



ARKANSAS HEALTHCARE HUMAN RESOURCES ASSOCIATION

2026 FALL CONFERENCE



September 24-25 | Branson, MO
Thousand Hills Resort Hotel

9.24.2026

Agenda: Day 1

10:00 Board Meeting

Glory

12:30 Conference Registration

Tablerock B

1:00 Welcome & Introductions

Tablerock B

1:15 ADA/FMLA/WC: Navigating Leave Issues and Complying with Overlapping Laws & Regulations

1.25 Credit Hours

Mark K. Cameron, JD, Attorney at Law, Friday, Eldredge & Clark Law Firm

Employee absences often trigger obligations under the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), and Workers' Compensation (WC) laws. Because these requirements frequently overlap, employers must carefully coordinate their responsibilities to remain compliant. This session provides a practical overview of each law, explores how they intersect, and highlights key considerations for managing leave and accommodation issues while reducing legal risk.

Objectives

- Identify employer obligations under the ADA, FMLA, and WC laws.
- Recognize when ADA, FMLA, and WC requirements overlap.
- Apply compliance strategies to effectively manage employee leave and accommodation issues.

2:30 Break and Visit with Sponsors

3:00 Leadership Development Panel Discussion

1.25 Credit Hours

Amy Findley, MBA, Director of Education and Organizational Development, St. Bernards Medical Center **Aaron New, PhD**, Organizational Development Manager, Conway Regional Health System; and **Bailey Snellgrove, MA**, Organizational Development Manager, Unity Health System

The session will consist of a panel of organizational development professionals sharing their ideas, programs, and practices for leadership development. The focus will be on how some leadership programs can be adapted to smaller healthcare organizations that do not have dedicated staff and resources for leadership development. The panel will engage in a question and answer session with participants to share their ideas and offer suggestions.

Objectives

- Identify key elements of effective leadership development programs.
- Recognize strategies for adapting leadership development initiatives.
- Evaluate leadership development ideas and practices that can be implemented within your organization.

4:15 Day One Adjourns

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| 7:00 | Breakfast
<i>Tablerock B</i> |
| 8:00 | Business Meeting & Vendor Drawings |
| 8:30
<small>1.25 Credit Hours</small> | Financial Wellness Part 2: The Benefit Initiative for Creating a Financially Secure Workforce
Chris Thixton, OPATM, QPA, OKC Principal, Pension Consultants Inc.
<p>This session will challenge conventional thinking that often shapes benefit decisions and shifts the conversation away from activities and intentions to measurable outcomes. Objectives will focus on how employee financial stress impacts the workplace, identify the greatest barriers to employee financial security, and explain how employers can strategically use existing benefits to drive measurable improvements in employee financial security.</p> <p>Objectives</p> <ul style="list-style-type: none">• Identify the impact of employee financial stress on workplace performance and engagement.• Recognize common barriers to employee financial security.• Evaluate benefit strategies that support a more financially secure workforce. |
| 9:45 | Break and Visit with Sponsors |
| 10:00
<small>1.25 Credit Hours</small> | Legal Update
Audra Hamilton, JD and Nathan Read, JD, Attorneys at Law, Mitchell Williams Law Firm
<p>As the healthcare landscape continues to evolve, staying abreast of current and upcoming legislative changes is crucial for human resource professionals. This session will delve into key updates and anticipated legal shifts that are poised to shape the healthcare workforce in 2026 and beyond, and is designed to equip attendees with the knowledge and insights needed to proactively navigate the complex legal terrain.</p> <p>Objectives</p> <ul style="list-style-type: none">• Identify recent and emerging legal developments affecting healthcare employers.• Recognize potential workforce implications of changing employment laws and regulations.• Apply legal updates to support compliant HR policies and workplace practices. |
| 11:15 | HR Roundtable Question & Answer Session |
| 12:00 | Evaluation & Adjourn |

Speaker Biographies

Mark K. Cameron, JD

Attorney at Law, Friday, Eldredge & Clark Law Firm

Mark's practice is focused on advising employers on compliance with state and federal employment and immigration laws and representing businesses in litigation when the need arises. Mark has represented employers in litigation matters involving discrimination, Fair Labor Standards Act claims, non-compete agreements, breach of contract, and wrongful discharge claims.

Mark remains active in the community, serving on the Board of Directors for Arkansas Appleseed Legal Justice Center and volunteering pro-bono hours to support legal needs of Arkansans. Mark is a believer in the need for healthy breaks from work and finds joy in escaping outdoors to hike, bike, rock climb, and travel.

Mark joined the firm after receiving his law degree from the University of Arkansas at Little Rock William H. Bowen School of Law. He earned a Master of Public Service degree from the University of Arkansas Clinton School of Public Service and a bachelor's degree in International Relations and Latin American studies from the University of Arkansas.

Amy Findley, MBA

Director of Edu. & Organizational Development, St. Bernards Medical Center

Amy has worked at St. Bernards Medical Center for 22 years. She holds a bachelor's degree in Healthcare Management and an MBA from Harding University and is certified in Crucial Conversations training and DiSC personality profile training. In her current role, Amy oversees education and organizational development for approximately 5,000 employees across the Medical Center. Her responsibilities include systemwide education initiatives, leadership training, and programs that support employee growth and organizational effectiveness. She leads offerings such as Leader Orientation, Emerging Leaders, and the Leadership Development Institute which are all designed to strengthen leadership capability and advance organizational performance. Amy is passionate about equipping current and future leaders with the skills needed to thrive in today's evolving healthcare environment.

Audra Hamilton, JD

Attorney at Law, Mitchell Williams Law Firm

Audra has more than 20 years of experience representing employers in all phases of litigation, arbitration, and administrative conflicts. Her extensive experience includes representation of companies of all sizes in the energy, healthcare, construction, public utility, and service industries. In addition to her private

practice experience, Audra has been the in-house employment counsel and executive in charge of human resources for a publicly traded energy company, giving her an internal understanding of the challenges employers face. She uses that experience to provide employers with pragmatic strategies to mitigate risk. Audra has been a frequent speaker and author on employment-law-related matters, including a practice guide to employers on the Americans with Disabilities Act.

Aaron New, PhD

Organizational Development Manager, Conway Regional Health System

Aaron manages and supports the design, implementation, and evaluation of programs that the promote professional development and continuous learning of both current and emerging leaders at Conway Regional. Prior to joining Conway Regional in 2021, Aaron spent 16 years in higher education as Department Chair of Behavioral Sciences and Professor of Psychology and Counseling at Central Baptist College. He has a MA in Marriage and Family Counseling and a PhD in Psychology and Counseling. In both roles, Aaron has had a special interest, in and been a frequent speaker on, topics related to the organizational factors that contribute to stress, burnout, and secondary trauma for those working in the helping professions.

Nathan Read, JD

Attorney at Law, Mitchell Williams Law Firm

Nate has extensive experience advising employers on compliance obligations with federal, state, and local laws and regulations. He counsels businesses on employment policies and procedures, executive compensation matters and enforcement of employment, confidentiality, restrictive covenant, and severance agreements. In non-adversarial situations, Nate counsels clients on obligations under the state and federal statutes to specific contractual duties. He also advises businesses and management in developing personnel policies, personnel procedures, and employment handbooks. In addition, Nate represents individuals and companies in various contract disputes and business tort litigation, including intellectual property disputes and unfair competition claims.

Bailey Snellgrove, MA

Organizational Development Manager, Unity Health System

Bailey has experience in leadership development, employee engagement, onboarding, coaching, change management, workforce development, and culture transformation. Bailey has led enterprise-wide initiatives focused on strengthening leadership capability, improving the employee experience, and aligning people strategies with organizational goals. Since joining Unity Health, Bailey has created leadership development programs, developed frameworks for an employee growth pipeline,

contributed to grant-funded project proposals, and supported organizational initiatives designed to build internal capability and strengthen workforce development. Her work focuses on creating practical systems that help leaders communicate more effectively, develop their teams, and support a healthier organizational culture.

Earlier in her career, Bailey worked at Baptist Health, where she gained foundational experience in healthcare operations and organizational systems. She later served in organizational development roles at Arkansas Children's and UAMS, where she helped design leadership programs, develop coaching resources, improve onboarding processes, and support engagement strategies across complex healthcare environments.

Bailey holds a Bachelor of Arts in Psychology and a Master's in Organizational Leadership. She brings a practical, people-centered approach to helping leaders build trust, communicate effectively, and create stronger team cultures.

Chris Thixton, OPATM, QPA

OKC Principal, Pension Consultants Inc.

Chris serves on the leadership council for the American Society of Pension Professionals & Actuaries (ASPPA), one of five member organizations of the American Retirement Association based in Washington, D.C. He holds a Bachelor of Science from the College of Business Administration at Missouri State University. He is a Qualified Pension Administrator (QPATM) and Qualified 401(k) Consultant (QKC®). Chris has testified in Washington, D.C. at the Department of Labor's Employee Benefits Security Administration on fiduciary matters related to fee disclosure as part of the Hearing on Reasonable Contracts or Arrangements. He has testified before the DOL's ERISA Advisory Council. He also pioneered PCI's vendor research system, providing in-depth service provider comparisons and benchmarking.



Conference Info

September 24-25, 2026

Thousand Hills Resort Hotel - Branson, MO

CONFERENCE ATTENDANCE

To attend the AHHRA Conference, you must be an AHHRA member or be eligible for membership. AHHRA's affiliation with the AHA requires that all attendees be employed by an AHA member hospital or institution.

HOTEL INFORMATION

The AHHRA 2026 Fall Conference will be held at the Thousand Hills Resort Hotel at 120 South Wildwood Drive, Branson, MO 65616.

A block of sleeping rooms has been reserved for the nights of Wednesday, September 23 and Thursday, September 24, with room rates starting at \$115 per night. For reservations please call (888) 208-5960 and mention that you are attending the Arkansas Healthcare Human Resources Association Fall Conference. All rooms are non-smoking. The last day to book a room at the reserved rate is September 1.

First Night Free for Members!

Thanks to the generosity of Platinum Sponsors, **BenefitsME**, **CoreWorks Healthcare Solutions**, and **Stephens Insurance, LLC**, AHHRA Members will each receive one complimentary hotel room night.

Members MUST make their reservations by no later than September 1 to receive this benefit. Any cancellations made outside of the 14-day cancellation window may incur a fee. Members are responsible for any fees or charges made to the room.

CANCELLATION & REFUND POLICY

If cancellations are received after **September 18**, \$50.00 of the registration fee is refundable. Registrants who cancel the day of the program or fail to attend must pay the entire fee. Registrants unable to attend may send an alternate. If the alternate is not a member, the non-member registration fee will be required.

CONTINUING EDUCATION

To receive hours, participants must attend all educational sessions in their entirety and complete the evaluation via Survey Monkey by **October 2**.

Human Resources

5.0 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, and SPHRi™ recertification hours have been applied for through the HR Certification Institute.

Legal

An application for **5.0 General Continuing Legal Education (CLE) hours** has been submitted for this event. In addition to the requirements above, CLE hour seekers must fill out and return a sign-in sheet requesting hours.

Questions?

email: cvantassel@arkhospitals.org

2026 AHHRA Fall Conference Registration

September 24-25, 2026

Thousand Hills Resort Hotel - Branson, MO

TWO-DAY REGISTRATION

☐ I WILL ATTEND BOTH DAYS

☐ **FREE** - AHHRA MEMBER

☐ \$150 - NON AHHRA MEMBER

ONE-DAY ONLY REGISTRATION

☐ THURSDAY ☐ FRIDAY

☐ **FREE** - AHHRA MEMBER

☐ \$125 - NON AHHRA MEMBER

ATTENDEE INFORMATION

NAME

TITLE

ORGANIZATION NAME

ADDRESS (CITY, STATE, & ZIP)

PHONE NUMBER

EMAIL ADDRESS

PAYMENT INFORMATION

☐ **CHECK ENCLOSED** (Payable to Arkansas Healthcare Human Resources Association or AHHRA)

CREDIT CARD

CARD NUMBER (VISA OR MASTERCARD ONLY)

EXP. DATE

CVV

PHONE

NAME ON CARD

SIGNATURE

CREDIT CARD BILLING ADDRESS (INCLUDING CITY & ZIP)



PLEASE SUBMIT REGISTRATIONS & PAYMENT BY MAIL OR FAX TO:

Mail: 419 Natural Resources Drive, Little Rock, AR 72205

Fax: (501) 224-0519

Emailed submissions will not be accepted.