



2008

January 25-27
Embassy Suites – Convention Center
Washington, DC

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Friday, January 25

12:00 p.m. – 1:00 p.m. Meetings Committee Meeting
Capital A

1:00 p.m. – 3:30 p.m. Executive Committee Meeting

3:00 p.m. – 4:45 p.m. **Registration**
Capital A

5:30 p.m. – 7:00 p.m. **Welcome Reception**
Capital D

Please be sure to join us to meet with friends and welcome new faces. We'll also take this opportunity to recognize the Mid-Year Meeting sponsors.

Saturday, January 26

All Sessions will be held in Capital A unless otherwise noted. These sessions are open to state attendees only.

Enjoy a complimentary cooked to order breakfast at the hotel restaurant, Finn & Porter. Breakfast is served beginning at 6:00 a.m. (A limited amount of coffee, juice and pastries will be available in the meeting room at 8:00 a.m.)

7:00 a.m. – 8:30 a.m. Registration
Capital A

8:30 a.m. – 9:00 a.m. **Opening Session and Welcome**
Moderators: Jim Farrell, NASPE President and Director, Michigan Civil Service and Dana Jefferson, Ph.D., IPMA-CP NASPE President-Elect and Director, Delaware Human Resource Management

Are other states struggling with the same issues? Find out as attendees introduce themselves and talk about their state's current issues and hot topics.

9:00 a.m. – 10:15 a.m. **Session 1: Getting Them and Keeping Them**
Moderator: Sara R. Wilson, NASPE Immediate Past President and Director, Virginia Department of Human Resource Management
Come prepared to discuss your state's challenges, strategies and solutions in recruiting and retaining top talent and everything in between, including onboarding and succession planning

10:15 a.m. – 10:30 a.m. Break

10:30 a.m. – 12:00 p.m. **Session 2: Effective HR Measures**
Moderator: Samuel L. Wilkins, IPMA-CP, Director, South Carolina Office of Human Resources
How does your state measure its HR effectiveness? Hear from states that are utilizing HR measures included in NASPE's HR Metrics Toolkit. Get their feedback on data collection and evaluation and how these measures are helping their HR programs. In addition, discuss other measures your organization is utilizing.

12:00 p.m. – 1:00 p.m. **Lunch**
Capital D
Hear from NEOGOV on the latest in online government recruiting efforts and network with meeting attendees

1:00 p.m. – 1:30 p.m. **Mid-Year Business Meeting**

1:30 p.m. – 2:45 p.m. **Session 3: Healthcare Benefits**
Moderator: Randy Morris, Administrator, Montana Division of Personnel
Providing healthcare benefits for the state government employee and retiree population continues to be a challenge for state governments across the country. Discuss the

strategies your state has implemented or is considering – including consumer-driven healthcare, disease management, wellness programs, and quality initiatives.

2:45 p.m. – 3:00 p.m. Break

3:00 p.m. – 4:15 p.m. **Session 4: HR Staff Development and Competencies**

Moderator: David Kaye, Director, Colorado, Division of Human Resources

As central HR departments continue to move from a transactional role to a consultative one, developing your staff is critical to your department's success. Share your state's initiatives for identifying and developing HR competencies in your current and, even, future staff.

6:00 p.m. – 8:30 p.m. **NASPE Mid-Year Meeting and Dinner**

Meet in the hotel lobby at 6:00 p.m. for a short walk to dinner at the popular Old Ebbitt Grille.

Sunday, January 28

Breakfast

Enjoy a complimentary cooked to order breakfast at the hotel restaurant, Finn & Porter. Breakfast is served beginning at 6:00 a.m. (A limited amount of coffee, juice and pastries will be available in the meeting room at 8:00 a.m.)

8:30 a.m. – 9:45 a.m. **Session 5: What's the Workforce Data Really Telling Us?**

Moderator: Jeff Herring, Executive Director, Utah Department of Human Resource Management

Analyzing the workforce demographic data can be a challenge. Yes, the workforce is getting older and many state employees are eligible for retirement. But, are they actually retiring in the waves you may have anticipated? How long can you expect the younger generations to stay? Discuss ways your state is analyzing the data and predictive tools you're using to identify your state's future workforce needs.

9:45 a.m. – 10:00 a.m. Break

10:00 a.m. – 11:00 a.m. **Session 6: Organizational Development**

Moderator: Oscar B. Jackson, Jr., IPMA-CP, Cabinet Secretary for Administration and Human Resources and Administrator, Oklahoma Office of Personnel Management

Does your organization have an organizational development function? What are some of your responsibilities and experiences in this area?

11:00 a.m. – 12:00 p.m. **Roundtable Discussion and Meeting Wrap-Up**

Moderator: Dana Jefferson, Ph.D., IPMA-CP, NASPE President-Elect and Director, Delaware Human Resource Management

A satisfying response to "there just wasn't enough time." This is an opportunity to continue discussion on topics still weighing on your mind or to choose issues the agenda did not cover.

12:00 p.m. Meeting Adjourns

**See you in Oklahoma City at the Annual Meeting.
July 12-16
Skirvin Hilton Hotel**