

The background of the entire page is a composite image. On the left, the Statue of Liberty is shown from the waist up, holding the torch. The right side of the background features a large suspension bridge, likely the George Washington Bridge, with its cables and towers. At the bottom, there is a silhouette of a city skyline with several domed buildings. The top and bottom of the page are solid red.

2012 NASPE ANNUAL MEETING

HR & NEW JERSEY:  
**Your Gateway**  
TO DOING  
**The Big Things**

**AGENDA**  
**JULY 22-25**

**WESTIN JERSEY CITY NEWPORT    JERSEY CITY, NJ**



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## WELCOME TO NEW JERSEY!

Our State has been called the Crossroads of the Revolution. Indeed, the ground where we gather is the eastern end of a corridor where the British and American armies clashed repeatedly for control of the colonies' commercial heart.

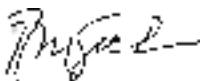
Today it's the new Gold Coast — a place where the diversity of the American experience meets the 21st-century economy, where a host of vibrant ethnic neighborhoods sits side-by-side with financial services and tech offices fueling the region's renaissance and the Jersey Comeback initiated by Governor Chris Christie.

We think there is no better place in the country to meet and discuss the issues that will shape the workforce and hiring in coming years. This week's program includes experts from the private, public, and academic sectors, including Dean James W. Hughes of the Edward J. Bloustein School of Planning and Public Policy at Rutgers, the State University of New Jersey.

We've also put together an array of events and day trips that give a taste of what the region has to offer — on both sides of the Hudson River. And, of course, we hope you will consider staying on in New Jersey to explore more of our state — beaches, rivers, theatres, stadiums, casinos, and so much more.

Once again, we are pleased to be your host this week. Feel free to approach any member of my staff for information about what to do and see while you are here, or for help with getting around and "doing what needs to be done." Thank you for choosing New Jersey.

Best,



Robert M. Czech  
Chairman/CEO  
New Jersey Civil Service Commission

## **NASPE Meetings Committee**

Shannon Templet, Louisiana, Chair	Jim Honchar, Pennsylvania
Robert Czech, New Jersey	Rebecca Hunter, Tennessee
Byron Decoteau, Louisiana	Randy Morris, Montana
Karen Engan, New Jersey	Deanne Mosley, Mississippi
Dean Fausset, Wyoming	Nicki Neal, Alaska
Jackie Graham, Alabama	Joyce Oreskovich, Maine

## **Presentations**

Copies of all meeting materials are on the meeting website at [www.naspe.net](http://www.naspe.net).

## **Daily Newsletters**

All meeting attendees will be sent emails Sunday-Wednesday that will include a recap of the previous day's events as well as an overview of the current day's schedule and presentations.

## **Exhibit Tables**

Attendees are encouraged to visit the Meeting Sponsor Exhibit Tables in the Grand Ballroom Foyer. Have a representative from each exhibitor stamp the designated spot on your exhibitor sign-up sheet (in your meeting packet) and return it to the NASPE registration desk or in the labeled box in the back of the general session meeting room prior to lunch on Tuesday. Your completed entries will be entered into a drawing for prizes at the end of the awards luncheon on Tuesday.

## **Sponsor Spotlight**

Annual Meeting sponsors will have a few minutes during Sunday's President's Reception to provide an overview of their respective organization's products, services and expertise.

## Sunday, July 22

1:00 pm – 3:00 pm  
*Freedom I*

**NASPE Executive Committee Meeting**

3:00 pm – 6:00 pm  
*Grand Ballroom Foyer*

**Registration Desk Open**

3:00 pm – 5:30 pm  
*Grand Ballroom Foyer*

**Sponsor Exhibit Tables**

4:00 pm – 5:00 pm  
*Freedom I*

**New Member Orientation (invitation only)**

4:00 pm – 5:00 pm  
*TBA*

**Corporate Membership Council Meeting**

5:30 pm – 7:00 pm  
*Newport Ballroom I*

**President's Reception and Sponsorship Spotlight**

### **Dinner on your own**

## Monday, July 23

7:30 am – 4:30 pm  
*Grand Ballroom Foyer*

**Registration Desk Open**

8:00 am – 10:00 am  
*Grand Ballroom Foyer*

**Continental Breakfast with Sponsors**  
(Visit sponsor exhibit tables)

8:00 am – 9:45 am  
*Liberty I*

**Roundtable Discussion (State HR Directors Only)**  
*Facilitators:* **Randy Morris**, Bureau Chief, Montana Division of Human Resources and **Shannon Templet**, Director, Louisiana Department of State Civil Service

10:00 am – 10:30 am  
*Newport Ballroom I*

**Opening Session and Welcome**  
*Speakers:* **The Honorable Kim Guadagno**, Lieutenant Governor, State of New Jersey; **Grace M. Kelly**, Deputy CEO, New Jersey Civil Service Commission, on behalf of Chair and CEO Robert Czech; **Randy Morris**, NASPE President and Bureau Chief, Montana Division of Human Resources; **Shannon Templet**, NASPE Meetings Chair and Director, Louisiana Department of State Civil Service

10:30 am – 11:45 am  
*Newport Ballroom I*

**Keynote Presentation: The Great Uncertainty**  
*Speaker:* **Dr. James Hughes**, Dean, Edward J. Bloustein School of Planning & Public Policy, Rutgers University

# Monday, July 23 (continued)

12:00 pm - 1:00 pm

Networking Lunch at Half-Moon Restaurant

## Breakout Sessions 1:15-2:30 p.m.

### Session A

*Newport I*

#### Performance Management

##### Developing a High-Performing Staff in a Down Economy

*Speaker: Ed Cavazos*, Vice President for Business Development, NEOGOV

#### Overview of Performance Management

*Speakers: Kara Cotsalas*, Acting Chief, Workforce Management Branch, Office of Workforce Effectiveness and Resources, National Institute of Allergy & Infections Diseases, National Institute of Health; **Nicole Giannini**, Deputy Director-Federal, CPS HR Consulting; **Jeff Hoyer**, Director-State, CPS HR Consulting

#### Setting the Goalposts: Redefining Performance Assessment Review for Performance-Based Budgeting

*Speakers: Parthenopy Bardis, Esq.*, Chief of Staff, New Jersey Civil Service Commission; **Regina Egea**, Director, Authorities Unit, Office of the Governor (formerly Chief of Staff, New Jersey Department of the Treasury); **Grace M. Kelly**, Deputy CEO, New Jersey Civil Service Commission; **Kim Rogers-McLean**, Executive Director, Administration, New Jersey Civil Service Commission  
*Moderator: Joyce Oreskovich*, Director, Maine Bureau of Human Resources

### Session B

*Liberty I*

#### Motivation and Employee Engagement

##### Cultivating Initiative in the Workplace:

##### Four Steps to Creating a Safe Environment

*Speaker: Greg Brannan*, Deer Oaks EAP Services

#### I Can't Get No Motivation: Busting the Change Myth in State Government

*Speaker: Trish Pulley*, SPHR, Director of Strategic Learning Solutions, Tennessee Department of Human Resources

#### Change Management: Transitioning and Organization's Most Import Asset - Its People

*Speaker: Linda Misegadis*, Public Sector Consultant, Kronos  
*Moderator: Rebecca Hunter*, Commissioner, Tennessee Department of Human Resources

**Session C**  
*Liberty II*

**Salaries and Surveys**

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**The Headline: "States pay more than the private sector in 41 states." Do We Plead Guilty or Not Guilty?**

*Speaker:* **Neville Kenning**, Vice President, Public Sector Consulting, HayGroup

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**Conducting a Statewide Employee Engagement Survey**

*Speaker:* **Brenda Dixon**, SPHR, Human Resources Consultant, North Carolina Office of State Personnel

*Moderator:* **Sara Wilson**, Director, Virginia Department of Human Resource Management

**2:30 pm – 2:45 pm**  
*Grand Ballroom Foyer*

**Break**

Visit sponsor exhibit tables and enjoy refreshments

**2:45 pm – 3:45 pm**  
*Newport I*

**Working with the Media**

*Speaker:* **Becky Hultberg**, Commissioner, Alaska Department of Administration

*Moderator:* **Nicki Neal**, Director, Alaska Division of Personnel

**3:45 pm – 4:00 pm**  
*Grand Ballroom Foyer*

**Break**

Visit sponsor exhibit tables and enjoy refreshments

**4:00 pm – 5:00 pm**  
*Newport I*

**Federal Legislation and Initiatives Update**

*Speaker:* Neil Reichenberg, Executive Director, International Public Management Association for Human Resources (IPMA-HR)

*Moderator:* **Randy Morris**, Bureau Chief, Montana Division of Human Resources

**6:00 pm – 7:30 pm**

**Reception at Michael Anthony's Restaurant**

Join us at Michael Anthony's just across the street (502 Washington Blvd.) for great food and networking right on the waterfront.

**Dinner on your own**

# Tuesday, July 24

<b>7:30 am – 3:00 pm</b> <i>Grand Ballroom Foyer</i>	<b>Meeting Registration Desk Open</b>
<b>7:30 am – 8:30 am</b> <i>Grand Ballroom Foyer</i>	<b>Continental Breakfast with Sponsors</b> (Visit sponsor exhibit tables)
<b>8:15 am – 9:45 am</b> <i>Newport Ballroom I</i>	<b>Hot Topics Discussion</b> Choose from one of four discussion topics and join others to discuss. <ol style="list-style-type: none"><li>1. Civil Service Transformation</li><li>2. Strategic Workforce Management</li><li>3. Total Compensation</li><li>4. HR Technology and the Cloud</li></ol>
<b>9:45 am – 10:00 am</b> <i>Grand Ballroom Foyer</i>	<b>Break</b>
<b>10:00 am – 11:00 am</b> <i>Newport Ballroom I</i>	<b>Public Sector Workforce Overview and Retirement Trends</b> <i>Presenters:</i> <b>Josh Franzel</b> , Vice President-Research, Center for State and Local Government Excellence; <b>Neil Reichenberg</b> , Executive Director, IPMA-HR
<b>11:00 pm – 12:00 pm</b> <i>Newport Ballroom I</i>	<b>Keynote Presentation:</b> <b>Survive and Thrive with Humor</b> <i>Speaker:</i> <b>Tim Westhead</b> <i>Moderator:</i> <b>Shannon Templet</b> , Director, Louisiana Department of State Civil Service
<b>12:00 pm – 1:00 pm</b>	<b>Lunch at Half-Moon Restaurant</b>
<b>1:00 pm – 1:45 pm</b> <i>Newport Ballroom I</i>	<b>Healthcare Benefits – Top Issues and Challenges</b> <i>Moderators:</i> <b>Dan Hackler</b> , Director, Indiana State Personnel Department and <b>Paul Campbell</b> , Senior Vice President, State Government Solutions, United Healthcare



## Breakout Sessions 1:45-3:00 pm

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Liberty I

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*Liberty II*

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*Speaker:* **Brenda Dixon**, SPHR, Human Resources Consultant, North Carolina Office of State Personnel

*Moderator:* **Sara Wilson**, Director, Virginia Department of Human Resource Management

**3:00 pm - 3:15 pm**  
*Grand Ballroom Foyer*

## Break

Visit sponsor exhibit tables and enjoy refreshments

**3:15 pm - 3:45 pm**  
*Newport Ballroom I*

## State Government Workforce Project Update

*Speakers:* **Katherine Barrett**, Barrett & Greene, Inc.; **Richard Greene**, Barrett & Greene, Inc.; **Sally Selden**, Ph.D., Professor of Management, Lynchburg College

*Moderator:* **Eva Santos**, Director, Washington Office of State HR Director

**3:45 pm - 4:15 pm**  
*Newport Ballroom I*

## NASPE Annual Business Meeting

*Presiding:* **Randy Morris**, Montana, NASPE President

**5:30 pm - 9:00 pm**

## Awards Dinner at Liberty Science Center

Meet in the hotel lobby at 5:30 to load buses

## Wednesday, July 25

<b>8:00 am - 9:00 am</b> <i>Newport Ballroom I</i>	<b>Breakfast</b>
<b>9:00 am - 9:45 am</b> <i>Newport Ballroom I</i>	<b>SaaS is Ready for You, Are You Ready for It?</b> <i>Speakers:</i> <b>Troy Wintersteen</b> , HCM Applications Specialist, Oracle Corporation <i>Moderator:</i> <b>Jean Mills-Barber</b> , Deputy Director, Utah Department of Human Resource Management
<b>9:45 am - 10:30 am</b> <i>Newport Ballroom I</i>	<b>Social Media in the Workplace</b> <i>Speakers:</i> <b>Adam Santucci</b> , Labor & Employment Attorney, McNees, Wallace, & Nurick; <b>Jennifer Will</b> , Labor & Employment Attorney, McNees, Wallace, & Nurick <i>Moderator:</i> <b>Jim Honchar</b> , Deputy Secretary for Human Resources, Pennsylvania Governor's Office for Administration
<b>10:30 am - 11:00 am</b> <i>Newport Ballroom I</i>	<b>Annual Meeting Wrap Up</b> <i>Moderator:</i> <b>Randy Morris</b> , Bureau Chief, Montana Division of Human Resources

# 2013 Meetings

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**January 25-27**  
**Dupont Circle Hotel**  
**Washington, DC**

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**July 21-24**  
**M Resort**  
**Henderson, NV**

[WWW.NASPE.NET](http://WWW.NASPE.NET)