

“Assessing Collective Impact for the Emergence of a Competency Based Statewide ‘Public to
Public’ Civil Service Career Pathway” – A Doctoral Dissertation

Dr. Jeffrey Mrizek, MBA, Ed.D

[LinkedIN](#)

jeffrey.mrizek@gmail.com

916-607-9420 Cell/Text

Summary of Proposal:

“Assessing Collective Impact for the Emergence of a Competency Based Statewide ‘Public to Public’ Civil Service Career Pathway”

This individual paper supports the theme “Balancing Theory & Practice in Public Service Professionalization” by presenting dissertation findings on competency based “Public to Public” Civil Service Pathways. Focused on the State of California’s Civil Service Improvement Higher Education Partnership’s policy decision identifying a statewide competency model, the paper informs internships networks on approaches to align state departments and community colleges around 21st Century Skills curriculum using collective impact to enact civil service career pathways.

Relevant Bibliographic Citations on Topics:

Boyatzis, R. (1982). *The competent manager: A model for effective performance*. John Wiley & Sons.

Sandberg, J. (2000). Understanding human competence at work: an interpretative approach. *Academy of management journal*, 43(1), 9-25.

State of California (December, 2015). “*Enterprise-wide Talent Management Approach and Statewide Foundational Competency Model*” *A White Paper*. Civil Service Improvement-Higher Education Partnership/Retention and Development Task Force 5.7(c).

New World of Work (2015). Statewide Initiatives. Retrieved from <http://www.newworldofwork.org/statewide-initiatives>

Preferred Format:

Individual Paper: 20-30 minute presentations grouped with other presenters for discussion