

NASPE ANNUAL MEETING  
M RESORT | HENDERSON, NV  
JULY 21-24, 2013



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## **NASPE Meetings Committee**

Rebecca Hunter, Tennessee, Chair  
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Paul Campbell, United Healthcare  
Christine Carmichael, Kronos  
Byron Decoteau, Louisiana  
Barry Fisk, Infor  
Jim Honchar, Pennsylvania  
Randy Morris, Montana  
Troy Wintersteen, Oracle



## **Speaker Bios**

Speaker Bios are included in your meeting packet.

## **Presentation and Discussion Summaries**

Copies of PowerPoint presentations provided by speakers prior to the conference are on the NASPE website at [www.naspe.net/displaycommon.cfm?an=1&subarticlenbr=106](http://www.naspe.net/displaycommon.cfm?an=1&subarticlenbr=106) or at <http://tinyurl.com/ooju2yc>. All presentations will be posted to the NASPE website after the Annual Meeting.

Discussion summaries from roundtable discussions will be posted on the NASPE website within a week of the NASPE Annual Meeting.

## **Evaluations**

Please complete the meeting evaluation forms in your conference packet and return them to the NASPE registration desk at the end of the conference.

## **Twitter**

Follow the 2013 Annual Meeting on Twitter @NASPEStateHR



## **Text Updates?**

Want to get the latest meeting updates and important announcements? Text NASPE to 313131.

# AGENDA

JULY 21-24, 2013

ALL EVENTS HELD AT THE M RESORT

## Sunday, July 21

1:00 pm – 3:00 pm  
*Modena 1*

**Executive Committee Meeting**

3:00 pm - 6:00 pm  
*Registration Desk 1*

**Meeting Registration**

4:00 pm – 5:00 pm  
*Modena 2*

**Corporate Membership Council Meeting**

4:00 pm – 5:00 pm  
*Modena 1*

**New Member Orientation (invitation only)**

5:30 pm – 7:00 pm  
*LUX (16th Floor)*

**President's Reception**

NASPE President Shannon Templet, Louisiana welcomes everyone to the 2013 Annual Meeting. Enjoy catching up with colleagues and meeting new ones. We'll also have an opportunity to get to know our meeting sponsors with a fun game of "Who Wants to Be a Millionaire" – NASPE-style. You could be a winner!

**Dinner on your own**

## Monday, July 22

7:30 am - 4:30 pm  
*Registration Desk 1*

**Meeting Registration**

8:00 am – 9:45 am  
*Modena 1-2*

**HR Directors Roundtable/Breakfast (invitation only)**

HR Directors gather to discuss their top issues, challenges and successes in this closed meeting with their colleagues. A great opportunity to get new ideas and share your lessons learned with those who "get it!"

10:00 am – 10:30 am  
*Messina 1-3*

**Opening Session and Welcome**

Speakers:

*Shannon Templet*, NASPE President and Director,  
Louisiana Department of State Civil Service

*Rebecca Hunter*, NASPE Meeting Chair and Commissioner,  
Tennessee Department of Human Resources

*Lee-Ann Easton*, NASPE Host State Chair and Administrator,  
Nevada Division of Human Resource Management

**10:30 am – 12:00 pm**

*Messina 1-3*



**Keynote Presentation – Attitude Change and Motivation**

This presentation explores how to take the emotion out of organizational changes, which have a tendency to be met with resistance. Participants will be provided a toolbox for dealing with hostile and resistant groups and with steps to enable staff to understand and embrace HR goals and objectives.

Presenter: *Dr. Richard Pimentel*, Senior Partner,  
Milt Wright & Associates

Moderator: *Randy Morris*, NASPE Immediate Past President  
and Bureau Chief, Montana Division of Human Resources

**12:00 pm – 1:15 pm**

*Anthony's Restaurant  
at The M Resort*

**Lunch and Issue Briefs Presentation**

Enjoy lunch and get an update on top issues. NASPE's Corporate Membership Council partnered with state members to develop issue briefs on three hot topics. Get an overview of these just-released briefs on the Affordable Care Act, Total Rewards, and Employee Morale and Engagement.

Moderators: *Paul Campbell*, Vice President, United Healthcare,  
and *Jeff Hoye*, Managing Director, CPS HR Consulting;  
Co-Chairs NASPE Corporate Membership Council

**1:15 pm – 1:30 pm**

**Break**

**1:30 pm – 2:45 pm**

*Messina 1-3*

**Roundtable Discussion**

Join us for roundtable discussion on top issues and trends. Tables will be marked with topics. Find a topic that interests you and join other meeting attendees for great discussion.

Topics:

- Performance Management
- Employee Morale & Engagement
- Total Rewards/Compensation
- HR Architecture and Service Delivery

**2:45 pm – 3:00 pm**

*Messina Promenade*

**Break**

**3:00 pm – 4:30 pm**

*Messina 1-3*

**Social Media in the Workplace**

Social media presents a host of opportunities and challenges for employers. These issues affect all workplaces to some degree and, as a result, affect all HR professionals. This session will focus on the legal and business challenges that arise when employees, former employees, applicants and competitors use (or misuse) social media. Recent court cases will be examined, and policies, legal protections and best practices will be addressed.

Presenters:

*Adam Santucci*, Esq., McNeese, Wallace & Nurick, LLC  
*Jennifer Will*, Esq., McNeese, Wallace & Nurick, LLC

Moderator: *Jim Honchar*, NASPE Treasurer and Deputy  
Secretary for HR, Pennsylvania Governor's Office of  
Administration

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6:00 pm – 9:00 pm  
LUX (16th Floor)

## Nevada Night

Enjoy great food, music, dancing, and Vegas-style entertainment during this opportunity to relax and network with other attendees.

## Tuesday, July 23

7:30 am - 4:30 pm  
Registration Desk 1

## Meeting Registration

8:00 am – 9:30 am  
Messina 1-3

## Breakfast Roundtables

Join us for breakfast and discussion on top HR issues and trends. Like the previous day, attendees will have several topics from which to choose.

- Performance Management
- Employee Morale & Engagement
- Total Rewards/Compensation
- HR Architecture and Service Delivery

9:30 am – 10:00 am  
Messina 1-3

## NASPE Annual Business Meeting

Get an update on association business and elect officers for 2013-14.

Presiding: *Shannon Templet*, NASPE President and Director,  
Louisiana Department of State Civil Service

10:00 am – 12:00 pm  
Messina 1-3

## Workshop: Crucial Accountability

Learn more about enhancing accountability, improving performance and ensuring execution. By learning how to talk about violated expectations in a way that solves problems while improving relations, you'll improve individual, team and organizational effectiveness.

Speaker: *Justin Hale*, Master Trainer, Vital Smarts

Moderator: *Lee-Ann Easton*, Administrator,  
Nevada Department of Human Resource Management

12:00 pm – 1:30 pm  
Marinelli's Restaurant

## NASPEs Awards Luncheon

We will recognize winners of the NASPEs Annual Awards program and those who have given much time and effort to the association this year.

Presiding: *Deanne Mosley*, NASPE Awards Committee Chair  
and Executive Director, Mississippi State Personnel Board

1:30 pm – 2:30 pm  
Messina 1-3

## Government Affairs Update

Get the latest from Washington on budget and employment issues.

Speaker: *Neil Reichenberg*, CAE, Executive Director, Inter-  
national Public Management Association for Human Resources

Moderator: *Joyce Oreskovich*, Director, Maine Bureau of  
Human Resources

**2:30 pm – 2:40 pm**  
*Messina Promenade*

**Break**

**2:40 pm – 3:10 pm**  
*Messina 1-3*

**Affordable Care Act: Trends in Government**

Hear results from a survey conducted by IPMA-HR and Kronos on decisions being made by state and local governments in regards to the ACA and their employees.

Speakers:

*Christine Carmichael*, Director, Public Sector Industry Marketing, Kronos

*Neil Reichenberg*, CAE, Executive Director, International Public Management Association for Human Resources

Moderator: *Debbie Cragun*, Executive Director, Utah Department of Human Resource Management

**3:10 pm – 3:20 pm**  
*Messina Promenade*

**Break**

**3:20 pm – 4:30 pm**  
*Messina 1-3*

**State Government Workforce Project**

What does the state government workforce look like five years after the start of the Great Recession. What keeps state HR directors up at night? What are some of the innovations and trends in state government HR management? Hear survey and interview results that are part of the "State Government Workforce Project" led by experienced journalists Katherine Barrett and Richard Greene, as well as researcher Sally Selden – all formerly part of the "Grading the States" projects.

Speakers: *Katherine Barrett and Richard Greene*, Principals, Barrett & Greene

Moderator: *Rebecca Hunter*, NASPE President-Elect and Commissioner, Tennessee Department of Human Resources

**5:00 pm – 6:30 pm**  
*The Hostile Grape*

**Reception**

Join us for an evening at The Hostile Grape, The M Resort's magnificent wine bar and cellar. Enjoy music, try new wines (other beverage options will be available), and network with other attendees.

**Dinner on your own**

**Wednesday, July 24**

**8:00 am – 9:30 am**  
*Messina 1-3*

**Breakfast**

**8:30 am – 9:30 am**  
*Messina 1-3*

**Breakfast Discussion – Public-Private Partnerships**

Public-Private Partnerships are often characterized as agreements to fund and build large infrastructure projects. These types of partnerships do not address the much broader category of on-going partnerships that are becoming increasingly necessary for state governments to fulfill their core missions. To help state government and vendors succeed in this new

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landscape, the Fels Institute of Government at the University of Pennsylvania is prepared to develop a framework and guidelines that are responsive to these transformations and provide guidance and insight on establishing and maintaining effective partnerships. This interactive workshop will be part of the university's research and your participation will help shape the results.

Speakers:

*Lauren Hirshon*, Director of Consulting,

Fels Institute of Government, University of Pennsylvania

*Paul Campbell*, Senior Advisor, Fels Institute of Government,  
University of Pennsylvania

**9:30 am – 11:00 am**

*Messina 1-3*

## **Workshop: Climate Studies**

Representatives from Nevada's Department of Human Resource Management will share their experiences in conducting climate studies. Highlights will include: why climate studies are conducted, deciding if a climate study is appropriate, benefits of conducting a study, the climate study process, as well as an overview of studies that have been conducted.

Speakers:

*Ron Grogan*, EEO Director, Nevada Division of Human Resource Management

*Patricia Hoppe*, Employee Development Manager,  
Nevada Division of Human Resource Management

Moderator: *Lee-Ann Easton*, NASPE Host State Chair and Administrator, Nevada Department of Human Resource Management

**11:00 am – 11:30 am**

**Meet wrap-up**

**11:30 am**

**2013 Annual Meeting adjourns**



# M Resort Airport Shuttle

Located at Ground Zero

## 7 DAYS A WEEK

M to Airport	Airport to M
6:00am	6:30am
7:00am	7:30am
8:00am	8:30am
9:00am	9:30am
11:00am	11:30am
1:00pm	1:30pm
3:00pm	3:30pm
4:00pm	4:30pm
5:00pm	5:30pm
7:00pm	7:30pm
9:00pm	9:30pm

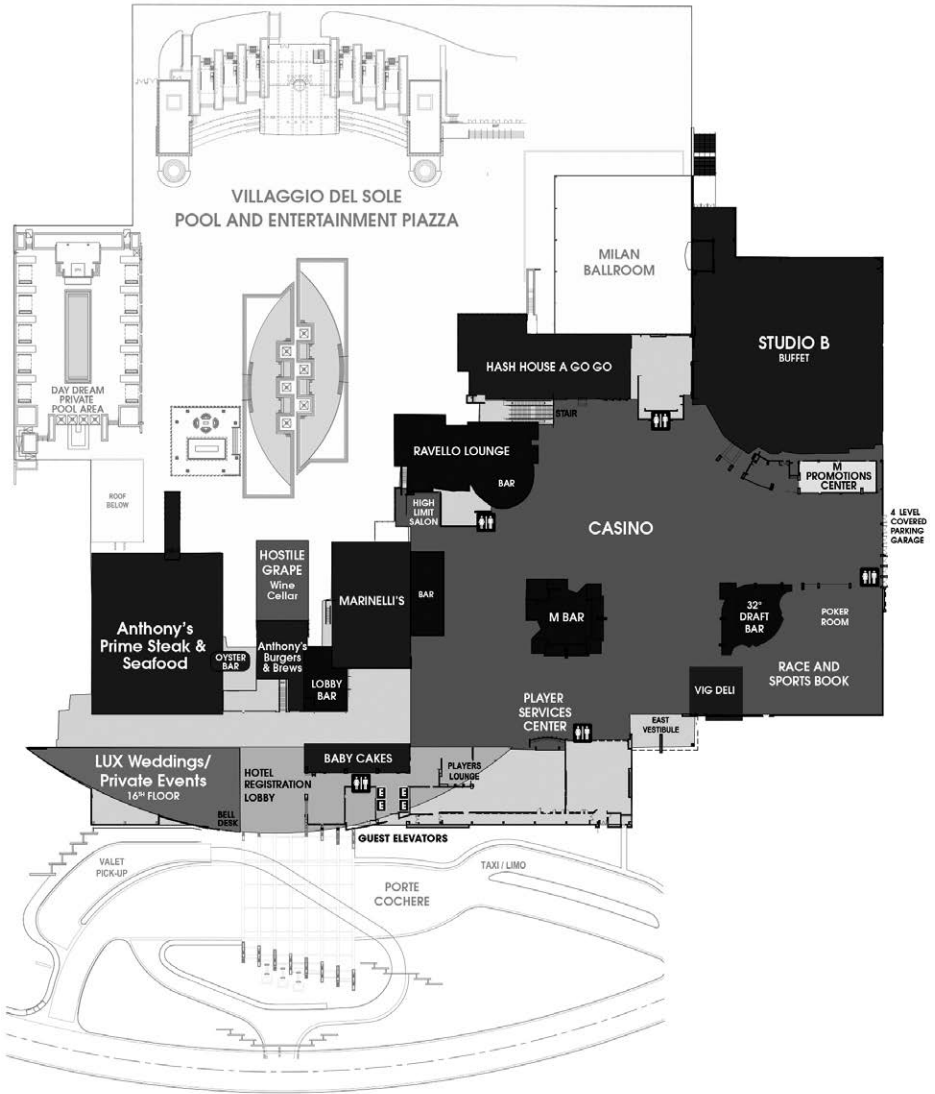
M Resort shuttles are reserved for the use of hotel guests only.

Space is limited and based on availability. The hotel is not responsible for guests missing the shuttle or for circumstances wherein the shuttle is at maximum capacity and can hold no more passengers. In the case of mechanical failure, the scheduled route may change without notice."

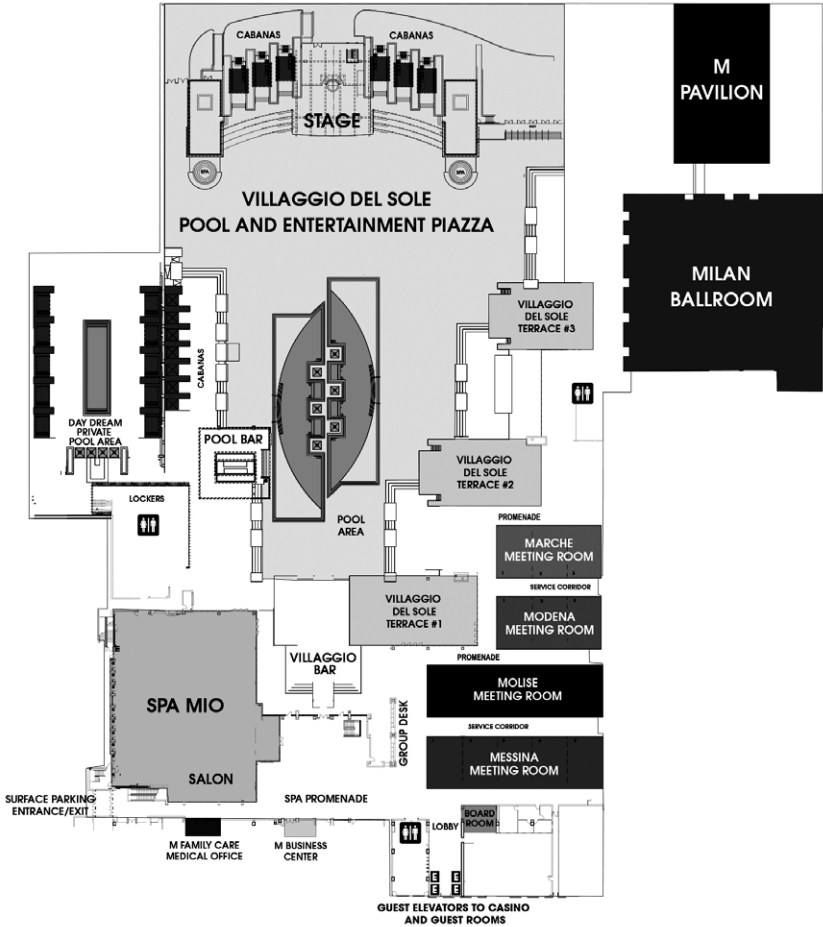
# M Resort Strip/Fashion Show Mall Shuttle

## 7 DAYS A WEEK

M to Strip/Fashion	Fashion to M
12:00pm	12:30pm
2:00pm	2:30pm
6:00pm	6:30pm
10:00pm	10:30pm
11:00pm	11:30pm



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# 2014

## Mark your calendars!

### **Mid-Year Meeting**

January 24-26

Loews Madison Hotel

Washington, DC

### **Annual Meeting**

July 27-30

Omni Hotel

Nashville, TN

**WWW.NASPE.NET**