



WRIPAC Meeting Agenda
Thursday and Friday, February 28 & March 1, 2019
Anaheim, California

Thursday, February 28, 2019

7:30 a.m. to 8:15 a.m.

Welcome Guests! – Networking Breakfast

Enjoy a hot breakfast buffet with all the classics, like scrambled eggs, breakfast potatoes, sausage, bacon, pastries, fresh fruit, juices, coffee and tea!

8:15 a.m. to 8:30 a.m.

Opening Remarks

Crystal Slaten, WRIPAC President– Long Beach Civil Service Commission

8:30 a.m. to 10:00 a.m.

Down the Rabbit Hole! To Rescale or Not to Rescale? The Curiouser and Curiouser Effects of Converting Raw Scores

Dr. Frank Olmos

Los Angeles County Office of Education

You don't want to feel like Alice in Wonderland when she continued to shrink and grow! Converting your raw personnel exam scores to percentages, rescaled or standardized values has its positive and negative effects. Some positive effects include increased interpretability and metric/scale consistency. However, raw score conversions can also affect and distort your intended exam plan weights, which will also affect your candidates final scores and rankings.

This presentation will demonstrate how raw score conversions can change your intended exam weights, review the pros and cons of each score conversion, and suggest methods to ensure that the actual exam weights are consistent with your intended exam plan weights.

10:00 a.m. to 10:15 a.m.

BREAK

10:15 a.m. to 12:30 p.m.

***“it's a small world®”* – Introductions and Roundtable Discussion**

In our signature Roundtable session, we will make introductions, and find out just how small our world is! Attendees are encouraged to come prepared with issues and questions that their agencies are currently facing to bring to the group for discussion. Similarly, we encourage you to share the innovative projects and ideas you've implemented.



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Around 11:30 we'll snack on Mickey Pretzels to help tide you over until our 2:30 session!

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

Mid-day Break

You should be well-fed from breakfast and our mid-morning snack. While you might be thinking 30 minutes is too short for a lunch break – you're right! That's because we don't intend for you to get lunch. At 2:30 we'll have more food for you! We encourage you to take this brief intermission in our programming to reset, talk a walk, check in with your family or the office, and come back refreshed and ready to start participating in a committee meeting!

1:00 p.m. to 2:30 p.m.

Greatest Minds Solve Problems Together - Committee Meetings/Innovations Project Teams

You've heard the saying "Great minds think alike." But in reality, group think rarely solves problems. In order to address challenges and continue to innovate, we need to work collaboratively to meet the collective needs of our community. The work of WRIPAC is accomplished through our committees. Committees work to continuously improve the way WRIPAC serves our member agencies, as well as the greater HR Community. Our committee breakouts for this meeting will focus on moving WRIPAC as an organization forward for the next 40 years! Come prepared to contribute to your committee's effort to create the new world we want to live in. The standing committees are: Membership, Programs & Meetings, Shared Resources, and Training.

2:30 p.m. to 4:00 p.m.

From *Frontierland*® to *Tomorrowland*®: A retrospective of the last 40 years in assessment and predictions for what the future holds

When WRIPAC first formed as a consortium in the late 1970s, it was like the Wild West. Starting with various federal legislative changes, HR professionals found themselves like the new Sheriff in town, working to develop and implement processes and procedures that complied with a variety of new requirements. Standardizing across the various organizations and ensuring that fairness was at the center of everything we did. This daunting task that would require the collaboration of the



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early WRIPACers. In this session, you will hear from our panel of past presidents and modern-day innovators as we explore WRIPAC's 40-year history, and discover how the organization has grown over time. Now that much of the dust has settled, the big question is how will our past influence our future as we continue to chart our course into the future as a professional development and networking organization? Between technological advances innovations and pioneering research into new ways to do business, our current practitioners will take us on an adventure into this world of the future, and talk about where these future oriented trends are already being implemented today.

During this session we will enjoy a spread of artisan cheese, charcuterie, Penne pasta in a spicy tomato sauce, and gnocchi with olives, sausage and lemon olive oil.

4:00 p.m.

Dr. WRIPAC Networking Event – We're going to *Disneyland® Park* (and *Disney California Adventure® Park* too!)

Dr. WRIPAC – It's time to celebrate 40 years of promoting excellence in personnel selection – what are you going to do now? Join your colleagues for an evening of fun in the **Disneyland® Resort!** For those of you who decide to join us, you can purchase a subsidized park-hopper ticket good from 4pm until the parks close!



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7:00 a.m. to 8:00 a.m.

Wellness Walk!

It's Friday morning! Put a spring in your step and get the blood pumping for a Friday morning walk with your peers. It's a great opportunity to network while getting in your steps! If strolling is more your speed, come along! All fitness levels welcome. Don't

8:30 a.m. to 9:30 a.m.

Optional Networking Breakfast

Join us at the [PCH Grill](#) for Donald Duck's Seaside Breakfast in the Hotel Lobby for a non-hosted networking Breakfast! This breakfast buffet is sure to have something for everyone.

9:30 a.m. to 10:00 a.m.

Break – Check out of your hotel room!

10:00 a.m. to 11:30 a.m.

Procedural Justice – Keeping you and your candidates from taking a Wild Ride

Kristine Smith, Darany Associates

Ensuring the fairness of selection systems is a core function of Human Resource Departments. While much emphasis is placed on fairness at the outcome level, lack of fairness in this area is not the basis for most complaints. People do not generally file complaints because they recognize that the validity evidence for a test is flawed or because they have information demonstrating disparate impact. Rather, the basis of most complaints is a perception of unfairness or poor treatment. This type of complaint often results from flaws in communication or procedures that can be mitigated. This presentation will focus on fairness from the viewpoint of how applicants perceive and react to the employment process. Addressing these facets of fairness, referred to as procedural and interactional justice, can have a significant positive effect on the organizations we serve.

11:30 a.m. to 1:00 p.m.

IncrediBrunch and Roundtable Discussion Continuation

Enjoy a delicious spread with your colleagues as we continue our Roundtable discussion over a working lunch! Attendees are encouraged



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to come prepared with issues and questions that their agencies are currently facing to bring to the group for discussion.

Lunch will include salads, fresh watermelon, fried chicken, mini cheeseburger sliders, grilled salmon, roasted herb red bell potatoes, roasted corn on the cobb, assorted breads, and a variety of desserts, along with coffee, teas, and iced tea.

1:00 p.m. to 1:15 p.m.

Break

1:15 p.m. to 2:00 p.m.

Committee Meetings/Innovations Project Teams

2:00 p.m. to 3:00 p.m.

Business Meeting