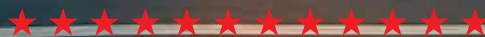


IPAC

CONFERENCE 2018



OLD TOWN,
NEW ASSESSMENTS



JULY 29 - AUGUST 1, 2018 ALEXANDRIA, VA

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Student Paper Competition	Chris Nye
Student Poster.....	Bharati Belwalkar
Innovations in Assessment Award	Nathan Carter
SHRM/HRCI credits.....	Martha Hennen



Letter from the President

Welcome to Old Town Alexandria and the 2018 International Personnel Assessment Council (IPAC) Conference!

I am thrilled to welcome you all to historic Old Town Alexandria, Virginia. Whether you've been attending IPAC since it was IPMAAC or you're a first-time attendee, we are so excited to have you here! We have a stimulating few days planned for you, including a stellar lineup of keynote speakers, invaluable workshops and sessions for all experience levels, and of course opportunities to reconnect or newly connect. These amazing experiences wouldn't be possible without the support and dedication of a long list of volunteers on the Conference Planning Committee. When you run into them please express your appreciation.



I especially want to thank **Kathy Stewart** for her overall leadership of the committee, can-do positive attitude, and witty sense of humor, and **Julie Weintraub** for this incredible program, steadfast support, and overarching awesomeness. This year's conference theme, "**Old Town, New Assessments**," begs us to look forward without forgetting about the past. As with architecture or fashion, fads (zeitgeist for my fellow psychologists) may change with the times and what happens in the world of assessment is no different. Technology, legal actions, and the culture of the workplace transform the way we recruit, assess, select, and retain organizational talent. Over the next few days, I hope you'll seek information about where the assessment field is going but also about where it has already been, why it is going in that direction, and what that will mean for your organization, your role, your employees, and your applicants. I know all of the presenters will welcome the discussion.

After feeding your brain, we'll also feed your belly and your soul with some famous IPAC hospitality. We hope you'll join us for the full conference experience at our after-hours networking and social events. Sunday evening, please be my guest at the **President's Reception** and allow me to introduce you to this year's IPAC Sponsors where you can certainly find support, assistance, and innovative resources. Monday night, you're invited to **Virtue Feed & Grain** for delicious morsels of food and conversation. Tuesday evening we'll support small groups venturing out for dinner or heading across the Potomac to the PTCMW-IPAC sponsored happy hour. No matter what you do or where you go, we hope you'll end each day in the **IPAC Hospitality Suite** where you find out what it means to be a member of the IPAC family.

I'm lucky to call Old Town Alexandria my home year-round, not just for the next few days, and I know you'll feel right at home too. Throughout the conference, I hope to connect with as many of you as possible and I can't wait to hear about your experiences. Also, feel free to share your conference experience with other members on social media @ipacweb, #IPAC2018.

On behalf of the IPAC Board of Directors, Committee Chairs, and the 2018 Conference Planning Committee, we hope you'll make the most of your time here by learning, growing, sharing, and connecting. Enjoy every minute!

Matisha Montgomery

2018 IPAC President

Conference Activity Schedule

Activities at the Westin

President's Welcome Reception

Sunday, July 29, Edison A/B/C, 6:00 p.m. – 8:00 p.m.

Celebrate the beginning of the conference with this year's President, **Matisha Montgomery**. Come join us for complimentary drinks, appetizers, and a chance to get to know some fellow conference attendees.

Continental Breakfast

7:00 a.m. – 8:00 a.m.

Sunday (Pre-conference Workshops) – Foyer D

7:30 a.m. – 8:30 a.m.

Monday – Wednesday – Foyer A/B/C/D

Morning Breaks

10:00 a.m. – 10:30 a.m.

Sunday (Pre-conference Workshops) – Foyer D

Monday – Edison A/B/C

Tuesday – Edison A/B/C

Wednesday – Foyer A/B/C/D

Afternoon Breaks

3:00 p.m. – 3:30 p.m.

Sunday (Pre-conference Workshops) – Foyer D

Monday – Edison A/B/C

Tuesday – Edison A/B/C

Exhibitor Hours

Edison A/B/C

Sunday – 5:30 p.m. – 7:30 p.m.

Monday – 7:30 a.m. – 5:00 p.m.

Tuesday – 7:30 a.m. – 3:00 p.m.

Hospitality Suite

Westin (Presidential Suite, Room #933)

Come take part in the IPAC tradition. Each evening, join board members and fellow conference attendees for stimulating conversation in the hospitality suite. This year's hospitality suite is sponsored by **Shaker!**

Sunday, 8:00 p.m. – Midnight

Monday, 9:30 p.m. – Midnight

Tuesday, 8:00 p.m. – Midnight

IPAC Social Event

Virtue Feed and Grain

Monday, July 30, 6:30 p.m. – 9:30 p.m.

Virtue Feed and Grain will host the Monday Night Social Event in the heart of Old Town. Hop on the Trolley, take the IPAC shuttle, or stroll through Old Town for



the Monday night Social Event. Sample complimentary appetizers and drinks while networking or reconnecting with your fellow assessment professionals on the Alexandria Waterfront. Don't miss this evening of good conversation, delicious treats, and a taste of the local culture.

Tuesday Night Dinners

Alexandria Area Restaurants

Tuesday, July 31, 6:30 p.m.

Group dinners offer attendees the opportunity to informally exchange ideas, share challenges and successes, and discuss hot topics. We have been scouting out the best restaurants around Alexandria and will have sign-up sheets, along with menus, at the registration desk Monday and Tuesday during the conference. Come, check out the menus, and sign-up for a group dinner! Our Social Committee will arrange the group's reservation and a meeting time and location to travel to the restaurant together.

PTCMW-IPAC Networking Happy Hour

for attendees who pre-registered

Bar Louie

Tuesday, July 31, 6:00 p.m. – 9:00 p.m.

Did you register to connect with PTCMW colleagues in downtown DC at Bar Louie?

Don't miss this collaborative event in Gallery Place.



Check your conference materials for a special message from these sponsors



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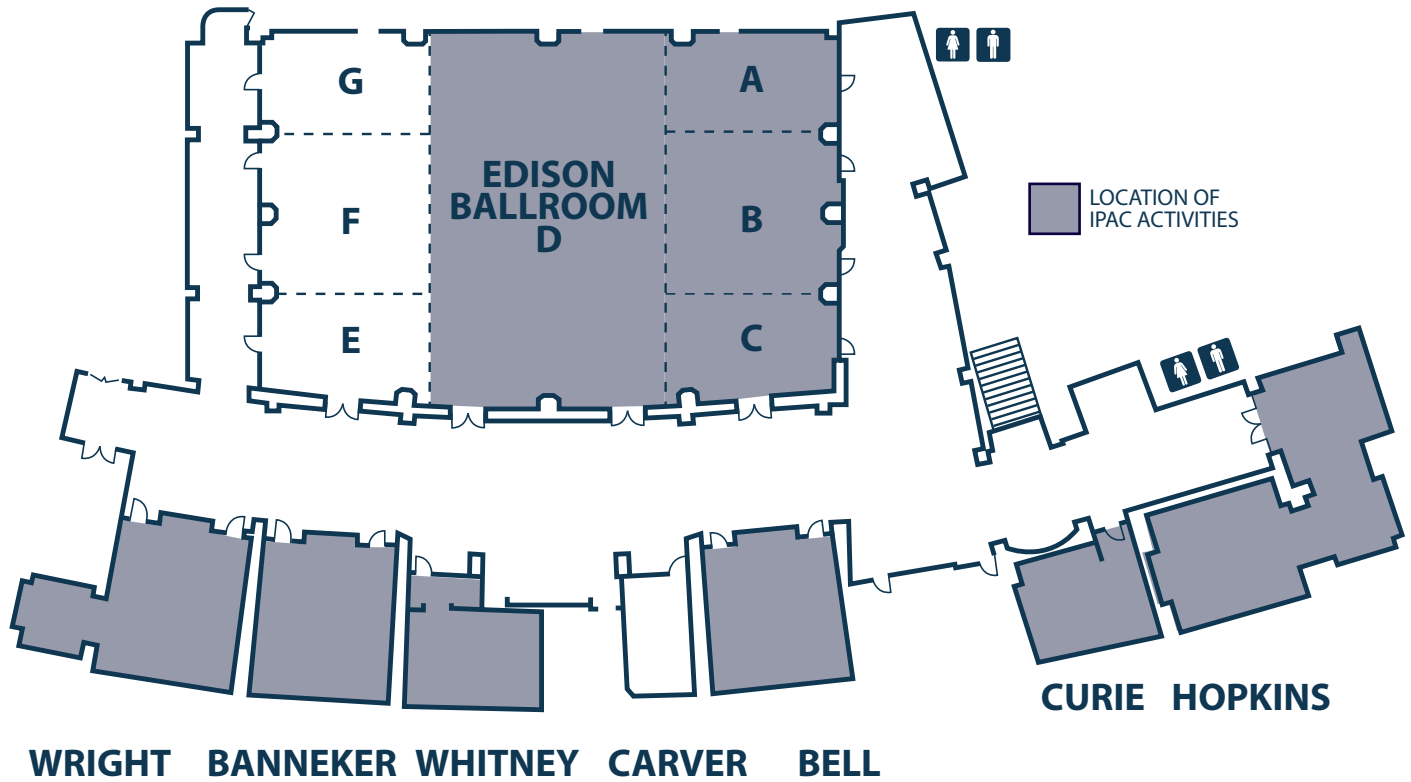
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Visit us at table B in the Edison Ballroom

humrro.org

Location of Conference Activities

Westin Alexandria Floor Plan



IPAC Activities and Places of Interest



Keynote Speakers

Ben Hawkes

Selection Lead,
Shell International
Co-Founder, *Blackhawke Behaviour Science*



Ben Hawkes is the Selection Assessment Lead for Shell International. Based in London, he oversees the use of assessments, interviews and other selection techniques throughout Shell's global workforce of 90,000 employees. He also contributes to internal talent projects including high potential and leadership programs.

Prior to Shell, Ben worked for over a decade at IBM Kenexa in senior consulting and product R&D roles, designing and implementing large-scale assessment and selection programs for client organisations throughout the US, Europe, Africa and Asia Pacific.

With 20 years' worldwide experience in psychological testing and talent analytics, he regularly presents and writes about emerging assessment techniques including simulations, gaming, text analytics and video interviewing. Ben is the author of numerous articles and chapters on the use of technology to assess and predict workplace behaviour.

Ben is also Co-Founder of Blackhawke Behaviour Science, a UK- and US-based consulting practice that researches entrepreneur behaviour in order to enhance the decision making of venture capitalists and other investors in startup companies.

Away from his work in assessment, Ben is an accomplished comedy writer and performer, founding The Missing, Inc. comedy group in 2002, which went on to perform on BBC Radio and at festivals throughout the UK.

Ben graduated with a BSc (Hons) Psychology from the University of Surrey (UK) and the University of North Texas.

Hennie Kriek, Ph.D.

Professor Extraordinarius, UNISA
CEO, *TTS-Top Talent Solutions Inc.*



Dr. Kriek is President of TTS-Top Talent Solutions Inc. and CEO of the TTS-Talent Group. He also serves as Professor Extraordinarius at the Department of Industrial and Organisational Psychology at UNISA. His most recent position was that of President of SHL-CEB USA, Canada and Latin America. Before that he was the founding member and Managing Director of SHL South Africa.

He consults on a global basis in the end to end talent management cycle. This includes executive coaching, competency design, objective assessment, assessment centers, selection, personnel decision making, global talent management and human resource development. He worked with companies such as IBM, Deloitte, Coca-Cola, BHPBil-liton, Pfizer, Enterprise Car Rental, HSBC, Capital One and Barclays to name a few.

He was a visiting Professor at Colorado State University, 1989-1990, where he conducted post-doctoral studies on fairness, discrimination, EEO and affirmative action. He published widely in the field of Human Resources and Personnel Psychology and presented scientific and practical papers at various international conferences. He currently serves on the editorial board of "Industrial and Organizational Psychology, Perspectives on Science and Practice" (USA), "Human Performance" (USA), "Southern African Business Review" (SA) and advisory editor of the "Journal of Industrial Psychology" (SA). He also acted as a member of the awards committee of the "M. Scott Myers Award for Applied Research in the Workplace" of SIOP (USA) and was consulting editor of "International Journal of Management Reviews" (UK).

Dr. Kriek was awarded honorary membership of SIOPSA (Society for Industrial Psychology of South Africa) for his contribution to IO Psychology and was also awarded honorary membership of the Assessment Centre Study Group of South Africa (ACSG) for his contribution to the study of Assessment Centres.

Keynote Speakers

John C. Scott, Ph. D.

Chief Operating Officer and Co-Founder
APTMetrics

John C. Scott is chief operating officer and co-founder of APTMetrics, a global human resource consulting firm that designs sophisticated talent management solutions for corporations and market innovators. Dr. Scott has more than 25 years of experience designing and implementing talent management and assessment systems across a variety of global, high-stakes settings. For the past 20 years he has directed talent management and leadership assessment practice at APTMetrics.

John is co-editor of the award-winning *Handbook of Workplace Assessment: Evidence-Based Practices for Selecting and Developing Organizational Talent* and is co-editor of the newly published handbook, *Next Generation Technology-Enhanced Assessment: Global Perspectives on Occupational and Workplace Testing*. He also co-edited *The Human Resources Program- Evaluation Handbook* and co-authored *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance*.

Dr. Scott is a Fellow of both the Society for Industrial and Organizational Psychology (SIOP) and the American Psychological Association (APA). He has served as an APA Council Representative and is SIOP's senior representative to the United Nations. John is a recipient of SIOP's Distinguished Service Award, serves on the board of the Psychology Coalition at the UN, and is editor-in-chief of SIOP's premier journal, *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

<https://www.linkedin.com/in/johnscott1>
www.APTMetrics.com



Suzanne Tsacoumis, Ph.D.

President and CEO
HumRRO

Suzanne is President and CEO of HumRRO. Her introduction to assessment centers began in 1982 when working at AT&T with arguably the leading scientist-practitioners in this methodology. She capitalized on this experience by applying it to other assessment centers she has designed and developed during the past 35 years for operational promotional programs or selection into career development programs for a broad range of clients including the Drug Enforcement Administration, Federal Aviation Administration, Social Security Administration, and the Bureau of Alcohol, Tobacco, Firearms, and Explosives. She also used her expertise in the fundamental AC principles to help her design creative implementation procedures that, although not traditional at the time, adhered to the Assessment Center Guidelines while meeting the client's needs associated with more efficient (i.e., shorter) administration time. Suzanne authored a chapter entitled *Assessment Centers* in which she describes in detail how to develop live job simulations following a content-oriented approach.

More recently, Suzanne has been spearheading innovative work in the development of valid, rich-media simulations as an alternative approach to live ACs for use in high-stakes situations such as promotion systems and self-assessment processes. Her chapter *Rich-media interactive simulations: Lessons Learned* addresses the nuances associated with incorporating technology to create valid "virtual" simulations. Suzanne is a fellow of the Society of Industrial-Organizational Psychology (SIOP) and the American Psychological Association (APA). She earned her Ph.D. from the University of Georgia, specializing in Industrial-Organizational Psychology, and her B.A. from Bucknell University.



Angela Bailey

Chief Human Capital Officer
Department of Homeland Security

Angela Bailey has dedicated more than 35 years to public service, with close to 30 of those years in human resources. Ms. Bailey was appointed as the Department of Homeland Security's (DHS) Chief Human Capital Officer (CHCO) in January 2016. She is responsible for the Department's human capital program, which includes human resources policy, systems, and programs for strategic workforce planning, recruitment and hiring, pay and leave, performance management, employee development, executive resources, labor relations, work/life and safety and health.

Prior to joining DHS, Ms. Bailey served as the Chief Operating Officer, Deputy Associate Director for Recruitment and Hiring, Associate Director for Employee Services and Chief Human Capital Officer for the U.S. Office of Personnel Management. Ms. Bailey began her career with the Social Security Administration and later worked for the Department of Defense in several different components and Defense agencies. Ms. Bailey has a master's degree in Leadership from Bellevue University and participated in Harvard University's Kennedy School National Preparedness Leadership Initiative for Executives in 2012.



Steve Goodrich

CEO
*The Center for
Organizational Excellence, Inc.*

Steve Goodrich is the president and CEO of The Center for Organizational Excellence, Inc. He is the author of *Transforming Government from Congress to the Cubicle* and for nearly 40 years has been leading organizations and advising political and executive leaders in government and the private sector in organizational effectiveness strategies to improve performance and effectiveness.

In addition, Steve is the Chairman of the Board of the Association of Management Consulting Firms and co-founder and Vice Chair of the Government Transformation Initiative. He has served on corporate and non-profit boards, worked with the White House on transformational issues and has appeared on radio and television supporting topics on government transformation and workforce. He can be contacted at sgoodrich@center4oe.com.





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VISIT US IN THE EDISON BALLROOM – TABLE G

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Workshop Information

Sunday, July 29, 2018

8:00 a.m - 12:00 p.m.

Banneker

Barrier Analysis: How do you really get that done?

Martha Hennen, Maurice Champagne
Securities and Exchange Commission

Brittany Dian
DCI Consulting Group

Barrier analysis, the research and investigation of policies, practice, or procedures that may present a barrier or impediment to equal employment opportunity, is required by EEO law and regulation for federal agencies and other entities. The process is complex from a research standpoint and in light of different constituency viewpoints. This session will discuss key decisions and experiences leading these efforts in different organizational contexts.

The panel will address specific questions of interest and provide practical experience-based advice. Discussion topics will include: prioritizing projects across issues; identifying and reviewing triggers; using data from different sources, research methods; integrating data into a clear story, presenting action recommendations, and implementing resulting change.

The session will help audience members develop their barrier analysis program, continue to proactively advance equal employment opportunity, present research information for maximum influence, and evaluate their program for continuous improvement.

Bell

Designing and Evaluating Assessment Games and Gamification for Selection

Richard Landers
University of Minnesota

Gamified and game-based assessments are increasingly appearing as selection methods in modern organizations, yet many practitioners are unaware of how to create or even evaluate such assessments. By participating in this workshop, participants will learn the language of this new area of assessment and gain the skills to make them a gameful designer. Workshop contents include discussion of what gamification actually is and how it differs from game-based assessment, interactive demonstrations of current vendor offerings in the space of game-based assessments with discussion of how they differ both functionally and psychometrically, hands-on experience gamifying assessments, and hands-on experience prototyping assessment games along with a discussion of the challenges faced when identifying and contracting game design firms to make a prototype into a reality.

Wright

Developing and Evaluating a Training Program

Bharati Belwalkar
City of New Orleans

James De Leon
APTMetrics

This workshop will walk participants through the process of developing a training program based on major frameworks and concepts from industrial and organizational (I-O) psychology. A training program is designed to teach a newly hired employee how to do the job or to provide an existing (experienced) employee developmental opportunities. Generally, developing a training program consists of four phases: (a) conducting a needs assessment/gap analysis, (b) translating those needs/gaps into training objectives, (c) developing a training design/content, and (d) developing a plan for training evaluation. In this workshop, the presenters will discuss the steps taken to complete each phase, the materials used during each phase, and the results relevant to the goal(s) of each phase.

The content of this workshop will be based predominantly on seminal resources in I-O psychology (e.g., Goldstein & Ford, 2002; Kirkpatrick, 1976; Knowles, Holten, & Swanson, 1998; Kraiger, Ford, & Salas, 1993 to name a few) although the presenters will introduce and discuss recent training-related research and case studies. Presenters will also share knowledge acquired and observations from their own experiences and encourage participants do the same. Participants will be given several opportunities throughout the workshop to demonstrate what they have learned.

Note: This workshop is intended for general audience (i.e., students) and HR professionals who have beginner- to intermediate-level experience with the design, delivery, or management of training programs in organizations. Additionally, bringing a laptop to the workshop will be helpful, but not essential.

Workshop Information

Sunday, July 29, 2018

1:00 p.m - 5:00 p.m.

Banneker

Developing Structured Interviews

Emily Steinau

U.S. Customs and Border Protection

Kristen Pryor

DCI Consulting Group

Laura Fields

Wells Fargo

This workshop will provide participants with a road-tested process to develop structured interviews. Interviews are among the most widely used methods of assessing candidates for a position, and research has demonstrated that adding structure can increase their reliability and validity.

Participants will learn techniques to select interview competencies, facilitate critical incident panels, transform critical incidents into questions, and develop scoring criteria. Interactive exercises will allow participants to put techniques into practice. Decision points, logistical issues, rater training considerations, and barriers to success will be discussed.

Participants will come away from the session with an understanding of methods used to develop structured interviews as well as templates and tools for implementing sound structured interview development processes in their workplace.

Bell

Developing Training and Experience Questionnaires with Customized Rating Scales

Joyce Wentz, Kimberly Lepore

U.S. Office of Personnel Management

Training and Experience Questionnaires (T&E), also known as Occupational Questionnaires or Assessment Questionnaires, are commonly used assessment tools in the employee selection process. These questionnaires measure applicants' previous experience, training, and/or education relevant to the target position and typically utilize a generic, or previously developed, rating scale that can be applied to a wide variety of different organizations, positions, and/or competencies. This session will discuss best practices in the development of T&E items using customized rating scales.

The presenters will discuss various item formats and types that can be used on T&E questionnaires, and provide guidance in developing rating scales customized based on job analysis information and subject matter expert input. Discussion topics will include: 1) multiple choice – single response and multiple choice – multiple response item formats; 2) task-based, competency-based, and knowledge-based item types; and 3) processes for establishing the scoring protocol at the item level. The session will help audience members to develop T&E questionnaires with customized rating scales and provide the opportunity to practice applying the information discussed through hands-on exercises.

Wright

Establishing a Comprehensive Human Capital Program using Competency Models

Marni Falcone, Rob Calderón

FMP Consulting

Think of competencies as the building blocks of a workforce. Competency modeling can be used to determine the unique combination of building blocks that a workforce needs for the organization to be successful. With the proper design, organizations can use their competency models to recruit and select highly qualified talent, identify and close skill gaps, guide employee learning and development, plan future workforce needs, manage performance, and more.

In this workshop, human capital consultants and competency experts will provide step-by-step guidance and tips on efficiently creating and validating competencies and how to integrate them into all aspects of the human capital lifecycle to include selection and assessment, performance management, training and development, succession and workforce planning. Techniques to assess workforce and employee competency gaps, set priorities to support decision making on the investment of resources, and identify the focus of human capital program initiatives will be discussed.

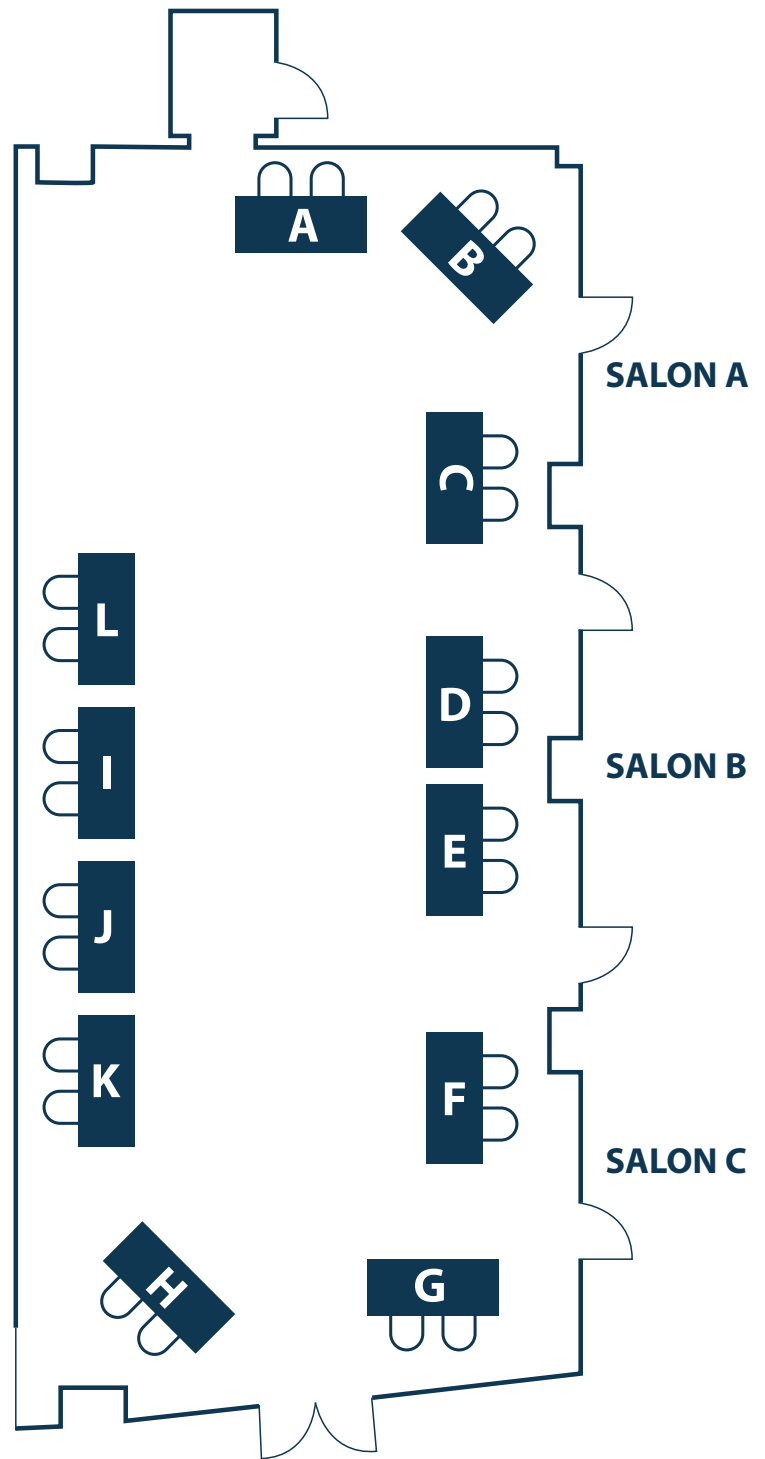
Participants will come away from the session with an understanding of the competency modeling process, how competency models provide the foundation for all aspects of the human capital lifecycle, and how to apply competency models in practice to establish consistent and comprehensive human capital.

Exhibitor Floor Plan

2018 Sponsor	Table
Shaker	A
HumRRO	B
PDRI	C
IPMA-HR	D
PSI	E
DCI	F
OPM	G
Pearson Vue	H
Caliper	I
BestHire	J
Ergometrics	K
APT Metrics	L



Edison Ballroom



Note: layout subject to minor modifications based on final number of vendors

Conference Program Summary

SUNDAY, July 29, 2018					
7:00 a.m.	Registration (Inventors Foyer) and Continental Breakfast (Foyer D)				
	Banneker	Bell	Wright	Hopkins	
8:00 a.m. - 10:00 a.m.	Barrier Analysis: How do you really get that done? Martha Hennen, Maurice Champagne, Brittany Dian <i>Securities and Exchange Commission Office of Equal Employment Opportunity, DCI Consulting Group</i>	Designing and Evaluating Assessment Games and Gamification for Selection Richard Landers <i>University of Minnesota</i>	Developing and Evaluating a Training Program Bharati Belwalkar, James De Leon <i>City of New Orleans, APTMetrics</i>	IPAC Board Meeting (Open): 9:00 a.m.	
10:00 a.m.	Refreshment Break (Foyer D)				
10:30 a.m.	Morning Workshops Continue			IPAC Board Meeting continues	
Noon	Lunch on Your Own				
1:00 p.m.	Developing Structured Interviews Emily Steinau, Kristen Pryor, Laura Fields <i>U.S. Customs and Border Protection, DCI Consulting Group, Wells Fargo</i>	Developing Training and Experience Questionnaires with Customized Rating Scales Joyce Wentz, Kimberly Lepore <i>U.S. Office of Personnel Management</i>	Establishing a Comprehensive Human Capital Program using Competency Models Marni Falcone, Rob Calderón <i>FMP Consulting</i>	IPAC Board Meeting continues	
3:00 p.m.	Refreshment Break (Foyer D)				
3:30 p.m. - 5:00 p.m.	Afternoon Workshops Continue				
6:00 p.m. - 8:00 p.m.	President's Welcome Reception at the Westin (Edison A/B/C & Foyer)				
8:00 p.m. - Midnight	Hospitality Suite Westin (Presidential Suite, Room #933)				
MONDAY, July 30, 2018					
7:30 a.m.	Registration (Inventors Foyer), Continental Breakfast (Foyer D/A/B/C), and Visit Exhibitors (Edison A/B/C)				
8:30 a.m.	Opening Remarks and Bemis Award Presentation (Edison D)				
9:00 a.m.	Plenary Session (Edison D): Suzanne Tsacoumis, President and CEO, HumRRO The Rich-Media Storm: Wading through the rising waters				
10:00 a.m.	Refreshment Break and Visit Exhibitors (Edison A/B/C)				
10:30 a.m.	Edison D	Whitney	Banneker	Bell	Wright
	Epic Fails and Monumental Wins: Solving for 2019's Candidate Experiences	Development of Medical Standards/ Guidelines for Multiple Jobs Adverse Impact and Utility: A Comparison of Top-Down and Banding Selection Protocols	Validating the Use of Criminal and Financial History in Employee Selection	Developing High-Quality Assessments with the Reality of Limited Resources A Strategic Approach to Developing the Framework for Effective Test Material Recall	So You Want to Learn How to Develop a Situational Judgment Test (SJT)?
12:00 p.m.	Student Poster Session (Curie)/Lunch on Your Own and Visit Exhibitors				
1:30 p.m.	Letting the CAT out of the bag: How can we make more assessments adaptive?	Best ways to adapt and apply the critical incident technique The Future of Call Center Simulations: A Validation, Reactions, and Return on Investment Study	Employee Engagement: Obstacles and Practical Solutions	Inception of Artificial Intelligence into Employee Assessment Why you need to be concerned about recruitment and candidate barriers: A big data analysis of the impact of barriers on test scores, candidate quality, diversity and adverse impact	Job Task analysis for ISO 17024 Accreditation from the Singapore Accreditation Council: a case study
3:00 p.m.	Refreshment Break and Visit Exhibitors (Edison A/B/C)				
3:30 p.m.	Plenary Session: John C. Scott, Chief Operating Officer and Co-Founder, APTMetrics Assessing and Selecting Leadership Talent for the 21st Century Workplace				
4:30 p.m.	Closing Remarks followed by IPAC Business Meeting				
6:30 p.m.-9:30 p.m.	IPAC Social Event at Virtue Feed & Grain				
9:30 p.m.-12:00 a.m.	Hospitality Suite Westin (Presidential Suite, Room #933)				

Conference Program Summary

TUESDAY, July 31, 2018					
7:30 a.m.	Registration (Inventors Foyer), Continental Breakfast (Foyer D/A/B/C), and Visit Exhibitors (Edison A/B/C)				
8:30 a.m.	Opening Remarks, Innovations in Assessment Award Presentation, and Student Paper Award Presentation (Edison D)				
9:00 a.m.	Plenary Session (Edison D): Hennie J. Kriek, CEO and President, TTS-Top Talent Solutions Inc. and Professor Extraordinarius, UNISA Personality Assessment in the World of Work: New Trends and Developments				
10:00 a.m.	Refreshment Break and Visit Exhibitors (Edison A/B/C)				
10:30 a.m.	Edison D	Whitney	Banneker	Bell	Wright
	Student Paper Award Presentation ----- Innovations in Assessment Award Presentation	Finding the elephant in the room: On what to do (and not to do) in obtaining feedback from your internal and external clients	Scoring of Open-Response Structured Situational Judgement Exams: Assessor Training and Analysis of Result	Promotional Assessment Center Exercises at Different Levels of Leadership	Evaluating Crazy Organizational Initiatives-- How Assessment Professionals Can Show Their Value ----- Evaluating the Reliability and Validity of the Federal Employee Viewpoint Survey (FEVS)
12:00 p.m.	Lunch on Your Own and Visit Exhibitors				
1:30 p.m.	Computer-Based Test Security Protocols at the United States Secret Service ----- Maximizing the Effectiveness of Realistic Job Preview (RJP) for Multi-Hurdle Hiring Process within the United States Secret Service	Improving Assessment Programs in the Federal Sector ----- A Succession and Talent Management Instrument for the Canadian Armed Forces	Advancing the State-of-the-Art in Job Analysis Research and Practice	A Motivated Panel on Motivating Subject Matter Experts (SMEs)	Making Work Samples Work for You
3:00 p.m.	Refreshment Break and Visit Exhibitors (Edison A/B/C)				
3:30 p.m.	Plenary Session (Edison D): Ben Hawkes, Selection Lead, Shell International and Co-Founder, Blackhawke Behaviour Science How To Be The Perfect Partner				
4:30 p.m.	Closing Remarks (Edison D)				
8:00 p.m.-12:00 a.m.	Hospitality Suite Westin (Presidential Suite, Room #933)				
WEDNESDAY, August 1, 2018					
7:30 a.m.	Continental Breakfast (Foyer D/A/B/C)				
8:30 a.m.	Edison D	Whitney	Banneker	Bell	Wright
	Interactive Realistic Job Previews: Best Practices in Development, Implementation, and Measuring Success	A Comparison of Four Methods for Examining Differential Item Functioning and Item Bias ----- Practical Applications of metaBUS for Personnel Selection	Developing an ADA Reasonable Accommodation Process for Pre-employment Testing	A Second Glance: The Mastery-Oriented I-O Psychologist ----- Why Cognitive Test Alternatives Do Not Exist and Why g Is More Valid Than We Thought	The Uniform Guidelines: Love Them, Leave Them, or Work to Change Them?
10:00 a.m.	Refreshment Break (Foyer D/A/B/C)				
10:30 a.m.	Plenary Session (Edison D): Angela Bailey, Chief Human Capital Officer, U.S. Department of Homeland Security & Steve Goodrich, CEO of The Center for Organizational Excellence, Inc. and Author of Transforming Government from Congress to the Cubicle "The Future of the Way We Work is Here"				
11:30 a.m.	Closing Remarks (Edison D)				
12:00 p.m.	End of Conference				

Keynote Speaker Schedule

Monday, July 30, 2018, 9:00 a.m., Edison D

The Rich-Media Storm: Wading through the rising waters

Suzanne Tsacoumis, Ph.D.

What are rich-media assessments and does using this technology really add value or is it just glitz? Are we still measuring one's competencies or have we muddied the waters by our desire to appear progressive? Given the increased reliance on technology to screen and evaluate job and promotional candidates, organizations are continuing to search for more efficient ways to gather the information they need about one's capabilities while simultaneously trying to appear innovative and relevant. In response, many are starting to explore the possibility of integrating rich-media into their assessments. This can take a variety of forms from simply using rich-media to display the stem or scenario – as in a situational judgment item – to highly immersive simulations that allow the test taker to “interact” with the assessment and dictate how it proceeds or unfolds. Suzanne will offer a snapshot of the current landscape along with her perspective of the advantages, disadvantages and potential pitfalls of these types of assessments. She will provide insight into when it makes sense to take advantage of this technology and how practitioners can ensure the validity of their rich-media assessments. In addition, Suzanne will highlight future research needed to help inform how the field should move forward in this arena. The use of rich-media is transforming the assessment landscape; we need to be proactive in determining how best to embrace, and best use, what it can offer.

Monday, July 30, 2018, 3:30 p.m., Edison D

Assessing and Selecting Leadership Talent for the 21st Century Workplace

John C. Scott, Ph. D.

Today's leaders face a myriad of critical and dynamic business challenges that impact their success and ultimately the performance of the organizations they lead. The need to design leadership assessment and selection programs that offer a broadened perspective of leadership potential within the context of these organizational challenges is clear, and organizations are racing to harness new technologies that more accurately assess 21st century leaders. This presentation will explore a new leader assessment architecture that incorporates immersive technology for selecting, developing and retaining future leaders who can thrive in the context of a complex, global and dynamic work environment.

Tuesday, July 31, 2018, 9:00 a.m., Edison D

Personality Assessment in the World of Work: New Trends and Developments

Hennie Kriek, Ph.D.

As the world of work is expeditiously changing, increasingly becoming globally and technologically driven, we have seen significant changes in the use of personality assessments. To truly appreciate these changes the history of personality assessment in the workplace will be discussed at the onset of this presentation. This will be followed by an exploration of the usefulness of personality assessment in predicting later job success. The crux of the presentation will then be dedicated to the new trends and developments in the use of personality and work styles assessment in talent management. Historically, behavioral observations were used as indicators of work styles,

but once the written word was adopted as a major means of communication, there was a practical shift in trend towards the use of self-report questionnaires. During the last three decades we have witnessed major re-conceptualizations of the design and process of personality and work styles measurement devices. Initially, most personality assessments were designed to measure personality as broad and general constructs. In the twenty-first century, a new generation of occupational based personality questionnaires, utilizing a combination of technology and personality-based competency taxonomies, are now providing highly contextual and flexible personal fit indicators to match individuals to jobs, teams and organizations. Emerging technologies in the assessment of personality will be discussed in closing.

Tuesday, July 31, 2018, 3:30 p.m., Edison D

How To Be The Perfect Partner

Ben Hawkes

We are being spoiled with shiny new methods of assessing candidates: games that predict behavior, video interviews that automatically score candidates and artificial intelligences that can sniff out passive candidates based only on their social media activity. It's hard enough for us assessment folk to keep up to date on all of this as well as all the 'traditional' assessment methods that are already out there. So spare a thought for how difficult and confusing it can be for our colleagues and anyone else outside of our specialised and technical industry.

Our colleagues look to us assessment professionals for guidance, but it's not enough for us to be experts: we have to be educators, skeptics, communicators, project managers, change experts and – most importantly – partners to the business.

In this talk, the audience will learn the importance of successful business partnering, with practical steps to improve their own business partnering skills, partly based on Ben's (not always) successful attempts to become the 'perfect partner'. The talk is relevant to in-house assessment professionals, as well as consultants, vendors and academics: all will find useful guidance on how to 'translate' our work and improve our communication and impact with non-specialists.

Wednesday, August 1, 2018, 10:30 a.m., Edison D

The Future of the Way We Work is Here

Angela Bailey, Steve Goodrich

How we select and prepare people to perform work must change. The way people engage with their employer to accomplish mission critical outcomes is more frequently being influenced by adaptive and fluid alternative work models, the need for rapidly changing organizational requirements, advanced technology, the exploitation of data, and making accommodation for employee work styles. This necessitates a change in how we assess, select, manage, and engage people to meet these critical and shifting mission requirements. Opportunities exist now to address this reorientation and have a stronger and more flexible workforce.

Angela Bailey and Steve Goodrich will engage in an interactive dialog to identify the drivers of change, how work orientation will adapt, and how assessment and selection of employees must evolve to meet these new requirements.

Concurrent Session Descriptors

Session Content Level

1 *Foundational (Basic):*

The content of this session is designed to provide an introduction to or a re-fresher on a topic - detailing 'tried and true' methodologies and best practices in the field. This session covers the foundational elements of the topic and provides attendees with 'how-to' guidance or ideas/processes that could be applied or implemented on the job. Attendees do not need any prior understanding of the topic to find value in the session.

2 *Practitioner/Researcher (Intermediate):*

The content of this session is designed to delve deeper into a particular topic. Presenters may discuss multiple perspectives on a topic, including a variety of approaches or practices that could be employed. References to foundational items may occur, but attendees should have a basic understanding of the topic to find value in the session.

3 *New Insights (Advanced):*

The content of this session is designed to cover new or complex ideas. These sessions do not reference foundational items and are intended to promote new ways of thinking on a topic. Attendees should have a solid understanding of the topic to find value in the session.

Audience Participation

Low (Informative):

The session is primarily lecture-based. Audience participation is not anticipated, but audience questions are welcome (at any time). The session will have structured time for audience questions at the end.

Medium (Prompted):

The session devotes some time to audience participation. This could be through a single set of targeted audience questions (like an audience poll) during the session. Additional audience participation is encouraged (at any time) and time at the end of the session will be devoted to audience questions.

High (Interactive/Collaborative):

The session promotes regular interaction with the audience. This could be through hands-on activities, in-depth discussions, or other audience-focused activity.



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Concurrent Sessions

Monday, July 30, 2018, 10:30 a.m.

Edison D

Epic Fails and Monumental Wins: Solving for 2019's Candidate Experiences

Panel Discussion - 90 minutes



This session is designed to encourage creativity, outside-of-the-box thinking, and active engagement on the issue of the future of the candidate experience. With representation from internal and external consulting, the purpose of this interactive session is to collectively brain storm the future demands of the candidate experience based on market trends

Eleni Lobene, Ernest Paskey
Aon Hewitt

Dan Koletsky
Shaker

Sebastian Unger
Prudential

Shane Lowery
Marrio

Whitney

Development of Medical Standards/Guidelines for Multiple Jobs

Paper Presentation - 45 minutes



Establishing medical standards/guidelines that are legally defensible in the employee selection and retention processes require an interdisciplinary approach. This paper addresses the critical factors used to integrate job requirements, working environment, clinical outcomes, and medical criteria to determine whether a disease or condition limits or precludes effective job performance.

Deborah Gebhardt
HumRRO

Whitney

Adverse Impact and Utility: A Comparison of Top-Down and Banding Selection Protocols

Paper Presentation - 45 minutes



In this paper, strict top-down, fixed bands, diversity-based selection, and sliding bands, diversity-based selection are applied to data sets from entry-level police selection procedure from two cities under consent decrees. Selection outcome utility and adverse impact will be examined. Practical and legal considerations for using banding will also be presented.

Frank Igou, Reagan Girardot, Mallory Wright, Zollie Saxon
Louisiana Tech University

Banneker

Validating the Use of Criminal and Financial History in Employee Selection

Tutorial - 90 minutes



Background investigations are commonly used in the employee selection process to determine if applicants have previously engaged in behaviors that suggest they might engage in future counterproductive behaviors on the job. Background investigations might include: reference checks, credit history, criminal record, driving record, work history, military service, education, and personal references. This session will focus on the two most controversial aspects of the background check: Criminal history and credit history. Topics to be discussed include: the reasons for considering criminal and credit history, EEOC Guidance, the legal issues surrounding background checks, and how to validate the use of criminal history in the employee selection context.

Mike Aamodt
DCI Consulting Group, Inc.

Bell

Developing High-Quality Assessments with the Reality of Limited Resources

Panel Discussion - 60 minutes



When creating assessment programs for selection purposes, practitioners must navigate practical constraints that can impede best-practice test development. A practitioner might prepare a development plan that starts with a thorough job analysis, includes input from diverse stakeholders and subject matter experts, and ends with a pilot test and proper validation study for the new assessments. Reality sets in when the inevitable questions come up: Can you do this faster? Can you do it in half the time? It is so costly to take people off the job - can you do this without SMEs? Is a validity study really necessary? In this session, panel members will discuss practical and defensible strategies for dealing with common restrictions and resource limitations, such as those related to time, budget, applicant experience, data and other information, and organizational considerations. Audience members will be invited to share their resource challenges and solutions as well.

Kerri Ferstl
Ivy Planning Group LLC

Rob Stewart
Indeed

Ryan O'Leary
PDRi

Kayo Sady
DCI Consulting Group

Matisha Montgomery
U.S. Immigration and Customs Enforcement

Concurrent Sessions

Monday, July 30, 2018, 10:30 a.m.

Bell

A Strategic Approach to Developing the Framework for Effective Test Material Recall
Paper Presentation - 30 minutes



This session will focus on developing a strategic methodology for recalling test material after transitioning from paper-based administration to computer-based testing. Discussion on this topic will explain the significance of having an effective recall action plan and explore various components of the test material recall (or call back) process.

Asia Johnson, Marc Jones, Jessy Payen, Tomeca Turner, Delisa Walker-Hall
United States Secret Service

Wright

So You Want to Learn How to Develop a Situational Judgment Test (SJT)?
Tutorial - 90 minutes



Situational judgment tests (SJTs) have been popular in employment testing for quite some time, and are growing in popularity in credentialing as well. Reasons for their growing popularity include that SJTs address job-related competencies that often cannot be measured with traditional multiple-choice test formats, they yield useful criterion-related validity, and they exhibit small to moderate subgroup differences. There is both a science and an art behind SJT development. During this tutorial, we will provide an overview of SJTs, accompanied by a discussion of best practices, guidelines, and key considerations for developing SJTs. Participants will engage in guided practice writing SJT items, and reviewing peers' items based on guidelines and feedback. We will also discuss various approaches to scoring SJTs.

Taylor Sullivan, Will Taylor, Angela Lee
HumRRO



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Concurrent Sessions

Monday, July 30, 2018, 1:30 p.m.

Edison D

Letting the CAT out of the bag: How can we make more assessments adaptive?

Tutorial - 90 minutes



This session provides an introduction to adaptive testing and how it can improve personnel assessment. We begin with a background in relevant psychometrics, including item response theory and adaptive algorithms, but focus on practical issues such as project planning, software, data analysis, and validity. Attendees learn the benefits of adaptive testing, how to evaluate whether it fits for their organization, and if it fits, how to implement with strong psychometrics and validity evidence.

Nathan Thompson
Assessment Systems Corporation

Whitney

Best ways to adapt and apply the critical incident technique

Panel Discussion - 60 minutes



The critical incident technique (CIT) was introduced over 60 years ago. Since then, it has become an important tool for practitioners. The purpose of this panel is to discuss some of the most useful applications of the CIT, discuss innovations in collecting and analyzing CIT data, and highlight some of the most effective ways to use the findings.

Lance Anderson, Taylor Sullivan
HumRRO

Dana Dunleavy
Association of American Medical Colleges

Lorin Mueller
Federation of State Boards of Physical Therapy

John Ford
U.S. Merit Systems Protection Board

Whitney

The Future of Call Center Simulations: A Validation, Reactions, and Return on Investment Study

Paper Presentation - 30 minutes



In today's society, applicants are looking for an immersive, engaging application and hiring experience from organizations, and organizations are challenged with meeting this expectation while accurately assessing competencies critical for the successful job performance (Bruk-Lee, Drew, & Hawkes, 2013). REPeValuator® is a customer contact center simulation designed to systematically measure competencies critical for successful job performance in customer service positions across a variety of contexts. The purpose of this study is to develop validation evidence to support the effectiveness of the new version of the tool.

Eleni Lobene, Tara Johnson
Aon Hewitt

Banneker

Employee Engagement: Obstacles and Practical Solutions

Tutorial - 90 minutes



The benefits of Employee Engagement are well known (e.g., higher productivity, reduced turnover). Despite this knowledge, the percentage of "engaged" employees has remained at around 30% of the workforce for almost two decades. One obstacle has been the failure of leaders to understand the power that individual leaders have to create a culture of engagement in their area of responsibility. This tutorial will focus on obstacles and solutions at this micro level.

Trust will be discussed initially with participants providing solutions to common obstacles. Thereafter, attendees will participate in developing solutions to various challenges to the manager-employee relationship such as:

- Lack of knowledge/belief in . . .
 - Management role
 - Impact of engagement
 - Coaching/developing direct reports
 - Achieving buy-in
- Lack of time
- Fear of delegation

Participants will walk away with pragmatic solutions to enhance engagement among their leaders.

Wanda Campbell
Cultivare Leadership Development, LLC

Concurrent Sessions

Monday, July 30, 2018, 1:30 p.m.

Bell

Inception of Artificial Intelligence into Employee Assessment

Paper Presentation - 30 minutes



Artificial intelligence, especially deep learning, is making incredible strides and impacting many industries. Yet, its influence is only starting to be realized in the selection and assessment space. This presentation speaks to some of the available technologies related to artificial intelligence, how those technologies could be implemented within the field of assessment, and discuss where these implementations may lead to in the future.

Isaac Thompson, Derek Mracek, Eric Sydell
Shaker

Bell

Why you need to be concerned about recruitment and candidate barriers: A big data analysis of the impact of barriers on test scores, candidate quality, diversity and adverse impact

Paper Presentation - 60 minutes



This presentation will show the true impact selection process barriers have on the candidate pool and the outcomes of a testing process. We will provide actual data comparing more than 1,000 public safety testing processes using the same exam. We will provide results demonstrating the large impact departments can have by making their processes more convenient, and highlight the impact of modifying minimum qualifications to help those trying to answer these types of hypothetical questions often asked when reviewing job specifications. While most organizations would hypothesize that having barriers in a process negatively impacts the selection process, there are very few studies that can provide a side-by-side comparison. Based on our research, we believe most department processes create barriers to candidates, negatively impacting the candidate pool and, potentially, increasing group differences. This information can help gain support, and possible budgets, for process improvement, including recruitment and more frequent test administrations.

Carl Swander, Sarah Bowen, Erica Percich
Ergometrics



Wright

Job Task analysis for ISO 17024 Accreditation from the Singapore Accreditation Council: a case study

Tutorial - 90 minutes

This company has developed and administers an Anti-Terrorism Certification. A job task analysis was commissioned in an effort to prepare for ISO/IEC 17204 Accreditation with the Singapore Accreditation Council. This session will provide an overview of the steps taken, challenges encountered, and apparent "successes."

Kyana Beckles
Leverage Assessments



Concurrent Sessions

Tuesday, July 31, 2018, 10:30 a.m.

Edison D

Student Paper Award Presentation
Personality Validity in Predicting Job Performance:
How Much Does Context Matter?

Based on predictions derived from trait activation theory and research on situational strength, hypotheses were developed matching specific facet level personality measures to specific job performance criteria utilizing a sample of 146 jobs and O*NET ratings of job characteristics. Little support was found for moderation effects, suggesting the need to consider alternative ways of capturing context in utilizing personality to predict job performance.

Jacob Bradburn
Michigan State University

Edison D

Innovations in Assessment Award:
Redesign and validation of a custom selection system
for Anheuser-Busch Supply & Logistics positions

Considering both predictive validity and applicant reactions, Aon sought to create a selection battery that predicted future job performance for multiple roles, produced an immersive candidate experience, and streamlined the selection process for applicants to Supply & Logistics positions at Anheuser-Busch. Prior to this project, Anheuser-Busch had been using a selection system that required candidates to complete a test battery followed by a phone-based assessment, a process that proved inconvenient for both candidates and test administrators. By creating custom, high-fidelity simulations that utilized computer-adaptive testing (CAT) technology, Aon afforded Anheuser-Busch an immersive, cutting-edge, and convenient unproctored selection system while measuring areas not commonly tapped by standard assessments. The custom simulations were developed using input collected from Anheuser-Busch subject matter experts through a series of on-site, all-day workshops in which critical incidents were collected, and related content was developed and refined. In parallel, Aon conducted a large-scale validation study using a suite of cognitive and non-cognitive assessments to determine which tools best predicted important performance outcomes for six different job families. The final, validated assessments were then embedded within the custom simulations to provide an engaging, realistic, and significantly-streamlined candidate experience, while measuring applicant data predictive of success in hourly and salaried Supply & Logistics positions. Anheuser-Busch imagery was also leveraged throughout. The simulations utilized Aon's immersive Prelude™ platform, which was specifically designed to support an engaging, branded candidate experience. By redesigning their selection systems to incorporate cutting-edge simulation technology, an engaging candidate experience, and powerful test batteries custom-created for key roles within the company, Anheuser-Busch streamlined their Supply & Logistics selection process while reducing testing costs by 29%. Considerable return-on-investment was achieved.

Eleni Lobene, Alexander Stemer, Tedd Shapiro, Tara Johnson, Sarah Meeks, Michelle Heikkila, Jeff Ryer
Aon Hewitt

Jon Exline, Jonathan Neff
Anheuser-Busch

Whitney

Finding the elephant in the room:
On what to do (and not to do) in obtaining
feedback from your internal and external clients

Panel Discussion - 90 minutes



For an individual's performance to improve, it is important for that individual to receive feedback - such as from a coach or manager - regarding where improvement is needed. However, the feedback process is a bit more complex when it comes to relationships between clients and consultants. Such relationships may include numerous individuals on the client and consulting teams, oftentimes involving complex and long-term projects. The purpose of this panel is to discuss some of those challenges and how to overcome them. To do so, we have organized a group of panelists representing both external consulting organizations as well as those serving in internal consulting roles. The panelists will be discussing the things to do, and to avoid, in creating a feedback process that leads to the best outcomes possible for both the client as well as the consultant.

William Taylor, Thomas Kiger
HumRRO

Lomy Schauffler
U.S. Customs and Border Protection

Eleni Lobene
Aon Hewitt

Jess Robinson
Federal Aviation Administration

Charles Keil
United States Navy

Banneker

Scoring of Open-Response Structured
Situational Judgement Exams: Assessor
Training and Analysis of Results

Tutorial - 90 minutes



This IPAC session will have two parts. The first part will describe the training tools and practices used to prepare assessors for scoring open-response verbal exams using behaviorally anchored rating scales. The second part of the session will focus on statistically interpreting the results.

Elizabeth Reed
City of Columbus

Concurrent Sessions

Tuesday, July 31, 2018, 10:30 a.m.

Bell

Promotional Assessment Center Exercises at Different Levels of Leadership
Tutorial - 90 minutes



This tutorial will cover methods and best practices for selecting and developing promotional assessment center exercises at different levels of leadership within public safety organizations. A review of job requirements for first-level and second-level supervisors in public safety agencies will be conducted, followed by best methods for measuring those requirements. The session will also give attendees a chance to discuss experiences, challenges, and practical solutions for selecting and developing promotional assessment center exercises.

Tomer Gotlib
Ergometrics

Wright

**Evaluating Crazy Organizational Initiatives—
How Assessment Professionals Can Show Their Value**
Paper Presentation - 45 minutes



“Rank and yank” is a management technique which annually prunes a workforce of low performers to raise organizational performance. This presentation examines the potential returns of the process. More important than the results is the demonstration of how assessment professionals can deliver value outside of the testing realm.

Warren Bobrow
All About Performance, LLC

Wright

Evaluating the Reliability and Validity of the Federal Employee Viewpoint Survey (FEVS)
Paper Presentation - 45 minutes



Assessment professionals are increasingly involved in the U.S. Office of Personnel Management’s Federal Employee Viewpoint Survey. We address a gap in applied research by studying the reliability (i.e., internal consistency and inter-rater agreement) of the FEVS, what it measures (i.e., its factor structure), and whether it predicts turnover and performance.

Jeffrey M. Cucina, Philip T. Walmsley, Kevin A. Byle
U.S. Customs and Border Protection



Concurrent Sessions

Tuesday, July 31, 2018, 1:30 p.m.

Edison D

Computer-Based Test Security Protocols at the United States Secret Service

Panel Discussion - 60 minutes

3



Interactive discussion detailing the collaborative efforts of Federal law enforcement test developers, information security professionals, and Federal contractors to maintain online test security through the entire test development, hosting and administration process.

Delisa Walker-Hall, Alok Bhupatkar, Tomeca Turner
Alexander Morris, Christopher Fultz, Nabil Ali
U.S. Secret Service

Lance Anderson
HumRRO

Deanna Hudella
Pearson

Edison D

Maximizing the Effectiveness of Realistic Job Preview (RJP) for Multi-Hurdle Hiring Process within the United States Secret Service

Paper Presentation - 30 minutes

2



Detailing the Secret Service's efforts to craft a realistic job preview (RJP) with the qualities to maximize job-fit of applicants and increase employee retention.

Delisa Walker-Hall, Alok Bhupatkar, George Johnston III
Susan Wright, Chaunette Small
U.S. Secret Service

Whitney

Improving Assessment Programs in the Federal Sector

Panel Discussion - 60 minutes

2



Federal agencies face myriad challenges in improving the assessment programs that are used to ensure quality selection decisions can be made. Some of these challenges are similar to those in private industry (e.g., availability of job analysis data, developing or purchasing assessments, controlling costs) and some are unique (e.g., ensuring assessments help to reduce time to hire, ensuring regulatory requirements are met). In addition, each agency has its own unique opportunities and challenges. This panel of representatives from Federal agencies will discuss approaches and solutions being implemented to address the barriers to improving Federal assessment and selection programs.

Suzanne Juraska
National Geospatial-Intelligence Agency

Brian Katz
U.S. Securities and Exchange Commission

Landon Mock
U.S. Department of the Interior

Matisha Montgomery
U.S. Immigration and Customs Enforcement

Kelly Sorensen
U.S. Office of Personnel Management

Whitney

A Succession and Talent Management Instrument for the Canadian Armed Forces

Paper Presentation - 30 minutes

2



A multi-dimensional approach was used to develop a succession and talent management tool — leader profiles — to assist with the assessment and development of executive leaders in the Canadian Armed Forces by capitalizing on a new competency-based performance assessment system, and other proficiency indicators (i.e., past experiences, education/training, and knowledge).

Karen Rankin
Department of National Defence

Banneker

Advancing the State-of-the-Art in Job Analysis Research and Practice

Panel Discussion - 90 minutes

2



Job analysis serves as the foundation for many important organizational goals: selection, training, performance evaluation, legal concerns as well as the structure of jobs. Drawing on their experience in both research and practice, this diverse panel—consisting of internal practitioners and external consultants—will discuss difficult questions in job analysis. The discussion will be focused around three topic areas: methodological concerns, improving client and SME interactions, and determining when job analysis information needs to be updated. In each topic area the panel will be led through a series of questions to guide the discussion. Audience participation will be encouraged.

Thomas Kiger, Deborah Whetzel
HumRRO

Anne Holloway-Lundy
U.S. Office of Personnel Management

Kelley Krokos
American Institutes for Research

Philip T. Walmsley
U.S. Customs and Border Protection

Concurrent Sessions

Tuesday, July 31, 2018, 1:30 p.m.

Bell

A Motivated Panel on Motivating Subject Matter Experts (SMEs)

Panel Discussion - 90 minutes



As assessment developers, we often rely on the knowledge and experience of subject matter experts (SMEs) to facilitate the development of high-quality test content and materials. In many ways, the ultimate quality of our assessments and related work products is dependent on the quality of the SME input to the process. Thus, how can we best ensure SMEs are motivated to produce high quality materials, provide thoughtful input, and contribute in a positive way to the assessment development process? This panel discussion brings together four experienced assessment developers who have worked with hundreds of SMEs throughout their careers. They will share their observations as well as a diverse array of recommendations on strategies assessment developers and sponsors can use to promote SME motivation throughout the lifecycle of assessment development activities.

Taylor Sullivan, Kerrin Puente
HumRRO

Amanda Allen
Edison Electric Institute

Scott Bedwell
PDRI

Tina Chang
Pharmacy Technician Certification Board (PTCB)

Wright

Making Work Samples Work for You

Symposium - 90 minutes



Jefferson County is under a consent decree. The selection division has recently been allowed the opportunity to begin administering work samples. Selection staff will share work sample best practices and administration methods in a tutorial.

Sarah Freed, Kaitlin Giles, Ian Peters
Jefferson County Commission



Concurrent Sessions

Wednesday, August 1, 2018, 8:30 a.m.

Edison D

Interactive Realistic Job Previews: Best Practices in Development, Implementation, and Measuring Success

Tutorial - 90 minutes



Research has demonstrated time and time again that Realistic Job Previews or RJPs lead to streamlined candidate pools and lower early-term turnover. Understanding the good, bad, and ugly of a role allows potential candidates to opt-in (or out) of the application process. As we continue in the digital age, it becomes increasingly important to go beyond the traditional RJP by providing a mobile-friendly, engaging, and interactive experience to help potential candidates make informed career decisions. We can do this through more advanced and interactive RJPs. During this 90-minute tutorial, the authors will demonstrate and discuss how to develop, implement, and measure the success of these interactive RJPs.

Anne Scaduto, Daniel Schmerling
Capital One

Whitney

A Comparison of Four Methods for Examining Differential Item Functioning and Item Bias

Paper Presentation - 45 minutes



In this paper, methods for examining differential item functioning and item bias will be presented including the Mantel-Hanzsel Method, Biserial Correlations using Fisher's r to z Transformation, Quantile Regression and Item Response Theory. Different conclusions reached by each method will be compared. Conceptual and practical considerations will also be discussed.

Frank Igou, Zollie Saxon, Reagan Girardot, Mallory Wright
Louisiana Tech University

Whitney

Practical Applications of metaBUS for Personnel Selection

Paper Presentation - 45 minutes



Meta-analyses allow practitioners to effectively use evidence in human resource management. metaBUS is a meta-analytic software that provides a taxonomy of interrelated search terms that allows practitioners to think inductively by examining the relationship between variables. Our presentation will showcase metaBUS online interface functionality through a variety of live demonstrations.

Leonard Dubovoy, Frank Bosco
Virginia Commonwealth University

Banneker

Developing an ADA Reasonable Accommodation Process for Pre-employment Testing

Tutorial - 90 minutes



Title I of the Americans with Disabilities Act, passed in 1990 and amended in 2008, prohibits employment discrimination against qualified individuals with disabilities. These protections are applicable not only to employment opportunities but also to the processes that are used to select candidates. So, what does that mean in practice? Employers and testing professionals are expected to understand the implications of these requirements for selection procedures used to screen applicants. However, there is a general lack of professional guidance in terms of the considerations needed in order to comply with the law. This tutorial is designed to provide information on several topics around reasonable accommodations in pre-employment testing, including the requirements of Title I, considerations for changes to test administration requirements, and implementing an accommodation process in your assessment program.

Amanda Allen, Rob Michel
Edison Electric Institute

Bell

A Second Glance: The Mastery-Oriented I-O Psychologist

Paper Presentation - 30 minutes



Personality aspects of Industrial-Organizational Psychologists (I-Os) were compared to workers in 16 other occupations. I-Os were higher in Mastery than those in other occupations. RIASEC profile comparisons are also discussed. This research hopes to understand the uniqueness of I-Os and professionals in related fields. Selection and training implication are discussed.

Jonathan Cottrell
PeopleAdmin

Sarah Strahan, Eleni Lobene, John Capman
Nicholas Martin, Anthony Boyce
Aon Hewitt

Concurrent Sessions

Wednesday, August 1, 2018, 8:30 a.m.

Bell



Why Cognitive Test Alternatives Do Not Exist and Why g Is More Valid Than We Thought

Paper Presentation - 60 minutes

We present evidence, based on past research and a mathematical model we developed, showing that high-validity low-adverse impact alternative cognitive ability tests cannot exist mathematically. We also demonstrate that general mental ability is more valid than previously thought and discuss the implications of these findings for other personnel selection practitioners.

Jeffrey M. Cucina, Philip T. Walmsley
U.S. Customs and Border Protection



Wright

The Uniform Guidelines: Love Them, Leave Them, or Work to Change Them?

Panel Discussion - 90 minutes

The Uniform Guidelines for Employee Selection Procedures have not been changed since they were published 40 years ago despite many legal and scientific developments in the validation and use of selection procedures. The purpose of this panel is to discuss potential solutions to this issue.

Lance Anderson, Suzanne Tsacoumis
HumRRO

Richard Tonowski
U.S. Equal Employment Opportunity Commission

Joel Wiesen
Applied Personnel Research

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The 2018 IPAC Conference is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 12.5 PDCs and 3.5 PDCs for each pre-conference workshop. For more information about certification or recertification, please visit shrmcertification.org



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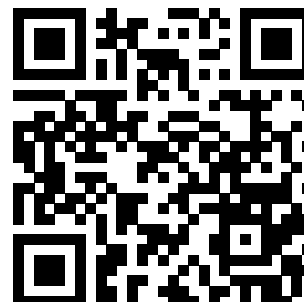


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Conference Evaluation

Feedback is important to the continuous improvement of the IPAC conference. Therefore, we would appreciate your feedback for any session you attend during the 2018 IPAC conference. Below is the link to the conference evaluation survey for the Plenary Sessions and Concurrent Sessions. Feel free to use either the QR code or URL to access each survey. If you do not already have a QR code scanning application you can download SCAN from your AppStore (Google, Apple, Windows) or QR Code Scanner for BlackBerry devices.

<http://ipacweb.org/2018Evaluations>





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Diversity
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Personnel Selection
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