

NCPERS 2025 PUBLIC PENSION HR SUMMIT

Invest in Your Professional Growth & the Success of Your Organization

Sept. 24–26 | Philadelphia, PA



FINAL AGENDA

WEDNESDAY, SEPTEMBER 24

2:00 PM–6:00 PM **REGISTRATION** | Franklin Hall Foyer (4th Floor)

3:00 PM–5:00 PM **GENERAL SESSION I** | Franklin Hall 11-13 (4th Floor)

3:00 PM–3:15 PM **Welcome and Opening Address**
SPEAKER *Hank Kim, NCPERS*

3:15 PM–4:00 PM **Introductions & Insights**
Kick off the Summit with energy! This interactive session is your opportunity to introduce yourself, share what you're looking forward to, and connect with peers from across the HR community.

4:00 PM–5:30 PM **Reality Check: An HR Open Forum on Local Disruptions and Global Risk**
No script. No filter. Just a real conversation for HR professionals navigating today's storm. In a time of uncertainty and change, HR is being called to lead with steadiness, empathy, and compassion. Join us to share experiences, ask tough questions, and build practical strategies for supporting your people—and yourself—through disruption at every level.

FACILITATOR *Steven Edwards, Coach & Consultant, Steven Edwards Consulting*

5:30 PM–6:30 PM **WELCOME RECEPTION** | The Gallery (Street Level)

THURSDAY, SEPTEMBER 25

7:00 AM–5:00 PM **REGISTRATION** | Franklin Hall Foyer (4th Floor)

7:00 AM–8:00 AM **BREAKFAST** | Franklin Hall 2 (4th Floor)

8:00 AM–5:30 PM **GENERAL SESSION II** | Franklin Hall 11-13 (4th Floor)

8:00 AM–9:30 AM **Fireside Chat with Pension Plan CEOs: Leadership, Challenges & the Future**
Join us for an exclusive fireside chat with top pension plan CEOs as they share insights on leadership, the evolving pension landscape, and the challenges shaping the industry. This candid conversation will explore how CEOs are navigating economic uncertainties, regulatory shifts, workforce expectations, and investment strategies. Gain firsthand perspectives on what's ahead for pension plans and how leadership decisions are driving innovation and long-term sustainability.

MODERATOR *Shunne Powell, Chief Organizational Excellence Officer, Teacher Retirement System of Texas*

SPEAKERS *Brian Guthrie, Executive Director, Teacher Retirement System of Texas*
Andrew Roth, Executive Director, Colorado Public Employees Retirement Association (COPERA)
Kevin Lindahl, Executive Director, Fire & Police Pension Association of Colorado (FPPA)

9:30 AM–10:15 AM **AI & HR in Public Pensions: What's Changing and What You Need to Know**
Artificial Intelligence is rapidly reshaping the workplace, and HR teams in public pension systems are no exception. From talent acquisition and workforce planning to employee engagement and policy compliance, AI is showing up in both subtle and transformative ways. This session will explore how public pension organizations are beginning to adopt AI tools to support HR functions and improve decision-making. The speakers will examine practical use cases, such as AI-driven recruitment platforms, predictive analytics for workforce trends, and automated tools for handling routine HR requests. The ethical, legal, and privacy considerations that are especially relevant in the public sector will also be discussed.

MODERATOR *Nichole Hemming, Chief Human Resources Officer, State Universities Retirement System*

SPEAKERS *Madison Rose, Consultant, Linea Solutions*
Michael Venezia, Vice President and Senior Consultant, Segal
Adam Franklin, General Counsel, Fire and Police Pension Association of Colorado

10:15 AM–10:30 AM **REFRESHMENT BREAK** | Franklin Hall 2 (4th Floor)

10:30 AM–11:15 AM **Psychological Safety at Work: Building a Culture Where People Can Speak Up and Thrive**

In today's workplace, psychological safety is more than a buzzword—it's a critical factor in team performance, innovation, and employee well-being. This session explores how HR leaders can foster environments where employees feel safe to voice ideas, ask questions, and raise concerns without fear of embarrassment or retaliation. We'll look at the role of leadership, communication, and inclusive practices in shaping a culture of trust and respect. Attendees will leave with actionable strategies for assessing psychological safety in their organizations and practical tools to support open dialogue, reduce fear-based behaviors, and promote engagement across all levels of staff.

MODERATOR *Nichole Hemming, Chief Human Resources Officer, State Universities Retirement System*

SPEAKER *Dr. Cris Tietz, Professor of Communication, University of Denver*

11:15 AM– 12:00 PM **Hot Topics Breakout I**

- Strategies for Integrating AI into HR Workflows
- Leadership Communication & Feedback

12:00 PM–12:45 PM **Roundtable Topic Report Back**

This session highlights the key takeaways from the roundtable discussions. Participants will share the most important themes, insights, and ideas that emerged from the discussions.

FACILITATOR *Steven Edwards, Coach & Consultant, Steven Edwards Consulting*

12:45 PM–1:45 PM **NETWORKING LUNCH** | Franklin Hall 2 (4th Floor)

2:00 PM–2:45 PM **Latest Developments in Workforce Laws, Regulations, and Litigation**

This session will cover recent legal and regulatory updates affecting public sector HR.

MODERATOR *Rachel Kelley, Staff Development, Executive & Board Administrator, Wyoming Retirement System*

SPEAKER *Neil Reichenberg, former executive director of the International Public Management Association for Human Resources*

- 2:45 PM–3:30 PM **Hot Topics Breakout II**
- Succession Planning & Knowledge Transfer
 - What will the next generation need to sustain and strengthen public pensions over the next 5-10 years
- 3:30 PM–3:45 PM **REFRESHMENT BREAK** | Franklin Hall 2 (4th Floor)
- 3:45 PM–4:30 PM **Roundtable Topic Report Back**
This session highlights the key takeaways from the roundtable discussions. Participants will share the most important themes, insights, and ideas that emerged from the discussions.
- FACILITATOR *Steven Edwards, Coach & Consultant, Steven Edwards Consulting*
- 4:30 PM–5:30 PM **EUNMI'S SOUND BATH HEALING** | The Gallery (Street Level)
Take this time as a gift to yourself. The sound bath is an opportunity to pause, reset, and allow your mind and body to find a sense of calm.
- 6:30 PM – 9:00 PM **NETWORKING RECEPTION & DINNER**
City Winery Philadelphia
990 Filbert St, Philadelphia, PA

FRIDAY, SEPTEMBER 26

7:00 AM – 12:00 PM **REGISTRATION** | Franklin Hall Foyer (4th Floor)

7:00 AM – 8:00 AM **BREAKFAST** | Franklin Hall 2 (4th Floor)

8:00 AM – 12:00 PM **GENERAL SESSION III** | Franklin Hall 11-13 (4th Floor)

8:00 AM – 8:45 AM **The Art of Pivoting**

Life is a pivot. Regardless of your background, profession, ethnicity, or religion, we all have to adjust to the unexpected roller coaster ride we call life. In this session, Cornell Thomas will be discussing how to pivot during adversity by using the most powerful weapon human beings possess to combat these uncertain times, which is our minds. Cornell will share his own personal story of adversity that started at a very young age, and how he was able to turn his perceived disadvantages in life into an advantage.

MODERATOR *Stacey Barnier, Chief Human Resources Officer, San Bernardino County Employees' Retirement Association (SBCERA)*

SPEAKER *Cornell Thomas, Author*

8:45 AM – 9:30 AM **Keeping Pace in a Competitive Labor Market**

This session will highlight key strategies undertaken by the Commonwealth of Pennsylvania to recruit and retain qualified talent in a highly competitive labor market and how it is meeting the current moment to tap the influx of federal workers transitioning to new career opportunities. The presentation will provide overviews of several strategies, how they were implemented, and their results to date. Attendees will gain a better understanding of how their organizations can replicate Pennsylvania's success to help them address workforce gaps and support long-term organizational goals.

MODERATOR *Stacey Barnier, Chief Human Resources Officer, San Bernardino County Employees' Retirement Association (SBCERA)*

SPEAKER *The Honorable Neil Weaver, Secretary, Office of Administration, Commonwealth of Pennsylvania*

9:30 AM – 10:15 AM **Hot Topics Breakout III**

- Change Management and Organizational Agility
- Remote and Hybrid Workforce Management

10:15 AM – 10:30 AM **REFRESHMENT BREAK** | Franklin Hall 2 (4th Floor)

10:30 AM–11:15 AM **Roundtable Topic Report Back**

The group reports back on the key discussions and insights from our recent roundtable discussions.

FACILITATOR *Steven Edwards, Coach & Consultant, Steven Edwards Consulting*

11:15 AM–12:00 PM **NCPERS 2025 Compensation Survey Results**

Get a sneak peek at the results of the 2025 Public Pension Compensation Survey. Conducted by NCPERS and CBIZ, this annual survey provides key insights to help benchmark your fund's compensation and benefits package.

MODERATOR *Asiah Clendinen Gumbs, Sr. Deputy Administrator Chief Operating Officer, Government Employees' Retirement System of the Virgin Islands*

SPEAKERS *Joe Rice, CBIZ*
Matthew Eckel, NCPERS

12:00 PM **CLOSING REMARKS**