

Assessment Council News

Presidential Message

by Mike Willihnganz, President

IPAC: The First 100 Days

Greetings IPAC members and friends! In my presidential message in the February issue of the Assessment Council News, I shared with you that IPAC Board members **Inés Vargas-Fraenkel, Deóna Scott, Harry Brull, Bryan Baldwin, Julia Bayless, Oscar Spurlin, Shelley Langan, and Warren Bobrow**, along with a host of additional IPAC volunteers, have been hard at work transitioning IPMAAC to IPAC. Aside from the change to the organization's name, numerous "infrastructure" changes have been underway to better support our new independent, self-supporting organization. I am pleased to report that since the February newsletter, significant progress has been made already. IPAC is indeed beginning to take shape. Here is a brief summary of some of the accomplishments that have been realized during the first 100 days of our new organization:

Incorporation. The California Secretary of State has approved our Articles of Incorporation. Our official name is the International Personnel Assessment Council, Inc. IPAC is a nonprofit public benefit corporation organized under the Non-profit Public Benefit Corporation Law for public and charitable purposes.

IPAC Bylaws. The proposed IPAC bylaws have been drafted and were posted to the IPAC website for review and comments by IPAC members and friends. Following the comment period and adoption by the Board, the bylaws will be presented to the membership for a vote of approval. It is anticipated that this vote will occur later this spring.

Logo. A new, refreshing IPAC logo has been created to help brand the new organization.



April 2009

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Presidential Message — continued

Membership. Annual membership dues have been set at \$75.00. Period of membership has now been transitioned from a rolling anniversary basis to a calendar year basis. Online membership renewal via PayPal has been implemented to make membership renewal easier than ever.

Webpage. The new webpage, IPACweb.org, has been established. It includes the same resources as its predecessor (IPMAAC.org) as well as fresh content relevant to the establishment of IPAC. Additional enhancements are in the planning stage.

Newsletter. Our newsletter, the *Assessment Council News (ACN)*, has been re-established with a fresh new look and expanded content.

IPAC/CPS Partnership. IPAC has entered into a partnership with CPS Human Resource Services to co-brand and co-sponsor a curriculum of 11 assessment-related training classes (e.g., Job Analysis, Examination Planning and Recruitment, Multiple Choice Item Writing, Setting Pass Points, Measures of Training and Experience). The training classes will eventually be offered in many cities across the country. The IPAC/CPS partnership will provide many benefits to IPAC including increased exposure of the IPAC name, the potential for membership recruitment, and a source of revenue to help establish and maintain the organization.

Finances. The Western Region Intergovernmental Personnel Assessment Council (WRIPAC) and the IPAC Fund at the Community Foundation for the National Capital

Region have each graciously made a \$5,000 contribution to IPAC to help launch our new organization. This “seed” money will be used to cover IPAC’s incorporation expenses and infrastructure initiatives.

Annual Conference. The 2009 conference will be a joint IPAC/IPMA-HR affair held in Nashville, Tennessee. The conference dates are September 12th through the 16th. Conference program chair **Shelley Langan** has assembled a program packed with cutting-edge presentations that are relevant and timely for today’s assessment professionals. Register before July 10th and take advantage of the special early bird registration rate only available to IPAC members. See the IPAC website (IPACweb.org) for details.

New IPAC Monograph. **Charley Sproule**, a long-time IPMAAC member and leader in the assessment profession, has authored a monograph specifically for IPAC entitled *Rationale and Research Evidence Supporting the Use of Content Validation in Personnel Assessment*. This impressive work will be published and distributed later this spring.

As you can see, much has been accomplished in the few short months since IPMA-HR severed its formal relationship with IPMAAC on December 31st, 2008. What is emerging is a more vibrant, active, and visible assessment organization with a new name, a stronger organizational infrastructure, a new partnership, and a clearer vision of what the organization can become. This is truly an exciting time to be associated with IPAC!



“... numerous ‘infrastructure’ changes have been underway to better support our new independent, self-supporting organization.”

~ Mike Willihnganz

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Conference Program is Set!

September 12-16, 2009

By Shelley Langan, Conference Chair and Board Member

The Conference Committee has completed work on the program for our 33rd annual conference. We are pleased to announce that a tremendous slate of concurrent sessions has been finalized to complement the pre-conference workshops and the keynote sessions on the program. IPAC is offering three pre-conference workshops on Sunday, September 13th:

Harry Brull will be presenting a full-day session addressing the basics of recruitment and selection, which is entitled *Getting the Right People in the Right Seats on the Bus: Recruitment/Selection/Promotion*.

Ilene Gast will be presenting a half-day session Sunday morning on the design and use of online, web-based surveys, which is entitled *Designing and Implementing Web-Based Surveys: Asking the Right Questions at the Right Time*.

Ed Hane will be presenting a half-day session Sunday afternoon on the design and use of situational judgment tests, which is entitled *Development and Application of Situational Judgment Assessments*.

Conference Program is Set! — continued

We are thrilled to announce a new twist on the traditional keynote plenary session – we will be opening Wednesday of the conference with a “Three-Note Keynote” address by none other than **Harry Brull, Jeff Feuquay, and Paul Kaiser**, all past presidents of IPMAAC (IPAC’s predecessor organization). While we can’t be sure what the Three-Note Keynote will entail, we can be certain it will be memorable and an inaugural event of sorts!

The slate of concurrent sessions has been assembled to provide a meaningful conference experience for practitioners of all levels of expertise. With an eye toward honoring our tradition of providing both innovative and best practice approaches in our field, we have assembled a diverse program sure to meet your needs. Look for more information shortly about topics, presenters, and the schedule – we are making final adjustments now.

Conference registration information is available on IPAC’s website at www.ipacweb.org. Special IPAC early bird registration rates are available through July 10, 2009, and should be accessed directly through IPAC’s website. It’s not too early to make your plans for Nashville now! Questions about the 2009 conference can be addressed to the Conference Chairperson and current IPAC Board Member, Shelley Langan, at slangan@cps.ca.gov.



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IPAC Transition Update — April 2009

By Julia Bayless, Membership Chair and Board Member

Spring has sprung! The IPAC transition sub-teams are continuing to work hard on some critical issues for our organization – following is an update of our recent activities and next steps.

Organizational Structure and Support: The draft IPAC bylaws were available for membership comment during the month of March – thanks to those of you who reviewed and provided feedback! Revised bylaws will be sent to the membership for a vote soon. This team has also sent membership renewal invoices to all IPAC members and has sent invitations to join to former members and other interested parties.

Finance: This team has been working on reviewing potential vendors for association management services (with the Org Structure team) and identifying and managing revenue streams for the organization. In addition, this group has facilitated coordination with other organizations on potential revenue-generating collaborations.

Branding: The branding team has been busy! They have developed the new IPAC logo, worked with the ACN and ECN Editors on the new look and feel of our newsletter and website, and they are working on a host of other activities to help promote and brand our new organization.

Programs/Products/Services: The conference program for 2009 is final – this team has put together a fabulous program for our joint IPAC/IPMA-HR conference in Nashville. This team is also working on partnerships with other organizations for new offerings as well as beginning work on the 2010 IPAC conference.

For more information or to volunteer, please check out the IPAC website (www.ipacweb.org), contact the Board member liaisons for any of the transition teams (**Harry Brull** – Finance, **Bryan Baldwin** – Branding, **Shelley Langan** – Programs, **Julia Bayless** – Org Structure), or contact any other Board member (**Mike Willihnganz**, **Inés Fraenkel**, **Deóna Scott**, **Warren Bobrow**, or **Oscar Spurlin**). Thank you for your continued support!



**CHECK OUT THE TRANSITION
TEAM UPDATE (SEE ABOVE)!!**

News of the Councils

By Kris Smith, Associate Editor

American Psychological Association (APA) — The 2009 conference will be held August 6-9 in Ontario, Canada. For more information, visit their Web site at www.apa.org.

Chicago Industrial/Organizational Psychologists (CI/OP) — CI/OP is a society of human resources professionals from the Greater Chicago area who meet to discuss current issues in I/O psychology. CI/OP generally has Friday afternoon sessions from 1:00 p.m. to 5:00 p.m. featuring several speakers addressing a topic. For more information and to confirm meeting dates and topics, visit their Web site at www.ciop.net.

Gateway Industrial-Organizational Psychologists (GIOP) — GIOP is a group of psychologists and human resources professionals in the metropolitan St. Louis area. The group offers programs and conferences on a wide range of topics. For more information, visit the GIOP Web site at www.giop.org.

International Public Management Association for Human Resources (IPMA-HR) — IPMA-HR is an organization that provides information and assistance to help federal, state and local government human resources professionals by providing cost effective products, services and educational opportunities. For more information, visit the IPMA-HR Web site at www.ipma-hr.org.

Metropolitan New York Association for Applied Psychology (METRO) — METRO is hosting a presentation by Dr. Elaine Pulakos, COO of PDRi on Wednesday, May 13, 2009 from 6:30pm to 7:30pm. Dr. Pulakos will present "Performance Management: What It Really Takes to Implement the Latest Trends" For more information, call the MetroLine at (212) 539-7593 or visit METRO's Web site at www.metroapppsych.com.

Mid-Atlantic Personnel Assessment Consortium (MAPAC) — MAPAC is a non-profit organization of public-sector personnel agencies involved and concerned with testing and personnel selection issues. The Spring 2009 MAPAC Conference will be held in Harrisburg, PA, on May 3, 4, and 5. For details on MAPAC, visit the MAPAC Web page at www.ipacweb.org.

Minnesota Professionals for Psychology Applied to Work (MPPAW) — MPPAW is an organization consisting of a broad range of practitioners, consultants, and professors who meet to encourage an open exchange of information relevant to psychology as applied to work and human resources management. For more information, visit the MPPAW Web site at www.mppaw.org.

Personnel Testing Council of Arizona (PTC/AZ) — PTC/AZ serves as a forum for the discussion of current issues on personnel selection and testing. It encourages education and professional development in the field of personnel selection and testing and advocates the understanding and use of fair and professionally sound testing practices. For more information about PTC/AZ, contact Vicki Packman, Salt River Project at 602-236-4595 or vspackma@srpnet.com, or visit the PTC/AZ Web site accessible through the IPAC Web site at www.ipacweb.org.



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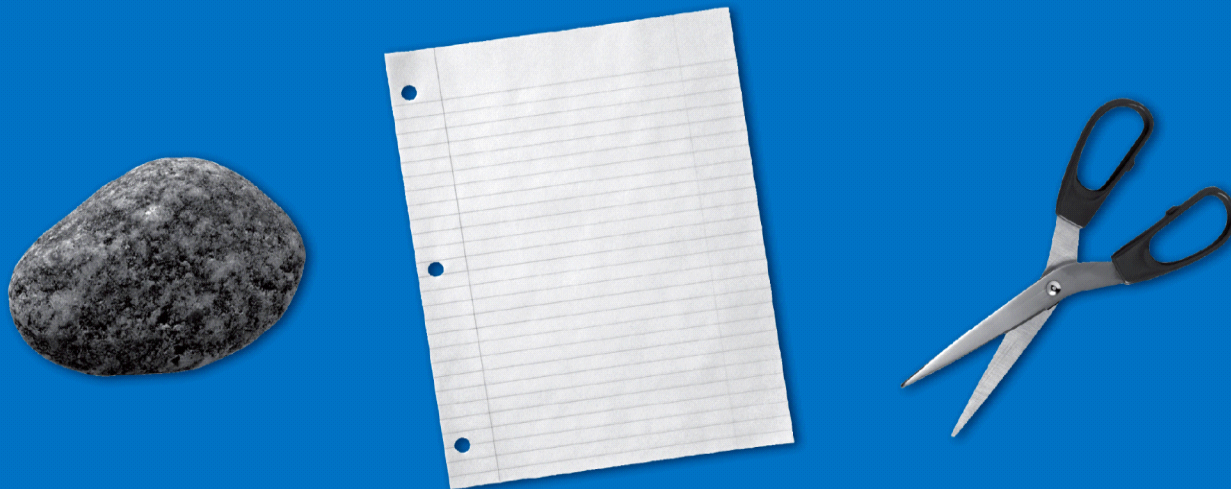
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News of the Councils — continued

Personnel Testing Council of Metropolitan Washington (PTC/MW) — PTC/MW offers monthly luncheon programs and publishes an informative newsletter. See the 2009 calendar for scheduled luncheon speakers or visit the PTC/MW Web site accessible through the IPAC Web site at www.ipacweb.org.

Personnel Testing Council of Northern California (PTC/NC) — PTC/NC offers monthly training programs addressing topics and issues that are useful and relevant to personnel practitioners of all levels of expertise. The monthly programs are typically scheduled for the second Friday of each month and alternate between Sacramento and the Bay area. The monthly programs feature speakers who are active contributors to the personnel assessment field. For more information regarding PTC/NC programs, visit the PTC/NC Web site accessible through the IPAC Web site at www.ipacweb.org.

Personnel Testing Council of Southern California (PTC/SC) — PTC/SC serves as a forum for the discussion of current issues in personnel selection and testing; encourages education and professional development in the field of personnel selection and testing; advocates the understanding and use of fair and non-discriminatory employment practices; and encourages the use of professionally sound selection and testing practices. For more information regarding luncheon meetings, workshops, upcoming conferences, or membership, visit the PTC/SC Web site accessible through the IPAC Web site at www.ipacweb.org.

Society for Human Resource Management (SHRM) — Contact www.shrm.org/education for a current listing of seminars and conferences.

Society for Industrial/Organizational Psychology (SIOP) — The 2009 conference was recently held from April 2-4 in New Orleans. For more information, visit the SIOP Web site at www.siop.org.

Western Region Intergovernmental Personnel Assessment Council (WRIPAC) — WRIPAC comprises public agencies from the western region of the United States who have joined together to promote excellence in personnel selection practices. WRIPAC has three meetings each year that are typically preceded by a training offering. Additionally, WRIPAC has published a monograph series and job analysis manual. Additional information may be obtained by visiting WRIPAC's Web site at www.wripac.org.

Western Region Item Bank (WRIB) — WRIB is a cooperative organization of public agencies using a computerized test item bank. Services include draft test questions with complete item history, preparation of "printer ready" exams, and exam scoring and item analysis. Membership includes more than 160 agencies nationwide. For more information, call (909) 387-5575. For more information, visit the Web site at www.co.san-bernardino.ca.us/hr/wrib/splash.asp.



Upcoming Conferences and Workshops

By Kris Smith, Associate Editor

APRIL

- 13-17 American Educational Research Association. Annual Meeting. Contact: www.aera.net
- 16 PTC/NC Luncheon Meeting. Berkeley, CA. Maynard Brusman, Ph.D., "Performance-based Hiring: Are You Flipping a Coin for Talent?"
- 16 Southern California Public Management Association—Human Resources. Montebello, CA. Annual training conference. "HR Strategies for Lean Times." Contact: www.scpma-hr.org
- 19-22 International Association for Human Resources Information Management. Conference. San Diego, CA.
- 22 PTC/SC Luncheon Meeting. Monterey Park, CA. Kristine E. Kwong, Esq., Hinshaw & Culbertson, LLP. "Legal Update: Review of 2008, Looking Forward to 2009"
- 26-29 Human Resources Planning Society. Conference. Tucson, AZ. Contact: www.hrps.org
- 28-30 SHRM Conference. "Staffing Management". Las Vegas, NV. Contact: www.shrm.org

MAY

- 6 WRIPAC. Training. Using the Internet to Effectively Attract and Screen the Right Applicants. Bryan Baldwin, HR Manager, California Department of Justice.
- 13 METRO Meeting. New York City, NY. Elaine Pulakos, COO, PDRI. "Performance Management: What It Really Takes to Implement the Latest Trends."
- 13 PTC/MW Luncheon Meeting. Washington, DC. John Palguta, Partnership for Public Service. "The State of HR in the Obama Administration – An Early Scorecard"
- 13-15 MAPAC Conference. Harrisburg, PA. Contact: www.ipacweb.org.
- 14 PTC/NC Luncheon Meeting. Sacramento. To be announced.
- 17-22 Organization Development Institute. Annual Conference. Fairhope, AL Contact: www.odinstitute.org
- 19 MPPAW Meeting. John Fennig, Ph.D., Managing Partner, DRI Consulting. "A Unique Approach to Leadership Development".
- 22-25 Association for Psychological Science. Annual Convention. San Francisco, CA. Contact: www.psychologicalscience.org
- 31-6/1 American Society for Training and Development. Annual Conference. Washington, D.C. Contact: www.astd.org

JUNE

- 10 PTC/MW Luncheon Meeting. Washington, DC. To be announced.
- 11 PTC/NC Luncheon and Transition Meeting. Fairfield, CA. To be announced.
- 28-July 1 2009 SHRM Annual Conference. New Orleans, LA. Contact: www.shrm.org.

Kristine Smith is a Senior Associate with Darany and Associates in Redlands, California. If you have regional organization news or an item to add to the calendar, please contact her by e-mail at smithk1@earthlink.net or by telephone at (909) 798-4475.

(Some of the information in this calendar was reprinted with permission from the PTC/MW Newsletter which was compiled by Lance W. Seberhagen, Seberhagen & Associates.)



2009 Innovations in Assessment Award

By Warren Bobrow, Innovations Award Committee Chair and Board Member

The International Personnel Assessment Council (IPAC) is pleased to announce that nominations for the 2009 Innovations in Assessment Award will be accepted starting May 18, 2009, through June 19, 2009. This award recognizes an individual or a work group for the development of an innovative personnel assessment tool, the use of an existing assessment tool in an innovative manner, or general innovations in assessment policies or procedures which resulted in improved effectiveness, efficiencies, or cost savings. Individuals and work teams are invited to nominate themselves for this award. The Innovations in Assessment Award will be presented formally at the upcoming IPAC Conference that will be held in Nashville, TN, September 12-16, 2009. The winner will receive an engraved plaque to commemorate their accomplishment and a waiver of the conference registration fee for one person. In addition, award recipient(s) will be invited to share their innovation with the IPAC membership in a future issue of the *Assessment Council News* publication. Detailed information and a nomination form for the 2009 IPAC Innovations in Assessment Award is available for download at www.IPACweb.org/. Nominations should be submitted by 5:00 pm EST June 19, 2009 and no earlier than May 18, 2009. For more information about the award, please e-mail Dr. Bobrow at warren@allaboutperformance.biz.



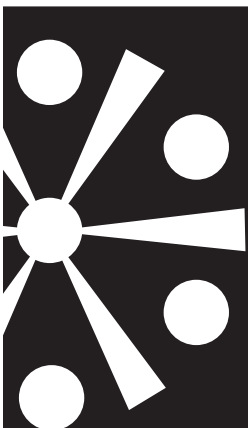
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Note from the Editor

By Anthony Bayless, Editor

IPAC Members,

As I mentioned in the February issue of the *Assessment Council News (ACN)*, we are revamping the publication. Many of you responded to the *ACN* survey and we are taking your comments to heart. For example, survey respondents indicated a desire to see technical articles as well as practical tips on assessment and selection topics. Another suggestion from the survey was to include links to other articles of interest, member news, and highlighting particularly interesting discussion threads from the listserve. I have been working with the Branding/Communication Transition Team (Carol Meyers, Hope Ripkin, and Bryan Baldwin) and they deserve a lot of credit for many of these ideas.

Although these survey findings and suggestions may not seem to be earth-shattering news, the way in which we will achieve these initiatives is news. Almost one half of the survey respondents indicated that they would be interested in writing an occasional article, so rather than having one person generate technical content (as was done most graciously in the past by Mike Aamodt), we hope to tap the membership for contributions regarding technical content and practical experience with innovative approaches to assessment and selection. That being said, we are not interested in articles that are sales pitches for specific products or services.

We are also planning to create an advisory board for the *ACN* to help review the articles that are submitted for acceptance/rejection and to help generate additional ways to continue to improve the publication. Depending on the number of submissions that we receive, there may be a delay before your submission is published.

Thank you! I look forward to your submissions! Any and all comments and suggestions are welcome.



Happy Spring!!

Resources Page

This is an initial attempt to provide the membership with some links to helpful resources or items of interest to the testing community. Please feel free to suggest additional links of which you are aware by contacting me (anthony.bayless@dhs.gov). We would love to add them and share with all.

General Resources

[Fact Sheet from EEOC dealing with use of selection procedures](#)

[U.S. Department of Labor, Testing and Assessment Guide \(2000\)](#)

Interesting Reading

- Tippins, N.T. (March 2009). Internet alternatives to traditional proctored testing: Where are we now? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2 (1), 2-10.
- Macey, W.H., & Schneider, B. (March 2008). The meaning of employee engagement. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1 (1), 3-30.
- Lance, C.E. (March 2008). Why assessment centers do not work the way they are supposed to. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1 (1), 84-97.
- Murphy, K.R. (June 2008). Explaining the weak relationship between job performance and ratings of job performance. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1 (2), 148-160.
- Hough, L.M., & Oswald, F.L. (September 2008). Personality testing and industrial-organizational psychology: Reflections, progress, and prospects. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1 (3), 272-290.
- Highhouse, S. (September 2008). Stubborn reliance on intuition and subjectivity in employee selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1 (3), 333-342.
- Dunleavy, E., & Gutman, A. (April 2009). On the legal front: Fasten your seatbelts: Supreme Court to hear *Ricci v./ Destefano*. *The Industrial-Organizational Psychologist*, 46 (4), 31-43.
- Llorens, J.J., & Kellough, J.E. (Fall 2007). A revolution in public personnel administration: The growth of Web-based recruitment and selection processes in the Federal service. *Public Personnel Management*, 36 (3), 207-221.
- Van Iddekinge, C.H., & Ployhart, R.E. (2008). Developments in the criterion-related validation of selection procedures: A critical review and recommendations for practice. *Personnel Psychology*, 61, 871-925.

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* - denotes an extra year of service beyond the typical two-year term due to transition from IPMA-HR

About the ACN

The *ACN* is the official newsletter of the International Personnel Assessment Council, an association of individuals actively engaged in or contributing to the professional, academic, and practical field of personnel research and assessment. The Council has approximately 200 members.

The *ACN* is published six times a year during the even months of the year. It serves as a source of information about significant activities of the Council, a medium of dialogue and information exchange among members, a method for dissemination of research findings and a forum for the publication of letters and articles of general interest.

Submissions for Publication: IPAC members and others with letters or articles of interest are encouraged to submit materials for review and publication.

Submission deadlines for each of the 2009 issues are:

June issue due on May 8

August issue due on July 10

October issue due on September 4

December issue due on November 6

Articles and information for inclusion should be submitted directly to the Editor (Anthony Bayless). If you have questions or need further information, please contact the Editor.

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