



Final Agenda

January 28—30, 2005

Arlington, Virginia

Hilton Arlington & Towers



FINAL AGENDA

FRIDAY, JANUARY 28

9:00 a.m. – 3:00 p.m. **Executive Committee Meeting & Strategic Planning Session**
Renoir

2:00 p.m. – 5:00 p.m. **Registration**
Masters Foyer

3:00 p.m. – 5:00 p.m. **New Member Orientation**
Matisse

5:30 p.m. – 7:00 p.m. **Welcome Reception**
DaVinci/Picasso

Dinner on your own

SATURDAY, JANUARY 29

7:45 a.m. – 9:00 a.m. **Registration**
Gallery Foyer

7:45 a.m. – 8:15 a.m. **Continental Breakfast**
Gallery I

8:15 a.m. – 8:45 a.m. **Welcome and Overview of Program**
Gallery I
Moderators: NASPE President Samuel L. Wilkins, Director, South Carolina Office of Human Resources and **NASPE President-Elect Anne S. Soileau**, Interim Director, Louisiana Department of State Civil Service

8:45 a.m. – 10:15 a.m. **Session 1: Workforce Planning: Recruitment, Retention and Competency-Based Hiring**
Gallery I
Where are you with your state's workforce plan? Want to know how other states are addressing issues related to the aging workforce, knowledge management and hard-to-fill positions? You don't want to miss this session!
Moderator: Sara Redding Wilson, Director, Virginia Department for Human Resource Management

10:15 a.m. – 10:30 a.m. **Break**

SATURDAY, JANUARY 29(cont'd.)

10:30 a.m. – 11:45 a.m.
Gallery I

Session 2: HR Architecture

As governors and legislative leaders become increasingly concerned with creating efficiencies in government, state human resource management directors have looked at the way they provide services to their customers. While some are centralizing and others are decentralizing there is a current trend in restructuring. Hear from states who have recently undertaken structural changes – the good, the bad and the lessons learned.

Moderator: Nancy Dering Martin, Deputy Secretary for Human Resources, Pennsylvania Governor's Office of Administration

Featuring reports from: Ruth Bramson, Chief Human Resources Officer, Massachusetts Human Resource Division and **Mila Cosgrove**, Director, Alaska Division of Personnel.

11:45 a.m. – 1:00 p.m.
Gallery II

Lunch/History of NASPE

NASPE came to be in 1977. What initiated the formation of the association and how has it changed in its 28 years of existence? Hear about NASPE's interesting history during this lunch time presentation from NASPE's veteran member, Oscar Jackson.

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

1:00 p.m. – 1:30 p.m.
Gallery I

NASPE Business Meeting

1:30 p.m. – 2:45 p.m.
Gallery I

Session 3: Healthcare Benefits

Costs of providing healthcare benefits to employees continue to escalate and many states are finding it continuously difficult, if not impossible, to provide the same level of benefits without sharing the expense with employees – not always a popular option. Discuss ways in which NASPE can help you deal with this complex issue.

Moderator: Ann Heilman, Administrator, Idaho Division of Human Resources

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:15 p.m.
Gallery I

Session 4: Outsourcing HR

Outsourcing continues to be one of the most popular topics in state government. Participate in a lively discussion about what aspects of HR, if any, your state is outsourcing.

Moderator: Jeff Schutt, Director, Colorado Division of Human Resources

4:15 p.m. – 4:30 p.m.
Gallery I

Daily Wrap-Up

SATURDAY, JANUARY 29(cont'd.)

6:30 p.m. **Group Dinner at Tutto Benne Italian Restaurant**

Meet in hotel lobby at

*6:15 p.m. to walk to
restaurant.*

SUNDAY, JANUARY 30

8:00 a.m. – 8:30 a.m. **Buffet Breakfast**

Gallery I

8:30 a.m. – 10:30 a.m.

Gallery I

Session 5: HR Metrics

How and what do you measure to determine HR efficiencies? As governors and other state leaders continue to demand accountability, it will be critical for HR to answer these questions. Hear from representatives in Indiana and Texas who have begun significant work on this issue and other states who are just beginning the process.

Moderator: Tony Garrant, State Classification Officer, Texas State Auditor's Office

10:30 a.m. – 10:45 a.m.

Break

10:45 a.m. – 12:00 p.m.

Gallery I

Session 6: Free for All Roundtable

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 such as HR outsourcing, NASPE's database taskforce, or human resource management systems.

Moderator: NASPE President-Elect Anne Soileau, Interim Director, Louisiana Department of State Civil Service

12:00 p.m.

Gallery I

Boxed "to go" lunches served

Meeting adjourns