

The Expanded Focus Series: Artificial Intelligence

October 21, 2026 • 11:00 AM – 1:45 PM EDT

11:00 AM – 11:05 AM | WELCOME & INTRODUCTIONS

AI in the Workplace: Navigating Federal Policy and the Growing Patchwork of State Laws

11:05 AM – 11:50 AM | *Program Chair and Faculty, Annette Tyman, and Chandler Morse (Workday)*

Join Annette Tyman and Chandler Morse for a survey of the current regulatory landscape for workplace AI at both the federal and state levels. This topic covers the evolving federal posture, including the withdrawal of prior agency guidance and shifting enforcement priorities, alongside the growing patchwork of state laws now governing AI in employment—from Illinois and California to Colorado and Connecticut—and what employers need to know to stay compliant on both fronts, setting the regulatory context for the practitioner.

AI Hiring Tools on Trial: Lessons from the Growing Wave of Algorithmic Bias Litigation

11:50 AM – 12:30 PM | *Program Chair and Faculty, Michelle Duncan, and Heather Dunn Navarro (Eightfold AI)*

Join Michelle Duncan and Heather Dunn Navarro for an examination of the surge of litigation targeting AI-driven applicant tracking, resume screening, and video interview tools—including a closely watched nationwide class action alleging that algorithmic screening discriminated against applicants based on age, race, and disability. This topic breaks down the disparate impact theories driving these claims under Title VII, the ADEA, and the ADA and innovative strategies advanced by plaintiffs and will address what the early rulings signal for both employers and vendors and the practical lessons for reducing exposure: vendor auditing, bias testing, and documenting defensible selection decisions. Followed by a 10-minute live Q&A.

12:30 – 12:45 PM | BREAK

From Risk to Readiness: Best Practices for AI-Driven Monitoring, Performance Management, and Employment Decisions

12:45 PM – 1:30 PM | *Program Chairs and Faculty, Michelle Duncan and Annette Tyman*

Rounding out the program, join Michelle Duncan and Annette Tyman as they translate the regulatory and litigation landscape into an action plan employers can put to work now. Focusing on AI-driven automated employment decision tools, the presenters will walk through best practices for building a defensible AI governance program: notice and human-review protocols, bias testing and vendor oversight, ADA accommodation processes, recordkeeping and documentation, and training for HR and managers — so attendees leave with a practical roadmap for managing AI risk across the employment lifecycle.

1:30 PM – 1:45 PM | CLOSING REMARKS BY PROGRAM CHAIRS