

ACN

Assessment Council News

Newsletter of the IPMA Assessment Council

December 2001

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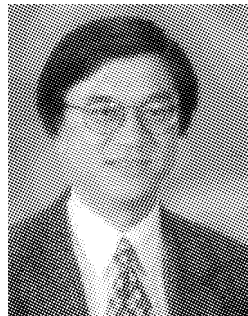
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A Message From Your President

by *T.R. Lin, President*



It's hard to imagine that I am already writing my sixth, and last, ACN Presidential message. The year has been busy, challenging, and productive. Thanks to those serving on the Board of Directors and as Committee Chairs. Members of the Board, the IPMAAC Representative to IPMA Executive Council, the Past-President and the President-Elect, provided me with helpful advice and guidance and maintained a good representation with

IPMA. In large part, the success of 2001 IPMAAC was due to the efforts of a motivated team of volunteer committee chairs. The rest of my message will be devoted to recognizing these hard-working individuals as well as highlighting some of their contributions to IPMAAC.

First, I was extremely fortunate to have the wife and husband team of Beverly Waldron, the ACN Editor and Bill Waldron, the ECN Editor. Beverly has patiently worked with me and all other contributors for ACN, and YES, we have promised and completed six issues of ACNs. This issue of ACN will be IPMAAC's last hard copy. Starting in 2002, an electronic version will be e-mailed to you. (I predict this hard copy issue of ACN will become a collector item.) This year, to maintain and enhance our award Electronic Communication Network (ECN) on average, 35,000 pages were viewed per month by visitors to ECN. Highlights of the ECN include the online ACN, IPMAAC-List, conference archives, and links to regional associations.

Those who attended the annual conference saw the fine work of Bronda Silva and Kadee Gonzales, the Program Co-Chairs, and Craig Haines, the Host Chair. To appreciate the amount of energy, time, and effort needed in order to produce a successful conference, one has to chair one of these committees. The Marketing Chair, Harry Brull, enhanced the success of the conference by recruiting Paul Kaiser to co-host the endless social bar.

Lee Friedman, Chair of the Student Paper Committee, was very successful in soliciting many fine student papers for our conference. Ilene Gast, Chair of the Innovation in Assessment Award, led her committee to the selection of two excellent winners. The identities of these winners have been shared in the ACNs. Charles Sproule and Anita Ford, the Bemis Award Nomination and Selection Committee Chairs, followed the prescribed procedures and selected a fine nominee on behalf of IPMAAC.

(continued on page 2)

Martin Andersen, Professional/Scientific Affairs Committee Chair, has continued to lead thought-provoking discussions among Members of the Board and we may see a symposium session in next year's conference arising from these discussions. Mike Willihnganz, the Training/Workshop Committee Chair, has substantially revised both the Oral Examination and the Training and Experience Rating workshops.

We have had a very smooth relationship with IPMA. IPMA has recognized our assessment expertise and invited us to assist in the development of the certification examination for the IPMA Certification Program. The IPMAAC Board has expressed the desire to continue to assist IPMA in this regard. The efforts and support of the IPMA/IPMAAC staff deserve praise as well.

IPMAAC is a volunteer professional organization. The structure of three-year terms for the IPMAAC Board and

Presidency as well as the service of chairs who serve more than one term on many standing committees provides a continuity of both policy and work. The Board provides directions and the committees complete most of the work regardless of who is the president.

The 2002 strategic plan and work plan were approved by the Board in the October Board meeting, and committee work for next year has already begun. I urge you to volunteer yourself, contact one of the new committee chairs, and get to work. By the time you read this issue of ACN, it will be close to the end of this year. Soon, I'll officially be a Past-President and will continue with a voice at the Board where I will gain much from my dear colleagues. As Donna Denning, the new President, leads you in the new year, I urge you to give her your best support.

Happy holidays! —ACN

Innovations in Assessment Award—2002

by Ilene Gast

The International Personnel Management Association Assessment Council (IPMAAC) is pleased to announce its **2002 Innovations in Assessment Award**. This award recognizes an individual or team of individuals for the development and application of an innovative personnel assessment tool or procedure. The award is open to **any individual or group of employees in the personnel assessment field** responsible for developing and applying an innovative assessment tool or procedure within recent years. You need not be a member of IPMAAC to submit a nomination. **Nominations are due on March 1, 2002.**

The Innovations in Assessment Award will be presented formally at the upcoming IPMAAC Conference, which will be held in New Orleans, LA June 30-July 3, 2002. The winner will receive an engraved plaque to commem-

orate their accomplishment and a waiver of the conference registration fee for one person. In addition, award recipient(s) will be invited to share their innovation with IPMAAC members during a highlighted presentation at the conference and in an article for IPMAAC's newsletter, the Assessment Council News.


I know from working with the *Practice Exchange*, that many of you are involved in interesting and exciting projects. Please start thinking about your nominations now. An official nomination form is enclosed with this issue of the ACN. The nomination form will also be available through IPMAAC's electronic network, the ECN at www.ipmaac.org. If you would prefer to receive a copy by e-mail or fax, please contact me by phone at (202-305-0590) or e-mail (ilene.f.gast@usdoj.gov). —ACN

Remember!

***The ACN is moving to email delivery in 2002.
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ksheets@ipma-hr.org to ensure continued delivery of the ACN.***

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From the Editor

by Beverly Waldron

It is hard to believe that another year has almost come to an end and that this will be the last time I write this note for the ACN. It is even harder to believe that it has been six years since I wrote the first one! Time sure flies when you are having fun . . . I can't leave with expressing my thanks to a number of individuals.

First to Marianne Bays for getting me into this into this and to the next five presidents who kept me here - Paul Kaiser, Jeff Feuquay, David Dye, Kris Smith, and T.R. Lin. Thank you, it has been an interesting and rewarding experience.

Thank you to our Executive Council Representatives who provided articles to keep us up to date on what is going with IPMA: Kaye Evleth, Doris Maye, and David Dye.

A very special thank you to Chuck Schultz for sharing his knowledge with us in "Statistical Tips and Enigmas" and a number of other interesting articles (and for being such a nice guy).

It's too late to tell Clyde Lindley how much I appreciated his work with Clyde's Corner and all the years that he served as editor for the ACN. Thank you Clyde and I still miss you and our chats!

To all those willing (and unwilling) individuals who so kindly provided articles THANK YOU! (And to those of you who still owe one - don't worry, I'm passing your name onto Déonda . . .)

A very special thank you to Marianne Ernesto for getting me through the first year, for keeping me sane, and for letting me drive her crazy. Thank you, thank you!

Thank you

- to Daglyn Padilla for all her hard work and not hanging up on me when I called with changes,
- to Linda Bocian and Debbie Booze for taking over
- to Kelli Sheets for keeping things going.

I'm most grateful for the tremendous work that our Associate Editors have done (and continue to do). They made sure we always had a good issue. Thank you to Mike Aamodt - Technical Affairs, Ilene Gast - Practice Exchange; Jeff Feuquay - Legal Affairs, and Déonda Scott and Mike Willihnganz - Council News. You made

continued next page

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From the Editor continued

my life and time as editor so much easier. Without you there would be no ACN!

A personal thank you to Bill Waldron for putting the ACN online at ipmaac.org and for putting up with me when I was trying to get an issue together (and for putting up with me the rest of the time, too.)

Good luck and best wishes to Déonda Scott who is taking over as editor for 2002. I know you will treat her as kindly as you have treated me.

And last, but not least, thank you! As always, I look forward to hearing from you and seeing you in the future. (Now, you can talk with me without worrying that I'm going to be after you for an article. That'll be Déonda . . .) Take care! Have a wonderful holiday season and all the best in the coming new year! —**ACN**

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IPMAAC Across the Nation - News of the Councils

by Déonda Scott, Associate Editor

Bay Area Applied Psychologists (BAAP)

Lynne Waldera of InMomentum presented her organization's iCulture Assessment at the November meeting. The Annual Holiday Party will be held on December 13. BAAP sponsors a speaker once a quarter who delivers a presentation to BAAP members. The location varies, but the format involves networking from 6-7 p.m., followed by the speaker's presentation at 7 p.m. BAAP speakers are typically leaders in the field and deliver interactive presentations with plenty of group discussion. Check the website www.baaponline.org for the most current information on upcoming events, speakers, and topics.

Chicago Industrial/Organizational Psychologists (CI/OP)

CIOP's November meeting addressed the topic "Succession Planning to Talent Management: Successes, Challenges, and the Role of I/O Psychology." Upcoming meetings will include a January 18, 2002 meeting on Career Opportunities in I/O Psychology; meetings on March 1 and April 5 (topics TBA). The Annual Dinner Meeting will be held on June 6, 2002. CI/OP generally has Friday afternoon sessions from 1:00 to 5:00 p.m. featuring several speakers addressing a topic. Visit their website at www.iit.edu/~ciop/.

Metropolitan New York Association for Applied Psychology (METRO)

METRO's upcoming schedule includes Frank Landy of SHL Landy Jacobs who will present an update on litigation at the meeting on December 5. The January meeting and topic are TBA. Jim Smither of LaSalle University will present "Effectiveness of Executive Coaching" at the February 13 meeting. "National Skills Standards Board Project" will be the topic of Elizabeth Kolmstetter and Paul Squires of DOL at the March 12 meeting. Visit METRO's website at www.metroapppsych.com.

Mid-Atlantic Personnel Assessment Consortium (MAPAC)

MAPAC's winter conference is going to be January 30-February 1, 2002 in Baltimore, MD. The program is being finalized, but will be available shortly on our website, www.ipmaac.org/mapac. If you have any questions, please call Amy Bauer at (410) 545-5609.

Minnesota Professionals for Psychology Applied to Work (MPPAW)

MPPAW's September speaker, Marcia Andberg PhD, is the managing director at American Guidance Service, a Test Developer and Publisher. The October meeting featured Dan Sachau, of Minnesota State University, Mankato. Karen Grabow of Land-O-Lakes presented at the November meeting. Contact Sidney Teske for more information at Sid.Teske@co.hennepin.mn.us or (612) 348-4443.

PTC/Arizona

The Personnel Testing Council of Arizona postponed its full day Workshop on "Basic Skills: Issues, Identification & Assessment In the Workplace" scheduled for Friday, October 19, 2001 due to the general unease from the 9-11-01 tragedies. The Board is in the process of planning the 2002 program schedule. For more information about PTC-AZ contact Vicki Packman, Salt River Project at (602) 236-4595 or vspackma@srpnet.com.

PTC/Northern California

PTC/NC's October meeting was a ½-day training session on the topic of "Maximizing Company Performance through Selection and Assessment." The training was presented by Jared Lock of Hogan Assessment Systems. The session provided participants with an understanding of the value of sound selection and the use of personality assessment to maximize the results of traditional selection systems.

PTC/NC's November meeting will be held on Friday, November 16th at the Hungry Hunter Restaurant, 450 Bercut Drive, in Sacramento. The program will feature a presentation by Robert Simpson of the U.S. Immigration and Naturalization Service entitled *Using Logic-Based Measurement to Transform Reading Comprehension Questions into Powerful Measures of Reasoning*.

Upcoming Monthly Meetings: December 14th – Holiday Program, Hungry Hunter Steakhouse, Fairfield, California. *Details regarding this event will be available soon.*

Information about upcoming monthly meetings and the 2002 conference is available on our website at www.ipmaac.org/ptcnc. Please visit the website to find out about upcoming events and happenings.

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PTC/Metropolitan Washington

PTC/MW's December meeting will feature Ms. Ann Quigley, PTC/MW President, U.S. Postal Service. "Presidential Address." Access PTC/MW's resource-rich website from IPMAAC Online! or contact Sara Mallory (703) 385-3200 for information.

PTC/Southern California

Personnel Testing Council of Southern California's Fall Conference for 2001: "Test Accommodations: Where are we 10 years after ADA?" was held in November. For more information, please contact Laura Triner at (213) 847-9136 ltriner@per.lacity.org or Hollie Levy at (213) 847-9140 hlevy@per.lacity.org.

Western Region Item Bank

The Western Region Item Bank (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 190 agencies nationwide. For more information, contact Kathryn Paget, (909) 387-5575.

WRIPAC

WRIPAC is sponsoring training programs on "Core-Item Writing" by Mike Willihnganz, and "Easier, Speedier & Still Valid by Donna Terrazas. The training will be held on January 23-25, 2002 in Las Vegas, NV. You can access additional information on WRIPAC through IPMAAC's website. The Western Regional Intergovernmental Personnel Assessment Council (WRIPAC) is comprised of assessment professionals from more than sixty small, medium, and large public agencies throughout the western United States. For more information, contact Mark Rau, (209) 297-2335.

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Advertise in the

ACN

Assessment Council News

Does your company offer assessment related services? Would you like to offer these services to your colleagues? Here's your opportunity to place your ad in the ACN.

Advertising rates:

Full page:	7" x 10"	\$600
Half Page Horizontal:	7" x 4 1/4"	\$450
Business Card:	4 1/4" x 2 1/4"	\$300

For further information concerning advertising in the ACN you may contact Logan Hunter-Thompson at (703) 549-7100.

Upcoming International, National, and Regional Conferences and Workshops

January

- 18 CIOP. Meeting. Career Opportunities in I/O Psychology. Visit their website at www.iit.edu/~ciop/.
- 26 WRIPAC. Training Conference. Las Vegas, NV. Contact Mark Rau, (209) 297-2335.
- 30-2/1 MAPAC. Winter Conference. Baltimore, MD. Visit the website www.ipmaac.org/mapac or call Amy Bauer at (410) 545-5609.

February

- 4-6 Association of Test Publishers. Conference. "Computer-Based Testing." Carlsbad, CA. Contact: ATP, (410) 751-7171 or testpublishers.com.
- 13 METRO. Meeting. Jim Smither, LaSalle University. "Effectiveness of Executive Coaching." New York, NY. Contact www.metroappspsych.com.
- 28-3/2 Society of Psychologists in Management. Conference. San Diego, CA. Contact: Lorraine Rieff, (312) 655-1150 or spim.org.

March

- 1 CIOP. Meeting. Subject TBA. Visit their website at www.iit.edu/~ciop/.
- 1-3 I/O & OB Graduate Student Conference. University of South Florida, Tampa, FL. Contact: Tom King, tking@cs.com.
- 11-13 Society for HR Management. Employment Law & Legislative Conference. Washington, DC. Contact: SHRM, (703) 548-3440 or shrm.org.
- 12 METRO. Meeting. Elizabeth Kolmstetter and Paul Squires of DOL. "National Skills Standards Board Project" New York, NY. Contact www.metroappspsych.com.
- 24-27 Human Resource Planning Society. Annual Conference. Miami Beach, FL. Contact: HRPS, (212) 490-6387 or hrps.org.

April

- 1-5 American Educational Research Association. Annual Convention. New Orleans, LA. Contact: AERA, (202) 223-9485 or aera.net.
- 2-4 National Council on Measurement in Education. Annual Convention. New Orleans, LA. Contact: NCME, (202) 223-9318 or ncme.org.
- 5 CIOP. Meeting. Subject TBA. Visit their website at www.iit.edu/~ciop/.
- 11-14 Society for Industrial & Organizational Psych. Annual Conference & Workshops. Toronto, Canada. Contact: SIOP, (419) 353-0032 or siop.org.
- 15-17 Society for HR Management. Global Forum. New York, NY. Contact: SHRM, (703) 548-3440 or shrm.org.
- 17-19 Employment Management Association. Conference. San Francisco, CA. Contact: SHRM, (703) 548-3440 or shrm.org.

May

- 21-24 Organization Development Institute. Conference. "What's New in OD." Contact: ODI, (440) 729-7419 or members.aol.com/odinst.

June

- 6 CIOP. Annual Dinner Meeting. Subject TBA. Visit their website at www.iit.edu/~ciop/.
- 6-9 American Psychological Society. Annual Conference. New Orleans, LA. Contact: APS, (202) 783-2077 or psychologicalscience.org.
- 23-26 Society for Human Resource Management. Annual Conference. Philadelphia, PA. Contact: SHRM, (703) 548-3440 or shrm.org.
- 30-7/3 **IPMA Assessment Council. Annual Conference. New Orleans, LA. Contact: IPMA, (703) 549-7100 or ipmaac.org.**

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Upcoming Events continued

August

- 4-7 American Statistical Association. Conference on Multiple Comparison Procedures. Bethesda, MD. Contact: Peter Westfall, westfall@ba.ttu.edu or www.ba.ttu.edu/isqs/westfall/mcp2002.htm.
- 4-7 International Conference on Multiple Comparison Procedures. Bethesda, MD. Contact: Peter Westfall, Texas Tech University, (806) 742-2174 or ba.ttu.edu/isqs/westfall/mcp2002.htm.
- 11-14 Academy of Management. Annual Convention. Denver, CO. Contact: AOM, (914) 923-2607.
- 11-15 American Statistical Association. Annual Convention. New York, NY. Contact: ASA, (703) 684-1221.
- 22-25 American Psychological Association. Annual Convention. Chicago, IL. Contact: APA, (202) 336-6020 or apa.org.

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

Déonda Scott is the Civil Service/Testing Manager for the City of Orlando. If you have regional organization news or an item to add to the calendar, please contact her by phone (407) 246-2061; fax (407) 246-2019; or email dscott@ci.orlando.fl.us. Snail-mail will eventually find her at the City of Orlando, 400 S. Orange Avenue, Orlando, FL 32802. —ACN

Check out IPMAAC on the web!

www.ipmaac.org

The website includes updates on the
2002 IPMAAC Conference
and information on the
Student Paper Competition
and the
Innovations in Assessment Award.

26th Annual IPMAAC Conference on Personnel Assessment

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June 30 - July 3, 2002
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Innovations in Assessment Award

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Bemis Award-Nomination

TBD

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About the ACN

The ACN is the official newsletter of the International Personnel Management Association 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 700 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: Assessment Council members and others with letters or articles of interest are encouraged to submit materials for review and publication. Submission deadlines for 2002 issues are:

February: *January 4*

April: *March 1*

June: *May 3*

August: *July 5*

October: *September 6*

December: *November 1*

Articles and information for inclusion in the sections (*News of the Councils, Technical Affairs, Public Sector Practice Exchange*) should be submitted directly to the Associate Editor responsible for the appropriate section. Submissions may also be made to the Editor.

If you have questions or need further information please contact the Editor, Associate Editors, or IPMA.

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International Personnel Management Association
Assessment Council

**Innovations in Assessment Award
2002**

. . . to recognize the development of an innovative assessment tool or procedure

Nominations should be submitted by March 1, 2002

Mail nomination forms to:

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E-mail nomination forms to:

Ilene.F.Gast@usdoj.gov

Fax nomination forms to:

(202) 305-3664

For more information, call:

(202) 305-0590

Purpose

The purpose of this award is to recognize a person or group of employees for the development and application of an innovative personnel assessment tool or procedure.

Recognition

The person or team selected to receive the Innovations in Assessment Award will receive a plaque, an invitation to present at the IPMAAC annual conference, and a waiver of the conference registration fee for one person. The award will be presented at the 2002 IPMAAC conference, which will be held June 30-July 3 in New Orleans, LA.

Eligibility and Nomination

This award is open to any individual or group of employees in the personnel assessment field who has developed and applied an innovative personnel assessment tool or procedure within recent years. Both *for-profit* and *not-for-profit* tools or procedures may be nominated to receive this award. Nominations must be made or endorsed in writing on the cover sheet by an official in the agency or organization in which the assessment nominated was applied.

Nomination Format

Nominations must be received by March 1 regardless of format. Nominations may be submitted as hard copy, by fax, or by electronic mail. A completed description sheet (see page 2) must accompany each copy. Please include a narrative describing the specific contribution forming the basis for the nomination, not to exceed two single-spaced typed pages.

Criteria for Nomination

Nominations will be reviewed to determine the extent to which they meet the criteria below. The assessment tool or procedure:

Represents a significant extension of past practices or the development of new procedures or practices.

Embodies sound measurement procedures.

Results in improved efficiency and/or effectiveness of organizational functions.

Restrictions

The purpose of this award is to promote the sharing of innovative techniques in personnel assessment. For that reason, ***the nomination for or receipt of this award may not be mentioned or used to endorse a for-profit tool, procedure, or product.*** In addition, it is required that any winners share their methodology with the public. Refusal to meet these conditions will result in immediate disqualification from consideration.

Nominee Description Sheet

Nominee(s)

(For group nominations, please attach separate sheet with the following information for group members and indicate group contact)

Name: _____

Position title: _____

Organization: _____
(no acronyms please)

Address

Street Address: _____

City/State/Zip: _____

Telephone Number: _____

Fax Number: _____

E-mail Address: _____

Name of Person Submitting the Nomination

Name: _____

Position title: _____

Organization: _____
(no acronyms please)

Street Address: _____

City/State/Zip: _____

Telephone Number: _____

Fax Number: _____

E-mail Address: _____

Signature: * _____

**For electronic submissions, the submitter's e-mail address will substitute for the signature.*

Nominee Narrative

Please detail the nominee's contributions and outline why the nominee should be considered for the Innovations in Assessment Award. In your narrative, please include the time line for development of the assessment tool or procedure and when its impact was realized. The narrative may be provided in the space below or on a separate sheet, but should not exceed two typed pages.