

WRIPAC Meeting Agenda
Thursday and Friday, January 29-30, 2014
Homewood Suites – Roseville, Ca

THURSDAY, January 29, 2015

8:00 a.m. to 8:30 a.m. **Coffee/Networking**

8:30 a.m. -8:45 a.m. **Welcome and Opening Remarks**
Tina Pruett, WRIPAC President – City & County of San Francisco Human Resources

8:45 a.m. – 10:30 a.m. **Introductions and Roundtable Discussion**
In the ideal world of personnel assessment, we have unlimited financial and human resources, a large, motivated sample for field testing, an adequate supply of competent subject matter experts, sufficient time to perform all tasks, and clients who are well informed about what it takes to develop and maintain a high quality assessment system and who are uninfluenced by political considerations.

Then there is the real world that we inhabit. We face constraints and challenges that get in the way of our achieving the testing standards we aspire to. The key is to have a repertoire of innovative solutions or workarounds to overcome these obstacles.

WRIPAC's signature roundtable sessions allow members and guests to share challenges and success stories from their agencies, to solicit support and ideas on ways to address common issues that we all face, and to identify opportunities for WRIPAC as an organization to fill the gaps between the resources currently unavailable or too expensive. Our roundtable sessions help to identify future meeting presentation topics, as well as inform decisions on future trainings that WRIPAC can offer the HR community to develop the skills and abilities of our workforce. Attendees are encouraged to come prepared with questions or ideas to share with the group.

10:30 a.m. – 10:45 a.m. **Morning Break**

10:45 a.m. – 12:00 p.m. **Using Crowd Sourced Tests**
In developing specific knowledge tests, assessment professionals face a somewhat difficult set of dilemmas. Writing and validating an exam can be time intensive and there may not be sufficient incumbents to analyze items or otherwise verify the reliability or validity of the exam. However, jobs where knowledge tests can be effective, such as IT professionals, can be difficult to recruit and have a large impact on an organization. This means that having accurate assessments is a critical organizational need.

An option for bringing reliable tests is using crowd sourcing. Crowd sourcing is obtaining services or content by asking for input from an online community. As applied to assessment, this would include sourcing assessment items online rather from internal sources or a contracted vendor.

This talk will describe an experience with a client where crowd sourced tests

western region intergovernmental personnel assessment council

www.wripac.org

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were used for a variety of jobs. Following the presentation will be some lively discussion points about the advantages and concerns about using crowd-sourced tests.

Dr. Warren Bobrow, All About Performance

Warren Bobrow, Ph.D. specializes in employee selection, manager assessment, structured interviews, and opinion surveys. He has worked in a diverse range of industries, including the public sector, customer contact centers, finance, health care, petroleum, retail, distribution, telecommunications, utilities, and apparel manufacturing throughout North America, Asia and Europe. Dr. Bobrow strives to create assessment programs that a client can easily manage and are designed to meet their specific needs. He brings experience and creativity to projects, many of which include the use of advanced computer technologies to deliver the most value possible to clients.

Dr. Bobrow received a B.A. degree from the University of California, Irvine in psychology and a Ph.D. in industrial and organizational psychology from the University of Tennessee. He is a licensed psychologist. Warren is a frequent presenter at IPAC and other professional and industry conferences.

Warren is a member of the American Psychological Association, American Society for Healthcare Human Resources Administration, International Personnel Assessment Council, Rotary International and Society for Industrial and Organizational Psychology.

12:00 p.m. -1:30 p.m.

Lunch Break

New Members are invited to participate in the New Members' Lunch (Location to be announced; non-hosted).

1:30 p.m. – 2:45 p.m.

Committee Meetings/Innovations Project Teams

Committees will subgroup to discuss current projects, and to develop goals to be accomplished prior to the next meeting.

2:45 p.m. – 3:00 p.m.

Afternoon Break

3:00 p.m. – 4:15 p.m.

Staffing Alternatives: An Exploration of Staffing Resources and Solutions

When times are tough, we all cut back. But what if times stay tough, and we still have a demand for services? Join Regional Government Services, JPA, for an exploration of the world of options BEYOND the simple decision to fill a position or leave it vacant. Now more than ever, innovative HR professionals are essential to help organizations navigate the new world of acquiring talent—and paying for it! RGS will share a vision, case studies and tools for re-thinking the ways that HR can work to help public sector organizations find new models to achieve both fiscal sustainability and critical skills acquisition.

Sophia Selivanoff, Regional Government Services – Local Government Services

After acquiring an MS in Industrial/Organizational Psychology from Texas A&M University in 1989, Sophia Selivanoff joined Ted Darany's team of selection analysts in San Bernardino County, where she obtained outstanding experience in applying testing theories to real-world situations. She was offered the role of

western region intergovernmental personnel assessment council

www.wripac.org

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employment manager for the Sheriff's Department and as their only onsite HR manager, found herself enjoying the broad range of HR issues and problems that presented themselves. Her career was relocated in 1997 to northern CA, where as a Senior HR Analyst for the County of Sonoma, she supported the law and justice departments of the County, primarily with recruitment and testing activities. A transfer across town to pursue a broader range of HR generalist skills placed her in the HR department of the City of Santa Rosa. There, her effective, creative and flexible approach to personnel administration resulted in an offer to assume the role of HR Manager for the Police Department, a role she is thankful to have held for four years of exceptional professional and personal growth. Sophia left the City of Santa Rosa in mid-2009, and joined the Regional Government Services team later that year. RGS is a unique public sector agency which provides a range of administrative and professional support services exclusively to public agencies. Sophia has been privileged to work with a range of CA agencies in various human resource management roles and activities, as well as to have a leadership role in developing the human resource management offerings of RGS.

Evening Activities:

Hospitality Suite

Immediately following our meeting, come to our designated suite (room number to be announced at meeting) where cocktails and refreshments will be provided.

5:30 – 7:30 p.m.

Dr. WRIPAC – Strikes Unlimited

DR. WRIPAC is a professional networking event that gives our members and guests an opportunity to socialize and get to know one another outside of the meeting. We will be enjoying private bowling, billiards, sports TV, appetizers and drinks in the Back Alley Event Room at Strikes Unlimited in Rocklin, the premier bowling destination in Rocklin.

Tickets are available for \$25 per person, which includes appetizers, unlimited soda, an adult beverage and plenty of games, fun and networking with your fellow WRIPAC attendees.

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FRIDAY, January 30, 2015

- 8:00 a.m. – 8:30 a.m.** **Coffee/Reconvene Meeting**
Tina Pruett, WRIPAC President – City & County of San Francisco Human Resources
- 8:30 a.m. – 9:45 a.m.** **Why be Social? A Look at Social Media as a Recruitment Tool for Employers**
This presentation will focus on a number of key elements related to social media as a recruitment tool for employers and will provide opportunity for interactive and engaging discussion:
- What is Social Media?
 - How social are you?
 - How can Social Media positively impact your agency?
 - The importance of Social Media in today's competitive employer market
 - How is CalDOJ using social media?
- Nishdeep Singh, CA Department of Justice, Office of the Attorney General**
Nishdeep Singh has a Bachelor's degree in economics and a Master's degree in Business Administration. The emphasis in her MBA was Social Marketing. She is an entrepreneur who, as the owner of a successful Subway franchise, has handled all of her own marketing, recruiting and hiring. In addition, she has worked on international marketing projects where she collaborated with the United Kingdom's National Health Service as a brand developer to promote equitable healthcare for adults with learning disabilities. She currently works at the California Department of Justice in employer brand development and recruiting.
- 9:45 a.m. – 10:00 a.m.** **Morning Break**
- 10:00 a.m. – 10:45 a.m.** **Continuation of Roundtable Discussion**
- 10:45 a.m. – 12:30 p.m.** **Business Meeting**
Attendance at this meeting is required in order for your participation to be counted for membership purposes. As a reminder, you must attend 2 meetings in a row to become a member and 2 out of the 3 meetings per year to maintain membership.
- 12:30 p.m.** **Adjournment**
Thank you for coming! See you in Pasadena for the next WRIPAC meeting in the Spring!

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About WRIPAC

WRIPAC is a non-profit human resources organization with over thirty small, medium, and large public agency members representing state and local governments, school districts, utility districts, and other public agencies in the Western States.

MEETING COST | WRIPAC Meetings (Thursday-Friday) are free to members and non-members alike. Individuals who wish to attend the Wednesday training that precedes the meeting will need to pay the associated Training fee.

MEMBER BENEFITS | As a member, your organization will have opportunities for training, professional development, and networking. You will have access to monographs, job postings, test material exchange, and more.

JOIN WRIPAC | Membership is open to any public agency in the Western United States. There is no fee to join WRIPAC. The membership process begins by attending one of the meetings held throughout the year. Your agency designates a representative to attend two consecutive meetings. Your agency submits a letter to WRIPAC identifying the designated representative and agreeing to the WRIPAC principles outlined in our bylaws. At the next meeting, your request is accepted and voted on by the current membership.

MAINTAINING MEMBERSHIP | Agency representatives are expected to be actively involved in a WRIPAC committee or in an administrative function. Following the initial two meetings, agency representatives are required to attend a minimum of two business meetings per fiscal year.

UPCOMING TRAINING OPPORTUNITIES | Each WRIPAC meeting is preceded by a training class. The upcoming training opportunities are provided below. Refer to www.wripac.org for more information and to register.

January 28, 2015: Strategic Partnering: The Role of the Selection Analyst in the Hiring Process – Roseville, CA
Shelley Langan

January 29-30, 2015: WRIPAC Winter Meeting – Roseville, CA

June 3, 2015: Position Classification and Allocation Made Easy – Pasadena, CA
Karen Coffee

June 3, 2015: Pass Point Setting – Pasadena, CA
Shelley Langan

June 4-5, 2015: WRIPAC Spring Meeting – Pasadena, CA