

KENAN INSTITUTE OF PRIVATE ENTERPRISE

Frontiers of Business Conference:

Workforce Disrupted

Seeking the Labor Market's Next Equilibrium



October 12-13, 2023

The Carolina Inn • Chapel Hill, NC

Corporate executives, top researchers and policy leaders gather to share objective, evidence-based solutions for navigating the precarious road toward a labor market equilibrium.



ABOUT THE KENAN INSTITUTE OF PRIVATE ENTERPRISE

The Frank Hawkins Kenan Institute of Private Enterprise develops and promotes innovative, market-based solutions to vital economic issues.

With the belief that private enterprise is the cornerstone of a prosperous and free society, the institute fosters the entrepreneurial spirit to stimulate economic prosperity and improve the lives of people in North Carolina, across the country and around the world.

Established in 1985 by Frank Hawkins Kenan, the institute offers a number of programs, conferences and seminars which bring together high-profile business leaders, academic researchers and policymakers.

The institute is supported through generous annual funding by the William R. Kenan Jr. Fund, public and private sector grants, corporate sponsorship, individual donations and event fees.

THE KENAN INSTITUTE GRAND CHALLENGE INITIATIVE

The Kenan Institute's annual grand challenge marks a concerted, yearlong effort to examine the most complex and timely issues facing business and the economy today. With the help of a hand-selected group of elite scholars and practitioners from various disciplines, we aim to develop a list of actionable recommendations in the form of written reports, workshops, webinars and business roundtables. The culmination of these efforts is the two-day Frontiers of Business Conference, which convenes cross-sector leaders from diverse backgrounds to share objective and evidence-based solutions while inspiring further collaboration and action.

The 2023 official grand challenge theme is Workforce Disrupted: Seeking the Labor Market's Next Equilibrium.

From quiet quitting to the "great resignation", the COVID-19 pandemic has driven massive shifts in what workers expect from their jobs. The corporate demand for talent has evolved to reflect new markets

and the need for different worker profiles, while many employees across the globe have discovered the benefits of remote work – altering their views toward existing employers as well as their desires for future careers. These changes – combined with an overheated economy – have generated massive dislocation characterized by a severe labor shortage and skills mismatch. So, where does the world's workforce go from here?



Scan to explore Kenan Insights, commentaries, videos and more related to Workforce Disrupted: Seeking the Labor Market's New Equilibrium.

LETTER FROM THE DIRECTOR



Paige Ouimet

*Executive Director
Kenan Institute of Private
Enterprise; Professor of Finance
and Associate Dean of the Ph.D.
Program, UNC Kenan-Flagler
Business School*

On behalf of the Frank Hawkins Kenan Institute of Private Enterprise, I'm thrilled to welcome you to our eighth Frontiers business conference. This conference will bring together corporate executives, top academics and policy leaders to share evidence-based solutions, evaluate the new labor market equilibrium and explore the forces that are defining it.

Each year the Kenan Institute conducts an in-depth examination on a subject that is foremost in the minds of corporate leaders, is of interest to academic researchers, and has important public policy ramifications. Throughout the year, we highlight the institute's and UNC Kenan-Flagler Business School's thought leadership. Moreover, to add to our depth of knowledge in these rotating topics, we also bring in world-renowned experts such as our Kenan Institute Distinguished Fellows. In 2022, we focused on the debate around stakeholder capitalism and ESG investing. In 2023, we have been concentrating on post-COVID-19 disruptions to the workplace and workforce. These deep dives culminate each year in a conference where we share lessons learned and foster frank conversation among an exceptional group of leaders with a diversity of viewpoints, experiences and backgrounds.

We are privileged to be able to congregate at the beautiful and historic Carolina Inn. Located right on campus at the University of North Carolina at Chapel Hill, The Carolina Inn is an iconic hotel hosting visitors, UNC families and special events since 1924.

We want to provide a special thanks to our event sponsors – Citizens Financial Group, Fifth Third Bank, Honda and NTT Data – for their support in bringing this conference to life. We also want to thank Bruce and Katie Van Saun for their generous support for our Kenan Institute Distinguished Fellows. Finally, we are also tremendously appreciative of participation from our Luther Hodges Scholars.

Our hope is that the Frontiers of Business Conference will continue to be a unique forum for bringing together top researchers, executives and policymakers to tackle pressing issues.

Thank you again for joining us, and we hope you enjoy the event!

Sincerely,

Paige Ouimet

Executive Director

Frank H. Kenan Institute of Private Enterprise

2023 FRONTIERS OF BUSINESS CONFERENCE

THURSDAY, OCTOBER 12

Registration and Networking

8:30 AM | Colonnade | Breakfast Available

Welcome and Overview of the 2023 Grand Challenge: Workforce Disrupted

9:00 AM | Hill Ballroom | **Paige Ouimet**, Executive Director, Kenan Institute of Private Enterprise; Associate Dean for the Ph.D. Program and Professor of Finance, UNC Kenan-Flagler Business School

Panel Discussion: Framing the New Equilibrium

9:25 AM | Hill Ballroom | Moderator
Gerald Cohen, Chief Economist, Kenan Institute of Private Enterprise
Panelists
DeLisa Alexander, Board Director, Qlik, Sophos and Synechron; Retired Chief People Officer, Red Hat
John Haltiwanger, Dudley and Louisa Dillard Professor of Economics, University of Maryland and 2023 Kenan Institute Distinguished Fellow
Jeff Swearingen, Global Senior Vice President, PepsiCo

10:15 AM | Networking Break

Keynote: An Economist's Guide to Immigration Reform

10:45 AM | Hill Ballroom | **Tara Watson**, Professor of Economics, Williams College; Director of Center for Economic Security and Opportunity, Brookings Institution; 2023 Kenan Institute Distinguished Fellow

Panel Discussion: Navigating the Great Resignation and Beyond

11:15 AM | Hill Ballroom | Moderator
Sekou Bermiss, Associate Professor of Strategy and Entrepreneurship, UNC Kenan-Flagler Business School
Panelists
Barbara Entwisle, Kenan Distinguished Professor, UNC Chapel Hill
Jeff Korzenik, Chief Economist, Fifth Third Bank
Bruce Van Saun, Chairman and CEO, Citizens Financial Group

Luncheon

12:00 PM | Chancellor's Ballroom

A Video Message from U.S. Sen. Thom Tillis

Thom Tillis, U.S. Senator for North Carolina

A Conversation with N.C. Sen. Michael V. Lee on Meeting North Carolina's Future Workforce Needs

Moderator
Thomas Stith, CEO, The Michael Thomas Group Inc.; Former President, North Carolina Community College System; 2023 Kenan Institute Distinguished Fellow
Speaker
Sen. Michael V. Lee, North Carolina General Assembly

1:30 PM | Networking Break

Breakout Sessions

Panel Discussion: Meeting North Carolina's Labor Needs: Policy and Partnership

1:45 PM	Hill Ballroom - North	<i>Moderator</i> Anita Brown-Graham, Gladys Hall Coates Distinguished Professor of Public Law and Government; Associate Dean for Strategic Initiatives, UNC School of Government; Director, ncIMPACT Initiative <i>Panelists</i> Rick Brown, Senior Vice President, Leader on Loan, Bank of America Joshua Levy, Senior Policy Analyst, North Carolina Department of Commerce Gary Salamido, President and CEO, NC Chamber
---------	--------------------------	--

Panel Discussion: Leading in a Hybrid World

	Hill Ballroom - South	<i>Moderator</i> David Hofmann, Hugh L. McColl, Jr. Distinguished Professor of Leadership and Organizational Behavior and Senior Associate Dean of UNC Executive Development, UNC Kenan-Flagler Business School <i>Panelists</i> Jeneén Felder, Director, Global Emerging Talent Recruiting, Cisco Stephanie Headley, Senior Vice President, North America Skin Care and Global Olay, Procter & Gamble Kathy Boden Holland, CEO, Consumer Safety Technology
2:45 PM	Networking Break	

Breakout Sessions

Panel Discussion: Workforce Development Pipeline Blueprint: A Case Study in Public-Private Collaboration

3:00 PM	Hill Ballroom - North	<i>Moderator</i> Mark Little, Executive Director, NCGrowth <i>Panelists</i> Dr. Pamela Howze, National Director of Workforce Strategies, National Institute for Innovation and Technology Jerry Jones, Executive Director, Center for Workforce Engagement, Durham Technical Community College Shawnice Meador, Senior Director, Global Talent Management, Wolfspeed Margaret Robertson, Vice President of Workforce Development, Central Carolina Community College
---------	--------------------------	--

Panel Discussion: The Gig Economy: Transforming Work as We Know It

	Hill Ballroom - South	<i>Moderator</i> Camelia Kuhn, Director of Research, Kenan Institute of Private Enterprise; Faculty Director, NCGrowth; and Professor of Finance, UNC Kenan-Flagler Business School <i>Panelists</i> Candace Burnett, Vice President, Partner Resources, Starbucks Mohammad Hossein Jarrahi, Associate Professor, UNC School of Information and Library Science Albert L. Wright, Jr., President and CEO, West Virginia University Health System
4:00 PM	Networking Break	

Workplace Talent, Skills and Economic Competitiveness: A Fireside Chat with UNC Kenan-Flagler Dean Mary Margaret Frank

4:15 PM	Chancellor's Ballroom	<i>Moderator</i> Mary Margaret Frank, Dean, UNC Kenan-Flagler Business School <i>Panelists</i> Ritch Allison, Retired CEO, Domino's Pizza Tim Humphrey, Chief Analytics Officer, North Carolina State Executive and RTP Senior Site Executive, IBM
---------	--------------------------	--

Reception

5:15 PM	Old Well
---------	----------

2023 FRONTIERS OF BUSINESS CONFERENCE

FRIDAY, OCTOBER 13

Registration and Networking

8:30 AM | Colonnade | Breakfast Available

Keynote: The Influence of Mega-Threats on Individuals at Work

9:00 AM | Hill Ballroom | **Angelica Leigh**, Assistant Professor of Management and Organizations, Duke Fuqua School of Business, 2023 Kenan Institute Distinguished Fellow
Shimul Melwani, Associate Professor of Organizational Behavior and Associate Dean of the Undergraduate Business Program, UNC Kenan-Flagler Business School

Panel Discussion: The Purposeful Company: Beyond Profits

9:30 AM | Hill Ballroom | Moderator
Mike Christian, Bell Distinguished Scholar and Professor of Organizational Behavior, UNC Kenan-Flagler Business School
Panelists
Michael Barkley, Former CEO, KIND Snacks; Board Director, Higher Ambition Leadership Alliance
Dana O'Donovan, Social Impact and Monitor Institute by Deloitte Leader, US Purpose and DEI Office, Deloitte
Katie Wu, Associate Director, Sustainable Investing, Private Markets, Manulife Investment Management

10:15 AM | Networking Break

Keynote: Succeeding in a Constantly Changing World

10:45 AM | Hill Ballroom | **Arvind Malhotra**, H. Allen Andrew Distinguished Professor of Strategy and Entrepreneurship, UNC Kenan-Flagler Business School and 2023 Kenan Institute Distinguished Fellow

Panel Discussion: Future-Proofing Skills for the Modern Workforce

11:15 AM | Hill Ballroom | Moderator
Stan Ahalt, Dean, UNC School of Data Science and Society
Panelists
Theresa Barber, Vice President, HR People Systems and Analytics, SAS
Wayne Busch, Group President - Consulting and Digital Transformation Services, NTT DATA
Tammy J. Samuels, Executive Director, Career and Leadership for MBA and Alumni Programs, UNC Kenan-Flagler Business School
Fred Stutzman, CEO, Freedom

Buffet Luncheon - Closing Remarks: Anticipating Tomorrow's Challenges

12:00 PM | Chancellor's Ballroom | **Paige Ouimet**, Executive Director, Kenan Institute of Private Enterprise; Associate Dean for the Ph.D. Program and Professor of Finance, UNC Kenan-Flagler Business School

Networking Reception

1:15 PM | Colonnade | Coffee and dessert available

The Frontiers of Business Conference would not be possible without the generous support of our sponsors:



FIFTH THIRD BANK

HONDA

NTT Data



For full agenda details, session descriptions and speaker bios, please visit: ► frontiers.unc.edu

