

Assessment Council News

Presidential Message

by Mike Willihnganz, President

What will I do with myself in June?

With the pages of the calendar now showing June, I'm starting to feel a little nostalgic. For almost one-third of a century, 32 years to be exact, the IPMAAC annual conference was held during the month of June. I have long enjoyed looking forward to June knowing that I would have the opportunity to catch up with old acquaintances, establish new friendships, and reconnect with my assessment colleagues from across the country, and in some cases, across the globe. For much of my professional life I have spent several special days each June attending enlightening presentations and engaging in stimulating conversation, valuable networking, and fun-filled social events. All of this was, of course, a part of the IPMAAC conference experience.

I have many fond memories of the June IPMAAC conferences over the years. As a result of my annual conference attendance I was able to greatly expand my assessment expertise, cultivate many life-long friendships, and visit many fine U.S. cities. It will feel a little strange spending June at home this year. I'm not quite sure what I will do with myself.

Before I get too carried away reminiscing over conferences of yesteryear, let me share with you some information regarding upcoming conferences. The 2009 conference will be a joint IPAC/IPMAAC-HR affair which will be held in Nashville, Tennessee. The conference dates are September 12th through the 16th. A special IPAC early bird registration rate is available until July 10th. See the IPAC website (IPACweb.org) for registration details. The 2010 IPAC conference will be held from July 18th through the 21st in Southern California. Conference details are currently being finalized and will be shared with you shortly. So, while the tradition of a June conference may have come to an end with the 2008 conference in Oakland, a new tradition of a July conference may emerge in 2010.

Membership Campaign

It is time for IPAC to go on a growth spurt. IPAC is currently in the midst of a membership campaign. Our goal is to attract a mini



June 2009

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Presidential Message — continued

mum of 100 new members by July 10th. At the peak of its popularity, IPMAAC had over 700 members. IPAC has a long way to go to attract a membership base of that magnitude. However, grow we must. A large IPAC membership roster means greater organizational vitality and energy, as well as improved financial stability. Please help promote IPAC membership to your colleagues and co-workers. The membership application form can be found on the IPAC website (IPACweb.org).

Bylaws

The new IPAC bylaws have been finalized. Many thanks to those of you who took the time to review the draft bylaws and provide input. **Julia Bayless** incorporated your feedback. The revised bylaws have been released to the IPAC membership for a vote of adoption. Members have until June 30, 2009 to vote. If you have not already done so, please visit the following website to register your vote:

http://www.surveymonkey.com/s.aspx?sm=dYRC9Zf_2bD3OSeuFbCdLxMQ_3d_3d

IPAC's First Monograph

Finally, if you have not already heard, I am pleased to announce that IPAC has released its first monograph! **Charley Sproule** has authored a highly impressive work entitled *Rationale and Research Evidence Supporting the Use of Content Validation in Personnel Assessment*. The monograph is available free-of-charge via the IPAC website (IPACweb.org) to IPAC members. The IPAC Officers and Board would like to express our sincere gratitude and appreciation to Charley for writing this monograph. We would also like to put out a call for other monograph topics and authors. Please contact me if you are interested in authoring a monograph on an assessment-related topic.

In closing, I wish you a very enjoyable and relaxing summer. If, like me, you find yourself a little disoriented or restless because of the extra time you have on your hands during the month of June, well, reminisce if you must over past conferences but also begin planning to attend the upcoming 2009 and 2010 conferences.



“It is time for IPAC to go on a growth spurt. IPAC is currently in the midst of a membership campaign... Please help promote IPAC membership to your colleagues and co-workers.”

~ Mike Willihnganz

2009 Joint IPAC/IPMA-HR Conference—Nashville, TN September 12th—16th

Some fun things to do in Nashville:



Country Music Hall of Fame

<http://nashville.com/attractions/countrymusicchalloffame/>



Grand Ole Opry—showcases the best in country music, bluegrass, and more

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The Hermitage—Andrew Jackson antebellum plantation home

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IPAC Membership Update

June 2009

By Julia Bayless, Membership Chair and Board Member

The IPAC Board and transition sub-teams have been very busy lately continuing work on some significant issues. Here is a summary of what we've been up to:

IPAC Bylaws: We have incorporated all the membership comments we received on the draft IPAC bylaws. The final version of the bylaws is now available for vote by the membership during the month of June. The deadline for voting is June 30, 2009.

Membership Campaign: We are on a mission to garner 100 new members by July 10, 2009! We are about a third of the way toward that goal – if you know of anyone who might be interested in joining and taking advantage of all that IPAC has to offer (including the early-bird conference rate just for IPAC members), please encourage them to visit the IPAC website (IPACweb.org) or pass their information along to any board member for follow up.

2009 and 2010 Conferences: The conference program in Nashville, TN in September is jam-packed with terrific sessions for IPAC members, and we are also in the early stages of planning the 2010 conference. The 2010 conference will likely be held in July in Southern California – thanks to those of you who provided your preferences in the recent online survey.

IPAC Membership Update (June 2009) — continued

Content Validity Monograph: IPAC has published Charley Sproule's monograph – *Rationale and Research Evidence Supporting the Use of Content Validation in Personnel Assessment*. This monograph has been made available free to members and non-members; members can acquire the monograph directly from the website with their unique log-in information, and non-members can request the monograph by providing their name and contact information. The monograph has been a huge hit so far! Stay tuned for more offerings coming soon...

For more information or to volunteer to assist as we continue along these and other paths, 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, Ines Fraenkel, Deonda Scott, Warren Bobrow, or Oscar Spurlin). Thank you for your continued support!



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Join Us for the 2009 IPAC Annual Conference

By Shelley Langan, Conference Chair and Board Member

IPAC's **33rd annual conference** will be held **September 12-16, 2009**, in Nashville, Tennessee at the beautiful **Renaissance Nashville Hotel** in the heart of Music City.

We are pleased to announce that conference plans continue for our 2009 conference. As you may know, we will be holding our **33rd annual conference** jointly with IPMA-HR's International Training Conference and Exposition. The conference will be held **September 12-16, 2009**, with pre-conference workshops offered on September 12th and 13th, and the main conference program presented September 14th – 16th.

In these challenging economic times for many of our agencies, great attention is being paid by the Conference Committee to ensure that the conference program offers a stellar program, geared for practitioners of all levels of expertise. We recognize the critical need to be mindful of how training and development dollars are being spent. This conference offers not only our customary premiere, cutting-edge program of innovative, best practices assessment-related and testing topics but also unprecedented opportunities to network with colleagues and practitioners from all walks of the human resources profession.

Conference registration information for IPAC members and individuals interested in joining IPAC is available at www.ipacweb.org. Early bird registration rates are being offered through July 10, 2009, so act now to take advantage of savings – visit IPAC's website for more information on conference program offerings and registration specifics.

As September draws near, we'll be providing more information. We're looking forward to seeing you in Nashville! Questions about the 2009 conference can be addressed to the Conference Chairperson and current IPAC Board Member, Shelley Langan at slangan@cps.ca.gov.



Announcement

A new group of HR professionals in the Kansas City area have organized and formed the Kansas City Applied Psychology Society (KCAPS). To learn more, you can visit their website at: <http://kcaps.50webs.org/members.html>.

News of the Councils

By Kris Smith, Associate Editor

American Psychological Association (APA) — The 2009 conference will be held August 6-9 in Toronto, 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 their next meeting on June 30, 2009. 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 was held in Harrisburg, PA, on May 13-15. For details on MAPAC and future postings of the most recent conference, 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. The next meeting is scheduled for September 15, 2009. 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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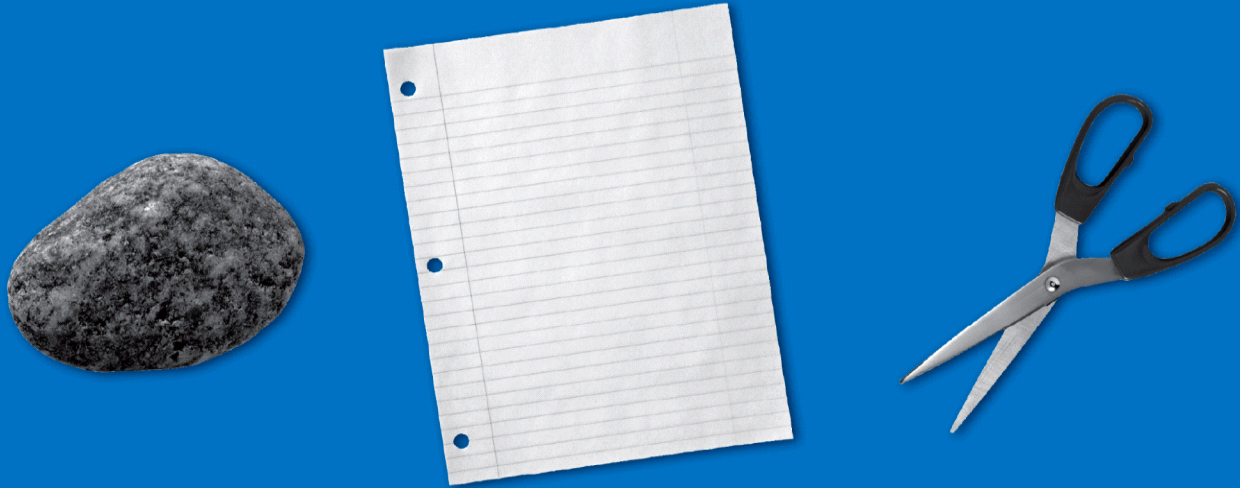
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News of the Councils — continued

Personnel Testing Council of Metropolitan Washington (PTC/MW) — PTC/MW offers monthly luncheon programs and publishes an informative newsletter. On June 10, 2009, PTC/MW is convening a workshop entitled “Revisiting the 3Rs: Reliability, Ratings, and Reality,” by Dan Putka, Ph.D., Human Resources Research Organization. For more information and to see the 2009 calendar for scheduled luncheon speakers, 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. On June 11, 2009, PTC/NC is hosting a monthly luncheon/presentation entitled, “The Dynamics of Panel Discussion Dynamics,” by Debra Ford, Ph.D., Portland State University. 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. The annual fall conference is scheduled to start on November 6, 2009, in Anaheim, CA. 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 next Leading Edge Consortium will take place on October 16-17, 2009, in Denver, CO. 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

JUNE

- 10 PTC/MW Workshop. Washington, DC. Dan Putka, Ph.D., Human Resources Research Organization. "Revisiting the 3Rs: Reliability, Ratings, and Reality." Contact: www.ipacweb.org.
- 11 PTC/NC Luncheon/Presentation. Fairfield, CA. Debra Ford, Ph.D., Portland State University, "The Dynamics of Panel Discussion Dynamics." Contact: www.ipacweb.org.
- 11-13 Canadian Society for Industrial and Organizational Psychology. Annual Conference. Montreal, Canada. Contact: www.psychology.uwo.ca/csiop.
- 18-19 Society for Industrial and Organizational Psychology & University of Maryland. Workshop and Conference. "Executive Coaching." College Park, MD. Contact: www.rhsmith.umd.edu/execcoaching.
- 24 Kansas City Applied Psychology Society Networking Meeting.
- 28-July 1 2009 SHRM Annual Conference. New Orleans, LA. Contact: www.shrm.org.
- 30 METRO Meeting. New York City, NY. Contact: www.metroapppsy.com.

JULY

- 15 PTC/MW Luncheon Meeting. Washington, DC. To be announced.

AUGUST

- 6-9 APA 2009 Annual Conference. Toronto, Canada. Contact: www.apa.org.
- 7-11 Academy of Management 2009 Annual Conference. Chicago, IL. Contact: www.aonline.org.

SEPTEMBER

- 9 PTC/MW Workshop. Washington, DC. Michael Aamodt, Ph.D., DCI Consulting Group. "Thoughts from the Shower: An Assessment Talk in Three Acts." Contact: www.ipacweb.org.
- 12-16 IPAC 2009 Annual Conference. Nashville, TN. Contact: www.ipacweb.org.
- 15 MPPAW Meeting. To be announced.

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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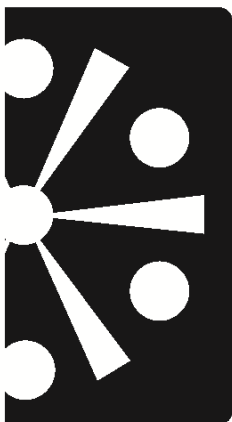
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Call for Articles

By Anthony Bayless, Editor

The purpose of this message is to publicize an ongoing call for articles for future issues of the *Assessment Council News (ACN)*. Results from the recent *ACN* survey indicated a desire for the articles to be practical and/or technical in content. We invite you to submit articles dealing with any of a host of assessment-related issues for publishing in a future issue of the *ACN*. Following are some example topics for possible articles:

- the current budget crisis and its impact on your HR practices (e.g., being able to afford validation studies or particular validation strategies)
- legal updates on interesting topics (e.g., *Ricci v. DeStefano*)
- use of various performance appraisal rating scales
- recent innovations in your assessment processes

Again, these are simply examples of the types of articles that may be of interest to the IPAC membership. The next issue of the *ACN* is due out in early August. Submissions for the August issue are due to the editor by July 10. The reason for this lead time is to allow for the editing and revising phase of any submission.

Please submit your articles to [me](#) by July 10 for inclusion in the August issue. If you cannot make the July 10 deadline, please submit your article to me for possible inclusion in a later issue. Please note that not all submissions are guaranteed to be published; however, if your submission is not published in the next issue, it may be published in a subsequent issue.

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

Anthony Bayless
ACN Editor



Recent Listserve Discussions

Following are some of the issues that were recently part of listserv discussions between April and May, 2009. Thank you to those who posted questions, answers, issues, and concerns! If you do not already participate in the listserv, you can obtain additional information about the service at: <http://nine.pairlist.net/mailman/listinfo/ipac-list/>. You can also access archived discussions by year and date at: <http://www.ipacweb.org/listarch/>.

1. Issues about using an off-the-shelf test from a vendor
2. Use of performance rating scales for performance evaluation vs. validation
3. *Ricci v. DeStafano* – U.S. Supreme Court case summary: <http://topics.law.cornell.edu/supct/cert/07-1428> and a link to NPR for oral arguments: <http://www.npr.org/templates/story/story.php?storyId=103289178> and questions posed by the U.S. Supreme Court case: <http://www.supremecourtus.gov/qp/07-01428qp.pdf>
4. Rehiring retired uniformed personnel & the implications with the collective bargaining unit (i.e., going outside the contract to hire noncompetitively)
5. U.S. OPM's elimination of the time in grade requirement for competitive service jobs
6. A request for information regarding experiences with talent inventories (aka skills inventories)
7. A request for information about the availability of test preparation/orientation materials online
8. A request for experiential-based recommendations about cheating detection software
9. A study about the length of time to staff a vacancy with relation to the quality of the hire. Additional input was provided about to define "time to staff" versus "time to fill" versus "time to hire." Other variables that might impact the results of such a study include: employer reputation, economic conditions, type of position (academic vs. non-academic)
10. Physical ability testing and responses about the importance of using objective ratings of physical performance versus subjective ratings

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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:

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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