

HR Edge Network Agenda November 7, 2025
GLC Room, Rockwell West, Colorado State University
Theme: Citizenship and Community Engagement

8:00-8:30 Breakfast

8:30-9:15 Welcome

- Introductions
- Lynn highlights news
- Mara presents department updates
- Shannon Rooney, Tayden Reese, and Cassidy Gangl present HR program updates

9:15-10:15 Chris Henle - Translating Research to Practice

My past research focused on helping job applicants with a criminal record effectively disclose their record to potential employers in a way that reduces discrimination and increases the likelihood of securing employment. After focusing on how job applicants can protect themselves, I turned my attention to how to decrease stereotypes and biases employers have toward this population. To achieve this goal, I partnered with Homeward Alliance's Retry Program to create a training program they could deliver to employers and potential partners. Using a train the trainer model, I provided them with research-based information to dispel stereotypes and provide best practices for hiring this group. In exchange, I learned from program managers, case workers, and participants the challenges the formerly incarcerated face when seeking employment, which informed my research. I will share components of the training program as well as lessons learned.

10:15-10:30 Biobreak

10:30-11:45 Sherry Fu – Quiet Quitting: How We Lose Organizational Citizens

In this paper, we look at what “quiet quitting” really means and why it happens. Quiet quitting is when employees intentionally stick to only the basic requirements of their job and don't go above and beyond. We show that this often happens when employees feel that their employers have broken promises about fairness or the way that the job was supposed to be designed. When promises are kept, people are more satisfied and less likely to quite quit. But when promises are broken, quiet quitting increases, and leads to more negative behaviors (e.g., slacking off) and fewer positive ones (e.g., helping others). The main message is that if managers are clear and honest about expectations, and follow through on what they promise, they can reduce quiet quitting and its negative effects.

11:45-1:00 Lunch with students

1:00-2:00 Community Partnerships: Bill Shuster, Master Lecturer, Department of Management, will present the concept of signature experiences used in the department and describe the Consulting Practicum that he developed and teaches. Tiffany and Sam will highlight the signature experiences HREN members have provided to students in their courses, and HREN members will share their reflections.

2:00-2:10 Biobreak

2:10-2:45 New Programs at CSU – Lynn

2:45-3:00 Break

3:00-4:00 Brainstorming Session for Executives and Faculty: Training the Next Generation of Good Citizens