends and dynamics in HR operations in tertiary institutions in Nigeria: the University of Lagos experience</b> <ul style="list-style-type: none"> <li>• <b>Dr Taiwo Folasade Ipaye</b>, Registrar &amp; Secretary to Council, University of Lagos, Nigeria</li> </ul> <b>H3: Role of HRM in modernizing universities through implementation of quality enhancement initiatives: a study of public sector universities in Pakistan</b>	Main hall - jobs.ac.uk room   Columbia A - Gallagher room   Columbia B - Workday/PwC Canada room

	<ul style="list-style-type: none"> <li>• <b>Prof Dr Nasira Jabeen</b>, Director, Institute of Administrative Sciences and Human Resources Development Center, University of the Punjab, Pakistan</li> </ul>	
15:15 - 16:00	<p>Wrap up and conference closing discussions</p> <ul style="list-style-type: none"> <li>• <b>Jennifer Ellis</b>, Consultant and Chair of the ACU HR in HE Community Steering Committee, Jamaica</li> </ul> <p>Vote of thanks:</p> <ul style="list-style-type: none"> <li>• <b>Kenton Needham</b>, Executive Director Human Resources, University of Waterloo</li> <li>• <b>Revd Keith Stephenson</b>, Director of Resources, ACU</li> </ul>	Main hall - jobs.ac.uk room

***Provisional agenda subject to change***

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