Greetings from the Human Resource Panel. As reported in the last NAWS News, we continue to move through our nominations process with interviews, reference checks, and discussions regarding our selection for WSC 2018 nominees. We will be finished with that work in mid-March, and HRP nominees will be included in the Conference Report published prior to WSC 2018. Thanks to all who have a role in our process.

In addition, in preparing for WSC 2018, we reviewed our work from earlier in the Conference cycle. You may recall from our March 2017 HRP Report that we spent an entire meeting studying the HRP nominations process. We took another look to be sure we are still in support of the outcome of that work and, in fact, some things have changed since then that impact our perspective. Below is a relevant excerpt from the report.

...we have some ideas for improving the use of the World Pool. In an effort to make things easier for members interested in entering the Pool, we intend to decrease the amount of initial information collected. Beginning next cycle (2018-2020), members will be asked to provide their name, contact information, area(s) of interest, to enter the pool. Additional information may be collected as needed, and depending on the interests of the member.

Regarding timely and accurate information, GWSNA mandates that we remove any World Pool member’s information that has not been updated in three years. We believe it would be more useful if the information was more current, and we want to try something new for the 2018-2020 Conference cycle. We suggest that members interested in being considered for service at the 2020 WSC enter or update their World Pool information during the 2018-2020 Conference cycle, prior to the start of our nominations process. At WSC 2018, we will ask for your approval to try this; if you agree, we will evaluate it at the end of the 2018-2020 cycle. If the approach proves effective, we will ask for changes to GWSNA at the 2020 WSC.

Reviewing the ideas above, in our discussions with the Executive Committee of the World Board, we identified that the Board could invite World Pool members to participate in various NAWS web meetings based on their service background information collected as they enter the World Pool. And in fact, the Board has already started this practice. With this new use of the World Pool, we no longer believe collecting less information is a good idea. Instead, we support the current approach of retaining all information submitted or updated in the last three years, so we will not suggest any changes to that process.

We still support the idea of inviting into our nominations process World Pool members who have expressed their interest within the same Conference cycle of our work. In other words, we will suggest to the 2018-2020 HRP that members who entered the World Pool or updated their information during the 2018-2020 Conference cycle be considered for HRP nomination at WSC 2020. This would not require a change in A Guide to World Services, but rather the HRP’s internal guidelines. As previously reported, the WSC seems to most value World Pool nominees who have exhibited this current connection.

We will be reporting more in the Conference Report once we have completed our current nominations process and we look forward to participating in the March 2018 web meeting. With WSC 2018 just around the corner, we are excited by the prospect of seeing everyone in April. As always, any input or questions are welcome by writing to hrp@na.org.