

**WRIPAC Meeting Agenda**  
**September 22<sup>nd</sup> & 23<sup>rd</sup>, 2011**  
Doubletree Hotel, Berkeley, CA

**Thursday, September 22, 2011**

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

**8:30 a.m. -8:45 a.m.      Opening Remarks**  
Lisa Jenkins, WRIPAC President (City of El Segundo)

**8:45 a.m. – 9:00 a.m.      Introductions (Individuals and Agencies Present)**

**9:00 a.m. – 10:00 a.m.      “Innovations in Assessment” Presentation: **Quality Over Quantity:  
The Impact of Task-Based Minimum Qualifications****

Most minimum qualification systems rely heavily on duration-based indicators (such as years of experience or education) when screening applicants. Researchers have argued, however, that the best way to link future performance with past experience is by simply assessing the amount of times certain relevant tasks have been performed. Although this concept may seem intuitive, it is yet to be scientifically tested or presented as a viable option...until now. Over a two-year period, a study was conducted with 450 applicants to see how a task-based minimum qualification system would work in direct comparison to a duration-based system. Results indicate that this completely computer-automated task-based system is just as good, if not better, at selecting candidates who can perform the duties of the job and also producing more high-scoring candidates while decreasing adverse impact. This presentation will discuss the development, implementation, and implications of a task-based minimum qualification system, along with general exploration of issues encountered in setting minimum qualifications.

**Brandon Tietze, Personnel Director, Bassett Unified School District**

Brandon Tietze currently serves as the Personnel Director for Bassett Unified School District, located in Los Angeles County. While working in three separate school districts and on projects in various organizations, Brandon has initiated or pursued innovation in multiple areas of organizational development; including the application of competency modeling, situational interviews, computer-based testing, minimum qualifications, personality assessment, online application systems, and other areas with an emphasis on automation and practicality. He has provided training on such topics as team building, change management, interview skills, conflict resolution, website design, branding, screening, classification, and recruitment. Brandon is currently the Co-Coordinator of the California School Personnel Commissioners’ Association (CSPCA) Merit Academy, a member of the CODESP Board of Directors, and President of the Personnel Testing Council of Southern California (PTC-SC). He has attended WRIPAC meetings since 2008, serving on the Monographs, Products, and Innovations Committees.

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- 10:00 a.m. – 10:15 a.m.**      **Morning Break**
- 10:15 a.m. – 11:30 a.m.**      **Roundtable Discussion**  
Attendees are encouraged to come prepared with issues and questions that their agencies are currently facing to bring to the group for discussion.
- 11:30 a.m. – 11:45 a.m.**      **Overview of Committees/Innovations Project Teams**  
Members are required to actively participate in one of the committees. Guests are invited to attend a committee meeting of interest. Examples of committees include Documentation, Training and Programs, Leadership Development, New Products, etc. Additionally, WRIPAC has been working on Project Teams that will produce new products and services of value to members.  
*Committee and Project Team meetings will take place on Thursday afternoon.*
- 11:45 a.m. -1:00 p.m.**      **Lunch Break**  
New Members are invited to participate in the New Members' Lunch (Location to be announced; non-hosted).
- 1:00 p.m. – 2:15 p.m.**      **Continuation of Roundtable Discussion**
- 2:15 p.m. – 3:15 p.m.**      **Committee Meetings/Innovations Project Teams**  
Members are required to actively participate in one of the committees. Guests are invited to attend a committee meeting of interest. Examples of committees include Documentation, Training and Programs, Leadership Development, New Products, etc.
- 3:15 p.m. – 3:30 p.m.**      **Afternoon Break**
- 3:30 p.m. – 4:30 p.m.**      **"Best Practices" Panel Discussion: [Managing large applicant pools with "Broad Based" or "Module" Testing](#)**  
Broad based test batteries which use the same test for multiple jobs can be an efficient tool for testing large numbers of applicants. Test developers, test administrators and candidates save time by using a single test for several jobs. The design of a battery test program should include decisions about test content, frequency of testing, cut scores, re-testing, and system requirements. The panel will discuss the approaches taken by the Los Angeles County Office of Education and the City and County of San Francisco to implement these programs, and the lessons they've learned.

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**3:30 p.m. – 4:30 p.m.**

**“Best Practices” Panel Discussion: [Managing large applicant pools with “Broad Based” or “Module” Testing](#)**

**Panel Members include:**

**[Laura Dancer Huger, Operations Manager for Recruitment and Assessment, City and County of San Francisco](#)**

Laura Dancer Huger is currently Operations Manager for Recruitment and Assessment with the City and County of San Francisco's Human Resources Department. She has also served as Director of Human Resources for the California Public Utilities Commission; Assistant Superintendent, Human Resources for the Washoe County School District; and Employment Manager for Washoe County. Laura earned a bachelor's degree in business, focusing on human resources management, and a master's in communication, with emphasis in organizational communication. She has participated in WRIPAC on and off since 1989, serving as President in 1996-97.

**[Dr. Rod Freudenberg, Personnel Director, Los Angeles County Office of Education \(LACOE\)](#)**

Rod Freudenberg has been the Personnel Director for the Los Angeles County Office of Education since September, 2007. Prior to LACOE, Dr. Freudenberg has served as Assistant Personnel Director-Selection for LAUSD; Corporate Manager of Organizational Effectiveness for Hughes Electronics, and Personnel Research Supervisor for Los Angeles County. He received his master's in Developmental Psychology from the University of Colorado and his doctorate in Industrial/Organizational Psychology from Colorado State University. Rod also served on the faculties of Colorado State University, Purdue University, and the California School of Professional Psychology. From 1985 through 1990, Rod was the WRIPAC representative for Los Angeles County, and has represented the County Office of Education since 2008.

**Evening Activities:**

**4:45- ?? p.m.**

**[Hospitality Suite](#)**

Come to our designated suite (room number to be announced at meeting) where cocktails and refreshments will be provided.

**6:00 p.m.**

**[Dr. Wripac: Social Networking Event](#)**

**[Taking place at the Broken Rack in Emeryville](#)**

Please join us for appetizers, drinks, pool and great company (flyer to be distributed; money to be collected at meeting).

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**Friday, September 23, 2011**

**8:00 a.m. – 8:45 a.m.      **Coffee/Reconvene Meeting****

**8:45 a.m. – 9:30 a.m.      **Presentation of Implementation Plans****

Each committee will present the implementation plans determined in their committee meetings.

**9:30 a.m. – 10:30 a.m.      **“Eye on Efficiency” Presentation: Life after the Recession****

**Will you be Ready When the Hiring Freeze Ends?**

Right now, the economy is in terrible shape. It won't always be. When things start to get better many employers will want to hire in a hurry. The idea of this presentation is that we should be seen as "go to" agents to make this happen. The presentation will focus on proven ideas for streamlining the hiring process - and doing it in a way that maintains or improves the quality of the process. The ideas will be illustrated by examples.

**Ted Darany, Darany and Associates**

Ted Darany heads the firm of Darany and Associates, which provides personnel selection consulting services. He was a charter member of the International Personnel Management Association Assessment Council (IPMA-AC)'s Board of Directors and has also served as its President. He has managed test development and research for the State of Michigan, been a regional psychologist for the U.S. Civil Service Commission, and served as the Employment Division Chief for San Bernardino County, CA. Ted founded the Western Region Item Bank (WRIB), a national consortium of nearly 200 public agencies. Organizations he has managed have won fifteen national awards for innovation and effectiveness and he is the recipient of the 1987 Stephen E. Bemis Memorial Award. In addition, he has taught university courses in test construction, job analysis, research methods, and public administration. He has often been an author, workshop presenter, and speaker for personnel selection, business, and law enforcement organizations. Ted has been a long term supporter of WRIPAC, first in assisting in its original organizational efforts and then as the representative for San Bernardino County for WRIPAC's first 10 years. He has provided WRIPAC workshops on test development, statistics and computer applications to testing as well as presentations on other topics during regular meetings.

**10:30 a.m. – 10:45 a.m.      **Morning Break/Hotel Check-out****

**10:45 a.m. – 12:00 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.

**12:00 p.m.      **Adjournment: Thank you for coming! See you in Anaheim in January!****