

2009 NSAA/NASC MIDDLE MANAGEMENT CONFERENCE

Agenda for the Human Resources Roundtable

Salon C/D

April 21, 2009, 10:35 a.m. – 12:15 p.m.

Moderator: Eric Berman, deputy comptroller, Massachusetts

- Our state is currently going through a lot of changes with ARRA, a new ERP system, budget cuts, etc., as I'm sure a lot of other states are as well. I would like to hear some discussion on human resource issues related to change management.
- Military leave and the challenges it presents to getting audits done. We are finding it is really impacting our audit schedule. Wondering if other states are experiencing this and what they are doing to work around it.
- Benefits/problems with tele-working
- Status of other states with tele-working
- Innovative strategies to recruit and retain employees
- Workload management – too much work, not enough staff or time. What are other states trying to do to deal with the many new requirements placed on auditors with no decline in the number of projects? We use comp time to get staff to work extra during the busiest times but don't think we want that to be a long term strategy. Are other states seeking increases in staff levels from their legislatures (not a popular thing to do right now)? Or are shops cutting back on the projects they are doing? Or are there unique audit strategies that are being used to lighten the work load, such as increased usage of analytical procedures in testing?
- Does anyone make use of performance measures for evaluating project managers? We are looking at re-vamping the way we do evaluations, etc. and would be interested in hearing how other states evaluate their project managers to ensure individual and office development and movement forward.
- Blocking of social/other sites. We are having trouble with needing for recruiting purposes certain web sites (YouTube, Social Networking, etc.) that are blocked because of misuse.