

Fifth Annual Searle Center Leadership Roundtable on Talent Analytics and Workforce Science

Thursday, October 11, 2018 — Friday, October 12, 2018

Northwestern Pritzker School of Law
Wieboldt Hall Room #150
340 E. Superior Street, Chicago, IL

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Thursday, October 11th

9:30 a.m. **Registration Check-in and Continental Breakfast** (1st floor of Wieboldt Hall)

10:20 to 10:30 **Welcome and Introductions** (Wieboldt Hall #150)

Deborah M. Weiss, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law

10:30 to 12:00 **Session One: Diversity, Inclusion, & Belonging**

Moderator: Amit Mohindra, Founder and CEO, People Analytics Success

Leveraging Analytics to Improve Inclusion and Diversity

Bradley Hubbard, Director, HR Analytics, Bristol-Myers Squibb

Pay Equity Analytics to Close Gender and Race Pay Gaps

Valerie Hoffman, Seyfarth Shaw LLP

Annette Tyman, Seyfarth Shaw LLP

Journey to a Culture of Inclusion

Theodore D. Crandall, Senior Vice President, Rockwell Automation

Michele L. Matthai, Director, Culture of Inclusion, Rockwell Automation

- 12:00 to 1:00 **Lunch** (Wieboldt Hall #540)
- 1:00 to 1:20 **Conversation with Dean Carter about Analytics for the Evolution of Work**
Dean Carter, Vice President of Human Resources and Shared Services, Patagonia
Al Adamsen, Talent Strategy Institute
- 1:20 to 3:00 **Session Two: Analytics for Economic Mobility**
Moderator: T. Ryan Dullaghan, General Manager, People Data Insights, JetBlue Airways
- Building 21st Century Skills: Preparing Employees for Jobs of the Future*
Kateland Beals, Corporate Citizenship, IBM
- Data for the Good of All: Using data and analytics to do good for people, the planet...and profits too*
Chris Mason, Head of Workforce Analytics, Talent Management & Compensation, Patagonia
- What Talent Shortage? A Healthcare Example*
Andy Biga, Senior Vice President, People, GoHealth Urgent Care
- 3:00 to 3:30 **Networking Break** (Wieboldt Hall #147)
- 3:30 to 5:00 **Session Three: Engagement and Retention**
Moderator: Chris Broderick, President, Bnear Global Inc., Member, HRMAC
- Beyond the Average: Levels of Analysis in Engagement Data*
Eliza Wicher, Director, Global Talent Development, Groupon
- A Multifaceted Approach to Employee Listening and Engagement*
Anthony Walter, Head of People Analytics & HR Technology, Dropbox
- Insights from Linking Engagement Data over the Employee Life Cycle*
Archana Ramesh, People Science Consultant, Glint Inc.
- 6:00 **Reception and Dinner at Devon Seafood Grill - Bernadine Room** (39 E. Chicago Avenue)

Friday, October 12th

- 7:30 a.m. **Breakfast** (Wieboldt Hall #540)
- 8:30 to 8:45 **Recap** (Wieboldt Hall #150)
- 8:45 to 10:15 **Session Four – Privacy & Ethics**
Moderator: Al Adamsen, Talent Strategy Institute
- Privacy: Putting the User First*
M. Parama Paramasivam, Privacy Architect, Microsoft Corporation
- “What happens to my data?”: Transparency in Data Usage*
Brandy Parker, Vice President, Research Strategy | Team Member Insights, Wells Fargo
- Talent Analytics under GDPR's "Right to an Explanation"*
Jay Exum, Chief Privacy Officer, Privacy Counsel at SAS
- 10:15-10:35 **A Conversation on Deep Learning with Diego Klabjan**
- Diego Klabjan**, Professor of Industrial Engineering and Management Sciences; Director of Master of Science in Analytics Program, Northwestern University
Chris Broderick, President, Bnear Global Inc., Member, HRMAC

- 10:35 to 11:00 **Networking Break**
- 11:00 to 12:30 **Session Five: Talent Acquisition and Workforce Planning**
Moderator: Cindy Chung, Senior Research Scientist, Intel
- Using Analytics to Improve the Hiring Funnel*
Ray Yang, Vice President, Manager of Talent Analytics, Liberty Mutual
- Predicting Workforce Needs*
Chirag Padalia, Executive Director, People Analytics & Insights, Blue Cross/Blue Shield, IL-MO-NM-OK-TX
- Beyond the Job Title: Defining the Workforce with Skills Clusters*
Bruce Evans, EVP, Talent Analytics, EMSI
Yustina Saleh, Senior Vice President of Analytics, EMSI
- 12:30 **Lunch** (Wieboldt Hall #540)
- 1:15 to 2:45 **Session Six: Analytics to Drive Change**
Moderator: Antony Ebelle-Ebanda, People Analytics Consultant
- The (Re)-Evolution of Talent Analytics*
Laurie Bassi, CEO, McBassi & Company
- From Data to Action: Making Sure Research Doesn't End Up in the Digital Dustbin*
Jennifer Kurkoski, Senior Manager, People Analytics, Google, Inc
- People Analytics and the Future of Work*
Serena Huang, Global Talent Analytics Leader, Koch Business Solutions
- 2:45 to 3:00 **Closing**
- 3:00 **Adjourn**

Attendance List
(as of 10/4/2018 4:00 PM)

Speakers

1. **Laurie Bassi**, CEO, McBassi & Company
2. **Kateland Beals**, Corporate Citizenship Manager for Illinois, Wisconsin, and Michigan, IBM
3. **Andy Biga**, Senior Vice President, People, GoHealth Urgent Care
4. **Dean Carter**, Vice President of Human Resources and Shared Services, Patagonia (*Thursday only*)
5. **Theodore D. Crandall**, SVP, Control Products and Solutions, Rockwell Automation (*Thursday only*)
6. **Bruce Evans**, Executive Vice President, Talent Analytics, Emsi
7. **Jay Exum**, Chief Privacy Officer, SAS
8. **Valerie J. Hoffman**, Partner, Seyfarth Shaw LLP
9. **Serena Huang**, Global Talent Analytics Leader, Koch Business Solutions
10. **Bradley Hubbard**, Director, HR Analytics, Bristol-Myers Squibb
11. **Diego Klabjan**, Professor of Industrial Engineering and Management Sciences; Director of Master of Science in Analytics Program, Northwestern University
12. **Jennifer Kurkoski**, Senior Manager, People Analytics, Google, Inc.
13. **Chris Mason**, Head of Workforce Analytics, Talent Management & Compensation, Patagonia
14. **Michele L. Matthai**, Director, Culture of Inclusion, Rockwell Automation (*Thursday only*)
15. **Chirag Padalia**, Director, Workforce Strategy & Analytics, Blue Cross Blue Shield
16. **M. Parama Paramasivam**, Privacy Architect, Microsoft Corporation

17. **Brandy Parker**, Vice President, Research Strategy | Team Member Insights, Wells Fargo
18. **Archana Ramesh**, People Science Consultant, Glint Inc.
19. **Yustina Saleh**, Senior Vice President, Analytics, Emsi
20. **Annette Tyman**, Partner, Seyfarth Shaw LLP
21. **Anthony Walter**, Head of People Analytics & HR Technology, Dropbox
22. **Eliza Wicher**, Director, Global Talent Development, Groupon
23. **Ray Yang**, Vice President, Manager of Talent Analytics, Liberty Mutual

Moderators

24. **Al Adamsen**, Talent Strategy Institute
25. **Chris Broderick**, President, Bnear Global Inc., Member, HRMAC
26. **Cindy Chung**, Senior Research Scientist, Intel
27. **T. Ryan Dullaghan**, General Manager, People Data Insights, JetBlue Airways
28. **Antony Ebelle-Ebanda**, People Analytics Consultant
29. **Amit Mohindra**, Founder and CEO, People Analytics Success

Attendees

30. **Dafna Aaronson**, Performance Specialist, NY Mets
31. **Gayatri Agnew**, Senior Director – Opportunity, Walmart Giving, Walmart
32. **Matthew Albucher**, Program Analyst, Human Capital Analytics Division, Office of Human Resources Management, U.S. General Services Administration
33. **Cristian Alvarez**, Manager of People Analytics, Telecom Argentina
34. **Daniel Bay**, Head of People Analytics, Uber Technologies
35. **Buddy Benge**, HR Service Center & Analytics Lead, Bayer
36. **Caitlin Cavanaugh**, Talent Analytics Lead, Patagonia
37. **Luye Chang**, Senior People Scientist, Uber Technologies
38. **Yvette Davis**, Director of HR Operations, Reporting & Analytics, Office of Human Resources, Northwestern University
39. **Joseph DeConno**, AVP People Analytics & Workforce Planning, CNA Financial Services
40. **Samir Desai**, Executive Director of Learning and Organization Development, Northwestern University *(Thursday only)*
41. **David Fineman**, Specialist Leader, Workforce Transformation, People Analytics, Workforce Planning and Future of Work, Deloitte Consulting, LLP
42. **Allison Gerber**, Senior Associate, Annie E. Casey Foundation
43. **Heidi Glickman**, Former Head of Talent Management, Gogo
44. **Genetha Gray**, Lead People Research Scientist, Employee Success Strategy & Analytics, Salesforce
45. **Jonathan Izenstark**, CEO, CultureFactors
46. **Ashar Khan**, Global Director, People Analytics, Kraft Heinz
47. **David Kim**, Director and Global Head of People Strategy, Planning, and Analytics, Uber Technologies
48. **Joe Knytych**, Staff VP, Head of Talent Insights, Anthem, Inc.
49. **Victoria Kubert**, Director of Human Resources – Operations and Engineering Services, Rockwell Automation
50. **Matthew Kugler**, Assistant Professor of Law, Northwestern Pritzker School of Law
51. **Holly Lam**, Director, Culture & Engagement, Culture & Engagement, US Foods
52. **Chauncy Lennon**, Vice President for the Future of Learning and Work, Lumina Foundation
53. **Dan Lezotte**, Principal, Mercer
54. **Nancy Lux**, HR Business Partner, Rockwell Automation
55. **Hilary Malina**, Senior Counsel, CDW *(Thursday only)*
56. **Dan Martin**, Data Science Specialist, People Analytics, McKinsey & Company
57. **Ellen McRaith**, VP of Talent Acquisition, CDW *(Friday only)*
58. **Michael Moon**, Director, People Insights, ADP Professional Services
59. **Tiffany Morris**, Chief Human Resource Officer, Witt/Kieffer
60. **Emily Mushrush**, Director, HR Systems & Insights, U.S. Cellular
61. **Ravi Patel**, People Analytics Senior Consultant, CNA
62. **Amit Prachand**, Assistant Vice President- Information and Analytics, Northwestern University
63. **Dave Sachs**, Sr. Manager Workforce Analytics, Johnson Controls, Inc.

64. **Jennifer J. Schattschneider**, HR Program Manager – OES, Rockwell Automation
65. **Nikil Selvam**, Client Delivery Specialist, People Analytics, McKinsey & Company
66. **Garima Sharma**, Director, People Analytics, United Airlines
67. **Mark Straetmans**, Senior People Science Consultant, Glint Inc.
68. **Steve Sturm**, HR Operations Director, American Family Insurance (*Thursday only*)
69. **Glenn Trussell**, HR Analytics & Metrics Manager, American Family Insurance
70. **Paul Tsagaroulis**, Director, Human Capital Analytics, U.S. General Services Administration
71. **Melissa Van Dyke**, President, The Incentive Research Foundation
72. **Deborah M. Weiss**, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern Pritzker School of Law
73. **Chris Wittenberg**, Head of People Analytics, Citadel
74. **Josh Wright**, Chief Economist, iCIMS Inc.
75. **Laem Xayvong**, Data Scientist, Johnson Controls, Inc.