



## **NASPAA Data Summit on Entry-level Federal Hiring** *Building Research Collaborations between Agencies and Academics*

**Wednesday, February 26, 2014**  
**10am - 2pm**  
**Johns Hopkins University**  
**1717 Massachusetts Ave. NW • Washington, DC**

The very future of our government rests on recruiting the next generation of talent. Strategizing how to recruit, hire, and retain the future leaders of the federal service requires good research on detailed federal personnel data.

NASPAA will convene agency leaders and academics to develop a plan to create opportunities for research that will enhance strategic policymaking in human capital, especially professional entry-level hiring.

Data Summit participants will examine how federal agencies and academic researchers can work together to study what can improve the quality of federal hiring and retention, as well as enhance performance management and plan effectively for the coming wave of federal retirements.

Don Kettl, Dean of the Maryland School of Public Policy, and Greg Lewis, chair of Georgia State University's Department of Public Management and Policy, will co-chair the summit, which will be structured around three roundtables:

- **What research questions would OPM and other federal agencies want academics to study in order to help their strategic human capital planning?**
- **What research questions would academics want to answer if they had access to more data?**
- **What practices do research-intensive agencies employ to share data with academics while maintaining confidentiality and privacy? What are exemplars of agency data-sharing?**

NASPAA will distribute materials in advance that address the current state of federal hiring data: what is collected, how it is analyzed, ownership, how it is released, etc. **All attendees will be encouraged to actively contribute. Please prepare your perspective on:**

- What are the policy questions we want to be able to answer?
- What data are required to answer them, and how/who would collect that data?
- What are the current obstacles preventing hiring data release and analysis?

### **Long-term goals**

- To establish collaboration between OPM and researchers in responsible ways to strengthen evidence-based, strategic policymaking in human capital.
- To establish and institutionalize processes for sharing personnel data with academics, gathering academic input for survey questions, and soliciting academic help and analysis when needed.
- To encourage more researchers – both in academia and in agencies – to study human capital and performance management, and to form relationships that support the creation of student capstone projects in these areas.

*The Summit venue is generously co-sponsored and hosted by the Johns Hopkins University Program in Public Management*