

Assessment Council News

Presidential Message

by Mike Willihnganz, President

Happy Holidays IPAC members and friends! With the holidays upon us and the calendar year drawing to a close, I believe it is customary to reflect back on the events of the previous twelve months. 2009 will most likely be remembered for corporate bail-outs, public sector cutbacks, and the H1N1 influenza. These are certainly not very positive or uplifting events. A little closer to home, 2009 will also be remembered as IPAC's first year in existence. This truly is a monumental achievement.

As an organization, we have come a long way over the last twelve months. Our transition from an IPMA-HR Section to an independent, self-supporting, professional association has been hectic but highly successful. Although there is still much work to be done, we have indeed made significant progress since January 1st of this year. A few of our many accomplishments include adopting a new name, creating a logo, incorporating as a nonprofit public benefit corporation, rebranding our webpage and newsletter, adopting bylaws, co-hosting a conference, and publishing our first monograph. This degree of success would not have been possible without the hard work and dedication of the IPAC Board comprised of **Inés Vargas-Fraenkel, Deonda Scott, Harry Brull, Bryan Baldwin, Julia Bayless, Oscar Spurlin, Shelley Langan, and Warren Bobrow**. I would like to take this opportunity to express my gratitude and appreciation for all that they have contributed to the establishment of IPAC.

One of our most recent organizational accomplishments was IPAC's first election. Many thanks to all of the candidates who agreed to run for an IPAC leadership position. Thanks also to our members who took the time to cast their ballots in the election. Please join me in congratulating our newly elected officers: **Julia Bayless**, President-Elect; **Reid Klion**, Financial Officer; **Ann**

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December 2009

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Raines Gonter, Secretary; and **Christine Parker**, member of the Board of Directors. These individuals will be joining myself and continuing Board Members **Bryan Baldwin**, **Shelley Langan**, and **Warren Bobrow** as your leadership team in 2010. Board Members **Inés Vargas-Fraenkel**, **Deonda Scott**, **Harry Brull**, and **Oscar Spurlin** will be completing their terms of office effective December 31st. Please join me in thanking these committed members for their service to IPMAAC and now IPAC. The successes and accomplishments that we have realized over the last year are due in large part to the time and effort they have invested in our organization. I sincerely hope that Inés, Deonda, Harry, and Oscar will continue to be active in IPAC.

As you are completing your holiday gift buying and stuffing those holiday stockings, don't forget to treat yourself. We are currently in the midst of our membership renewal campaign. IPAC operates on a calendar year membership basis and thus it is time to renew your membership for 2010. Membership dues are only \$75. Student membership is available for \$25. Renew your IPAC membership today!

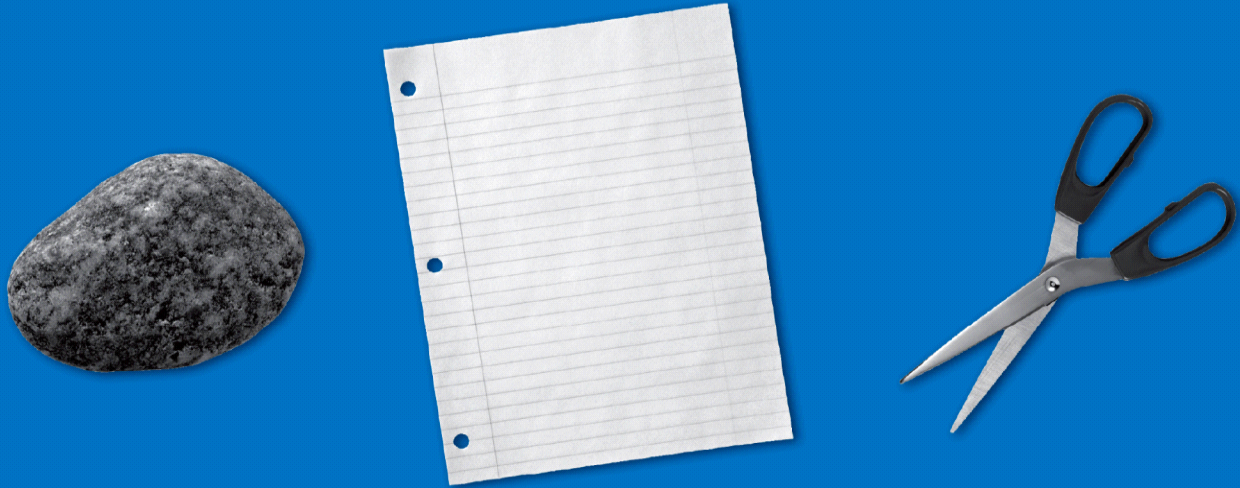
Finally, I would like to take this opportunity to pass on my appreciation to **Anthony Bayless** for his service as ACN editor over the last four years. This is Anthony's last issue as editor of the ACN. Anthony has been an extremely conscientious editor who always ensured that our newsletter was of high quality and published in accordance with our publication schedule. Thanks Anthony for the many hours you spent hounding contributors, editing our articles, and publishing the newsletter. Although Anthony is stepping down as editor, he will continue to be involved with the newsletter as he works with our new editor, **Jayanthi (Jay) Polaki**, and the rest of the ACN committee which is comprised of **Bryan Baldwin**, **Bill Waldron**, **Carol Meyers**, and **Hope Ripkin**. This committee is currently evaluating all aspects of the ACN including publication schedule, content, access, and format. The goal is to create a newsletter with significant substance and value for IPAC members. Stay tuned for more information regarding the future of the ACN. Once again, thank you Anthony!

Have a wonderful holiday season! Perhaps one of your New Year's resolutions could be to become more actively involved in IPAC in 2010!!



“A few of our many accomplishments include adopting a new name, creating a logo, incorporating as a nonprofit public benefit corporation, rebranding our webpage and newsletter, adopting bylaws, co-hosting a conference, and publishing our first monograph.”

~ Mike Willihnganz



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Now Available Online — 2009 IPAC Membership Directory!

The 2009 IPAC Membership Directory can be accessed from the IPAC members-only page on the IPAC website (www.ipacweb.org).

For more information or to update your contact information, please contact Julia Bayless, IPAC Membership Chair, at julia.bayless@sodexo.com or 301-987-4343. Thanks!

IPAC Membership Update

By Julia Bayless, Membership Chair and Board Member

Hard to believe that our first year as IPAC is drawing to a close! It has been a busy year – thank you to all of our members for helping us stay busy! Here is a year-in-review look at the evolution of our membership activities as well as what we're looking forward to in 2010:

Foundations: A great deal of effort in 2009 went into some of the key foundational pieces that allow us to exist and function as an independent organization, such as:

- Membership Administration: We took over the administration of our membership records from IPMA-HR.
- Incorporation: We officially incorporated as an independent organization, which allowed us to set ourselves up as a not-for-profit organization and establish our own financial record-keeping.
- Adoption of Bylaws: A dedicated team worked along with the IPAC Board to create new bylaws that were commented upon, edited, and adopted by the IPAC membership.
- Membership Directory: We published the first IPAC directory, including current contact information for all of IPAC's members. This directory can be accessed through the members-only portion of the IPAC website.

Voice of the Membership: Based on interviews with key stakeholders of the organization as well as a great deal of background material on IPAC, our partner (Center for Association Resources, CAR) distributed an invitation to complete an electronic survey. The survey asked members about their satisfaction, opinions, ideas, needs, and preferences for how IPAC is run and what it should deliver going forward. This input is critical to our success as an organization – if you have not already done so, please take a moment to complete the survey and help shape the future of IPAC!

Membership Campaign: Membership renewal invoices have been sent to all 2009 members for 2010 renewal, and we have done additional outreach to former and potential IPAC members as well as to the educational community to promote student membership. Our goal is to exceed 50% growth in membership in 2010 over our 2009 member numbers – and you can help us get there! Renew your membership today, and encourage a friend or co-worker to join! Visit www.ipacweb.org and click on "About/Join" to renew online or print, complete, and return the membership renewal form.

Happy New Year!

Looking forward to 2010, we anticipate dedicating our energy to growing our membership through increased outreach, networking, and a commitment to the value IPAC membership provides. The IPAC organization remains focused on understanding member needs and developing solutions that meet those needs in a timely and effective manner. We are ever mindful that IPAC's mission is to provide its members and others in the field with easily accessed and varied opportunities to learn,

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share, experience, and teach state-of-the-art recruitment and merit-based assessment practices. We look forward to a new year with new opportunities, and we encourage all IPAC members to get involved!

For more information or to volunteer to assist IPAC, please check out the IPAC website (www.ipacweb.org), or contact any of the 2009 Board members (Harry Brull, Bryan Baldwin, Shelley Langan, Julia Bayless, Mike Willihnganz, Ines Fraenkel, Deonda Scott, Warren Bobrow, or Oscar Spurlin). Thank you for your membership and support!



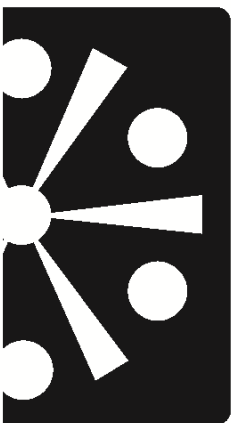
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Summary of Recent Listserv Discussion Thread

By Anthony Bayless, ACN Editor

IPAC sponsors a listserv discussion forum for its members. For those who are unfamiliar with the term, “listserv” refers to a program that resides on a server which automatically sends messages to multiple e-mail addresses on a mailing list. So, when an e-mail is addressed to the IPAC listserv, it automatically broadcasts the message to everyone on the mailing list. The IPAC member listserv e-mail address is: ipac-list@ipacweb.org. This serves as a great vehicle for exchanging information.

Recently, there was an interesting discussion thread on the listserv. The discussion thread involved many different individuals, including **Harry Brull, Lance Seberhagen, Ron Clare, Mark Hammer, Dennis Doverspike, Elizabeth Reed, and Kurt Wilkening**. I have summarized the discussion thread below without attributing specific comments to specific authors (i.e., I have deleted the names to protect the innocent). Because I am applying my interpretation of the discussion, please correct me if I have misrepresented any information by sending me an e-mail to: anthony.bayless@dhs.gov. Also, if you would like to comment on the discussion, please send me an email so that we can post corrections/additions to this discussion thread in a future ACN issue. The discussion thread started after one of the contributors described a practical situation and then posed three questions.

Practical Situation: The practical situation involved a police lieutenant promotional process for a medium-sized department. A personality inventory was administered to all candidates and the results for two candidates were found to be questionable due to their responses on a faking scale and a lie scale. These two candidates were requested by the test administrator to retake the personality inventory, which they did. A second scoring showed at least one of the two candidates to still have results from the personality inventory which were deemed “marginally valid.” Three questions were posed:

1. Do self-report measures such as personality profiles have a place in civil service procedures which must produce a rank-ordered list of scores?
2. Are there instruments which overcome the hurdle of faking?
3. What should one do with a candidate profile that is uninterpretable?

It is interesting to note that during a discussion thread such as this, rarely is it the case that any one respondent provides answers to all of the originator’s questions. Typically, different respondents take issue with specific concerns raised by the originator. Following is a summary of some of the responses.

Fair Treatment/Standardization – A couple of respondents took issue with the idea of providing a re-take opportunity for the two candidates with questionable personality inventory results – the main issue being the lack of fair treatment or standardization across all candidates for such a highly competitive exam.

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“Failing” the Personality Inventory – One respondent suggested that promotional candidates who show questionable results on the faking/lie scales should not be considered for promotion just as entry-level applicants with similar test results should not be considered for employment. A follow-up point was that this type of potential outcome should be communicated clearly to the promotional candidates and entry-level applicants prior to testing.

Educating Applicants – There was a call to educate employers and the test-taking public that the employment testing process is being used to assist with the person-job/organization match. That is, the testing process is being used to help match applicants to jobs in which they can thrive – a win-win strategy, although applicants might not see it this way. The suggestion proposed was that we should educate the employment testing public about this goal of helping to match the person to the job rather than the idea that the employer is screening out the “riff-raff,” thus setting in motion a more adversarial tone. One of the respondents mentioned that this adversarial tone is set very early on in one’s life, starting with the educational setting in which teachers talk of the standardized tests as being unfair or biased. Another of the respondents talked about the importance of not only educating the public about the role of the employment testing process, but also to ensure that we continue to develop well-constructed, reliable, and valid exams which are administered and scored consistently and fairly.

Place of Personality Testing in Civil Service – There was only one reply to this issue and the response provided was “yes.”

Alternative Assessments to Overcome Faking – There was a suggestion by one respondent to use simulation exercises to assess the personality of promotional candidates. Another respondent suggested that if a personality inventory is used for hiring/promotion there should be a “pass point” for the test that is clearly stated and written, or a credentialed clinician to make the judgment call.

After summarizing the discussion thread, I went back to the three questions that were posed by the originator to determine if the questions were answered. There was a response to the first two questions regarding (1) a place for personality inventories in civil service procedures and (2) alternative assessments to overcome faking. However, there was no response to the last question, which, interestingly enough, was likely the impetus for the originator’s request for input. That is, “What should one do with a candidate profile that is uninterpretable?” Any input regarding a response to this question would be greatly appreciated. Please send your comments to:

anthony.bayless@dhs.gov.



Letter from the 2009 Editor

By Anthony Bayless, 2009 ACN Editor

This is my last ACN issue as an editor. It has been an honor to serve as editor over the last four years, but it is time for a change. To that end, I would like to introduce to you Jayanthi (Jay) Polaki. She has generously offered to serve as the ACN editor starting in 2010. Please join me in welcoming Jay!

As one indicator of change, the IPAC Board has decided to move to a quarterly publication schedule. I applaud this decision, because it will allow more time to generate technical content for each issue. Other changes to the ACN are forthcoming, but I will leave that to Jay to communicate to you in the future.

Happy Holidays and a Happy New Year!



CONGRATULATIONS!!!

TO THE FOLLOWING INDIVIDUALS ON THEIR
ELECTION TO THE 2010 IPAC BOARD

PRESIDENT-ELECT - JULIA BAYLESS

FINANCIAL OFFICER - REID KLION

SECRETARY - ANN RAINES GONTER

BOARD OF DIRECTORS - CHRISTINE PARKER

Letter from the 2010 Editor

By Jayanthi Polaki, 2010 ACN Editor

I'm excited to serve as the ACN editor in 2010! As I've shadowed Anthony in his editorial duties over the past couple of issues, I've come to recognize his tremendous contribution (both in terms of time and editorial input) to the ACN for the past 4 years. Thank you, Anthony for all your hard work in shaping the ACN of today (and thank you again for helping me learn the ropes)!

The ACN Committee comprising **Anthony Bayless, Bryan Baldwin, Bill Waldron, Carol Meyers, Hope Ripkin**, and myself has put forth several suggestions to take the ACN to the next level (which were all approved! Thank you, IPAC Board!). In the spirit of continuous improvement, we are looking forward to include several types of articles that may have a broader appeal to our membership. Please stay tuned for the next edition of ACN in March 2010 as we move to a quarterly publication schedule.

Please feel free to email (jpolaki@mdta.state.md.us) or call me with your suggestions or ideas as we continue to provide you with a variety of interesting and thought-provoking articles. I look forward to working with you in the coming year!

Have a safe and joyous Holiday season!



**PLEASE WELCOME THE
NEW EDITOR OF THE ACN!!**

JAY POLAKI

News of the Councils

By Kris Smith, Associate Editor

American Psychological Association (APA) — The 2010 conference will be held August 12-15 in San Diego, CA. For more information, visit their website 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 website 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 website at www.giop.org.

International Public Management Association for Human Resources (IPMA-HR) — For more information, visit the IPMA-HR website at www.ipma-hr.org.

Metropolitan New York Association for Applied Psychology (METRO) — For more information, call the MetroLine at (212) 539-7593 or visit METRO's website at www.metroapppsy.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. For details on MAPAC, visit the MAPAC webpage 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 website 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 website accessible through the IPAC website at www.ipacweb.org.

Personnel Testing Council of Metropolitan Washington (PTC/MW) — PTC/MW offers monthly luncheon programs and publishes an informative newsletter. See the 2010 calendar for scheduled

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luncheon speakers or visit the PTC/MW website accessible through the IPAC website 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 website accessible through the IPAC website 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 website accessible through the IPAC website 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 2010 conference is scheduled for April 8-10 in Atlanta, GA. For more information, visit the SIOP website 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 website 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 website at www.co.san-bernardino.ca.us.



Upcoming Conferences and Workshops

By Kris Smith, Associate Editor

JANUARY

- 7 METRO Dinner Meeting. Speaker: Dr. Nancy Tippins, Valtera Corporation. "Best Practices in Multinational Assessment." Contact: www.metroappspsych.com.
- 13 PTC/MW Luncheon Meeting. Speaker: Dr. Eden King, George Mason University. Contact: www.ptcmw.org.
- 13 IPMA-HR Online Course. "Developing Competencies for HR Success." Contact: www.ipma-hr.org.
- 14 PTC/NC Luncheon Meeting. Bay Area. Contact: www.ptcnc.org.
- 27 WRIPAC Training. Job Analysis. Sacramento, CA. Contact: www.wripac.org.
- 28-29 WRIPAC Meeting. Sacramento, CA. Contact: www.wripac.org.
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FEBRUARY

- 10 PTC/MW Luncheon Meeting. Washington, DC. Dr. Kevin Kramer, Accenture. Contact: www.ptcmw.org.
- 11 PTC/NC Luncheon Meeting. Sacramento, CA. Contact: www.ptcnc.org.
- 16 METRO Dinner Meeting. Speaker: Dr. Rob Kaiser, Kaplan DeVries, Inc. Contact: www.metroappspsych.com.
- 18-21 Society of Psychologists in Management. Annual Conference. Contact: www.spim.org.
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MARCH

- 10-11 PTC/NC Annual Conference. Berkeley, CA. Contact: www.ptcnc.org.
- 12-14 IO/OB Graduate Student Conference. Houston, TX. Contact: www.uh.edu/ioob.
- 17-19 SHRM Employment Law and Legislative Conference. Washington, DC. 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.)

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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 300 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.

Articles and information for inclusion should be submitted directly to the 2010 Editor, Jayanthi Polaki. If you have questions or need further information, please contact the Editor.

2009 Editor

Anthony Bayless

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