

# wripac

western region intergovernmental personnel assessment council

## Regular Meeting Program

Thursday and Friday - September 16th & 17th, 2010

Santa Rosa, CA

### Thursday September 16, 2010

8:00 a.m. - 8:30 a.m.

**Coffee and Networking**

8:30 a.m. - 8:45 a.m.

**Welcoming Remarks** - Introductions, program overview, Dr. Wripac information and general announcements

8:45 a.m. - 10:15 a.m.

**Video Oral Examination-An innovative tool in these tough times.**

#### **Rod Freudenberg**

Dr. Freudenberg is currently the Director of Human Resources at the Los Angeles County Office of Education (LACOE). He earned his Ph.D. in I/O Psychology from Colorado State University. Prior to LACOE, Rod was the Assistant Personnel Director of the Personnel Selection Branch for Los Angeles Unified School District (LAUSD), a position he held for five years. Before starting at LAUSD, Rod was the Senior Manager of Organizational Effectiveness for 10 years with Hughes Electronics. Earlier in his career, Rod was the head of personnel research for the County of Los Angeles and also served as a faculty member at Purdue University in its Industrial/Organizational Psychology Department.

10:15 a.m. - 10:30 a.m.

**Morning Break**

10:30 a.m. - 11:45 a.m.

**Roundtable Discussion:** This will be a facilitated discussion on assessment related issues and innovative ideas from varying organizations. This will be a time to create a dialogue and see what other organizations have done or are doing.

11:45 a.m. - 1:15 p.m.

**Lunch**

# wripac

western region intergovernmental personnel assessment council

## Regular Meeting Program

Thursday and Friday – September 16th & 17th, 2010

Santa Rosa, CA

### Thursday September 16, 2010

1:15 p.m. – 2:45 p.m.

#### **"Moving Beyond Employee Engagement to Job Embeddedness"**

Employee engagement is a popular term in human resource management that is used to describe the degree of an employee's "attachment to their job, colleagues, and organization." Organizational interest in engagement arises from the expectation that it influences measurable outcomes such as job performance, morale, tenure, customer service, etc. Unfortunately, employee engagement is often loosely defined and measured. The focus of this presentation will be to move beyond engagement to a more useful construct: job embeddedness. Job embeddedness will be defined, and current research and practical applications will be discussed.

Chris Wright, Ph.D.

Chris Wright is an Associate Professor of Psychology at San Francisco State University, where he teaches courses on topics related to industrial/organizational psychology and applied statistics. His research interests include employee selection and retention, interview techniques, job analysis, and performance measurement. He joined the full time faculty in 2003. From 1996-2003, Chris held numerous positions in HR consulting, primarily in the area of employee selection. In his first job post-graduate school, he was a Project Manager for CORE Corporation. From 1998 to 2000, he was the Testing Manager for the California Public Utilities Commission where he oversaw job analysis, recruitment, and selection for the 900-employee agency. From 2000-2003 he worked as an independent consultant in the areas of job analysis and test validation for a wide range of clients including Safeway Corporation, the California Commission on Correctional Peace Officer Standards and Training, the California Department of General Services, the Louisiana Department of Law Enforcement, the State of Alaska, the Kern County Correctional Facility, the Roswell Park Cancer Institute, and the Tucson Fire Department. Chris received his Master of Arts and Ph.D. in industrial/organizational psychology in 1996 from the University of South Florida in Tampa, Florida.

2:45 p.m. – 3:00 p.m.

**Afternoon Break**

3:00 p.m. – 4:30 p.m.

**Continuation of Roundtable Discussion**

5:30 p.m. – ?

**Dr. WRIPAC!!!**

# wripac

western region intergovernmental personnel assessment council

## Regular Meeting Program

Thursday and Friday - September 16th & 17th, 2010  
Santa Rosa, CA

### Friday September 17, 2010

- 8:30 a.m. - 8:45 a.m.      Coffee and reconvene meeting
- 8:45 a.m. - 10:45 a.m.      **Committee Meetings - \*Member participation required\***  
Break out into committees to continue work on strategic plan
- 10:45 a.m. - 11:00 a.m.      **Check Out/Morning Break**
- 11:00 a.m. - 12:00 p.m.      **MEMBERSHIP BUSINESS MEETING \*Member Attendance Required\*** Results of Executive Board's Strategic Plan and By-Law Meeting (to discuss and approve) and regular meeting agenda
- 12:00 p.m.                      **Adjournment** - Have a safe trip home!

Register on line: [www.wripac.org](http://www.wripac.org)