

ACN

Assessment Council News

Newsletter of the IPMA Assessment Council

April 2002

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IPMAAssessment
Council

International Personnel
Management Association
1617 Duke Street
Alexandria, VA 22314
Phone: (703) 549-7100
Fax: (703) 684-0948

President's Message

Donna L. Denning

Well, 2002 is certainly off and rolling, and speaking of rolling...

Laissez les bon temps rouler!!! (Let the Good Times Roll!!!)

One of the better known slogans of New Orleans, host city for our annual conference June 30-July 3, 2002. Plans for the conference are progressing nicely. I'll break with tradition here, and go right to the Social Program, only fitting for a conference in a town with this slogan, don't you think?

Social Program

On Sunday evening, the traditional Welcome Reception is planned. Always a lovely affair, at a relaxing location in the conference hotel you're just settling into, the food will be plentiful (think *dinner!*) and the drinks refreshing. All in all, a great place to greet old friends and meet new ones as you anticipate the week ahead.

Monday evening will see a repeat of the *fais do do*, the most popular IPMAAC social event ever, an immersion in Louisiana culture with food, drink, music, and dance—even dance lessons are included. And, on a practical note, bus transportation across the Mississippi River to this decidedly non-urban (i.e., authentic) location will be provided, too.

On Tuesday, IPMAAC will present its first Awards Luncheon at the conference hotel, so, okay, it's really a mixture of pleasure and business, not strictly for socializing, but promising to be enjoyable nonetheless, and an appropriate setting to honor this year's award recipients. And then there's the evening! Known for its courtyards, the French Quarter is adjacent to the conference hotel and IPMAAC will have private use of Tara's Courtyard at O'Flaherty's Irish Pub. The *hors d'oeuvres* will be luscious and imported brews fresh and cold (other beverages also available). Also here, in addition to the traditional pub is a music room (Irish, of course) and a Celtic gift shop. All this just a short walk from the conference hotel.

Conference Program

The number of submissions increased, invited speakers graciously accepted, and the Conference Committee worked hard at ensuring there's something (actually, lots) for everyone, maintaining popular traditional program formats and topics and adding a few new ones. In a word, the "gumbo" promised.

Keynote speaker, Jerard F. Kehoe will present insightful and timely comments on the generalizability of test validity. Former IPMAAC dissertation award winner Kenneth Pearlman will share his astute comments on competency

(continued on page 2)

modeling, and the Presidential Forum has been built on the theme of "high-stakes testing in a post-affirmative action world" (derived from the April, 2001, *American Psychologist* article by Sackett, Schmitt, Ellingson, & Kabin) and will feature both psychologist and attorney speakers.

Paper sessions, symposia, and roundtable discussions will be in ample supply; with the quality of proposals submitted ensuring top-of-the-line content; and a Foundation Track lecture series has been designed for pre-

sentation throughout the program. See this *ACN's* contribution from Conference Chair Michelle Collins for more details!

So, see you there!!!

And on behalf of the City of New Orleans, I pass on this sage advice:

"Come Early...Stay Late." —ACN

2002 IPMAAC Conference Program

Michelle L. Collins, Program Committee Chair

This year's program is shaping up! Donna Denning is working her magic to secure a dynamite line-up of featured speakers and the submissions look great. We received some 50 submissions with a range of assessment topics from around the globe. Program Committee members have reviewed all submissions.

Among our featured speakers for this year's conference are the *most* popular Keith Pyburn, Esq., former IPMAAC student paper competition winner Kenneth Pearlman, and, as keynote, Jerard Kehoe.

This year we are offering a Foundations track and, with Vicki Quintero's help soliciting submissions, the offerings are going to provide great learning opportunities for people new in the field and those of us needing refreshers. Each day of the conference will have a different foundation topic with offerings throughout the day, including topics such as Job Analysis, Multiple Choice

Test Development and Item Analysis, and Assessment Centers.

Kris Smith, as a member of the Training Committee, is taking the lead in planning the Pre-Conference Workshops. In addition to the proposals submitted, Kris is coordinating workshops based on the newly-revised IPMAAC training workshops. The topics of these one-day workshops include: Training and Experience Questionnaires, Oral Examinations, and Examination Planning.

Special thanks to Kathryn Paget, Roxanne Cochran, Bronda Silva, T.R. Lin, Phyllis Lynes, Kris Smith, Mabel Miramon, Terry McKinney, Vicki Quintero, Jeanne Makiney, and Hollie Levy, for reviewing papers and assisting me in navigating a role that is entirely new to me!—ACN

26th Annual IPMAAC Conference on Personnel Assessment

"Assessment Gumbo"

June 30 - July 3, 2002
New Orleans, LA



Practice Exchange

by *Ilene Gast, Associate Editor*

This month, we have a special article from the winner of the 2001 IPMAAC Innovations in Assessment Award.

Our guest author, Dr. David Pollack, is the Director of Research and Development in the Office of Human Resources and Development at the U.S. Immigration and Naturalization Service (INS). The Research and Development Branch received the award for their innovations in assessing executive-level personnel at the INS.

If you are conducting a project that would interest the ACN readers, or if you know someone who is, please let me hear from you. I can be reached by telephone at (202) 305-0590, by fax at (202) 305-3664, or electronic mail at Ilene.F.Gast@usdoj.gov.

Competency-Based Executive Assessment at the U.S. Immigration and Naturalization Service

David M. Pollack, U.S. Immigration and Naturalization Service

Background

The 1990's brought about unprecedented growth in the mission and size of the U.S. Immigration and Naturalization Service (INS). In fact, since 1994 the number of INS employees has doubled, from 17,000 employees to 34,000 employees. Most of the increase in employment was at the entry-level; the agency hired thousands of additional Border Patrol Agents, Immigration Inspectors, and Adjudications Officers. However, with the increase in entry-level employees came a corresponding increase in the number of supervisors, managers, and executives.

To ensure that the agency made selections in a systematic, objective, valid, and fair manner, the INS formed the Research and Development (R&D) Branch in the Office of Human Resources and Development and hired 15 Industrial Psychologists to staff this office. R&D first implemented competency-based assessments to screen candidates for entry-level officer positions. Over 50,000 candidates complete these assessments each year. In 1997, R&D expanded the competency-based assessment process for use in filling supervisory and managerial positions throughout the INS. In 1998, the INS Commissioner, noting the great success of the entry-level and supervisory/managerial competency-based systems, asked R&D to implement an assessment process that could be used for the selection and development of executives.

Identification of Executive Competencies

In a large-scale job analysis study, the U.S. Office of Personnel Management (OPM) had identified the key competencies for effective performance as an executive throughout the Federal Government. Rather than reinvent the wheel, R&D psychologists began with the competency model constructed by OPM and tailored that model to fit executive jobs at the INS.

R&D project team members conducted a full-scale job analysis, including shadowing executives as they performed their work, holding focus groups with executives, and conducting one-on-one meetings. Out of this work, four critical competency areas were identified:

- Thinking skills, which include strategic thinking, decision-making, and innovation
- Leadership skills, which include setting a vision, teaming, and leading others
- Communication skills, which include presentation skills, influencing/negotiating, and interpersonal skills
- Management skills, which include financial management, technology management, and developing and executing plans

(continued on page 4)

Assessment of Executive Competencies

Candidates for executive positions at the INS participate in three assessments that measure the four critical competency areas:

- The *Executive Thinking Skills Exercise* presents candidates with samples of written materials that flow through the in-basket of an INS executive on a regular basis. The candidate reviews the written materials and evaluates the validity of conclusions that are based on the written materials. This exercise measures the logical reasoning, decision-making, and strategic thinking skills required for INS executive jobs.
- In the *Executive Judgment Exercise*, the candidate plays the role of an executive in a private or public sector organization. The candidate is provided with written materials that describe his or her organization and position within the organization. The candidate receives documents, such as letters, reports, newspaper articles, and messages that describe the complex issues that the organization is facing. The candidate reviews the materials and then prepares and presents a ten-minute briefing describing how he or she would handle the issues. R&D psychologists take notes and compare the candidate's presentation and presentation style to a detailed set of benchmarks. The candidate completes three of these exercises, which allows for reliable and valid measurement of the candidate's competencies.
- After the candidate completes the exercises, he or she participates in a *competency-based structured interview* that is developed by R&D. The interview is administered by the Executive Resources Board, which consists of the INS Commissioner, Deputy Commissioner, and Executive Associate Commissioners.

After all candidates for the position have completed the assessment process, R&D prepares an executive overview of each candidate's strengths and weaknesses. The executive overviews are presented by the Director of R&D to the Executive Resources Board, which then uses all information available (i.e., background, work history, performance in the interview, strengths and weaknesses) to make a final selection.

Developmental Feedback

R&D prepares and mails to each internal candidate a comprehensive, individualized developmental feedback report that contains all of the information presented about the candidate to the Executive Resources Board, plus much more detailed narrative information.

Accompanying this is a Developmental Resources Guide, which contains developmental recommendations for each competency area measured in the Executive Assessments. Candidates may then complete training at the INS Leadership Development Center, which offers training courses centered around the four executive competency areas.

Evaluation of the Competency-Based Executive Assessments

The content and construct validity of the Executive Assessments have been documented thoroughly. In addition, a return-on-investment study conducted in 2000 found that the use of the Executive Assessments results in improved performance valued at over \$1,000,000 per year. This performance improvement comes from two sources. The first is the performance improvement that accrues because the most qualified candidates are selected through the valid assessment process. Second is the improvement in job performance by those who have taken advantage of the individualized diagnostic feedback.

The Executive Assessments have been very well received both by the Executive Resources Board and by candidates who have completed the assessments. The INS Commissioner has expanded the range of positions to be filled through the Executive Assessment process. In addition, numerous candidates have expressed to the Assistant Commissioner for Human Resources their appreciation of the process and the value of the diagnostic feedback.

If you would like more information about INS' Competency-Based Executive Assessments, please contact Dr. David Pollack at (202) 305-0081 or David.M.Pollack@usdoj.gov. —ACN

Call for Committee Members

The program committee for IPMAAC 2003 (Baltimore) is looking for committee members. We will have an initial planning lunch at our 2002 conference in New Orleans on Wednesday from 12:00 – 1:30. If you're interested in serving on the program committee, please call or e-mail Harry Brull, president-elect at 612/337-3685 or Harry.Brull@personneldecisions.com. Meeting location and menu to be determined. Lunch is on us.

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A Day in the Life

By **Michael Chasin, Broward County Staffing Manager**

The Mantra

Barely through the door, tenuously balancing coffee, briefcase and brown bag lunch, I am ambushed by anxious staffers who assault me with long, complex questions. My response to each of these earnest analysts is the same: “Craft a solution based on job-relatedness.”

Job-related. Tattoo these words inside your eyelids. Creating job-related solutions will put a Spanish tile roof over your head, the finest food on your table, and the object of your midnight fantasies into your life.

Metric-aholic

I conduct our weekly meeting in which we review all things staffing. As Staffing Manager, I have established the goal of completing application evaluations in fourteen days or less. This is aggressive, given our successive hurdle methodology. Our team has excelled, and year-to-date we’ve been there. Being a metric-aholic, I am well aware, *prior to this meeting*, that our numbers are just beginning to dip. However, during the meeting, I emote painful shock as each south-of-the-border number is revealed. Finally I confess, “I’m concerned. As you can see, things are starting to... slip away from us.” A chorus of “we’ll catch up” emanates from the team. I know they will.

Love Your SME's

Yesterday I had the high honor and distinct privilege of administering a Fire Rescue Driver Engineer performance test. I am certain, beyond reasonable doubt, that my well documented job analysis, extensive pre-testing and bias-free administration will be rewarded with a plethora of grievances. So today I dictate letters to the subject matter experts thanking them for their job-related approach. While *I am* appreciative of their work, I want to *establish for the exam file* that we utilized objective SME's.

Techno-Babble

I brief the HR Director on the progress of our massive, leading edge technology project. The STAR Project will transform our largely manual system into a sleek, completely automated, on-line, web-enabled staffing system.

I, who just a few mere months ago could not distinguish a gigabyte from a dog bite, now love technology. I find

great pleasure in spewing my new found techno-babble to family and friends, who I know are on the wrong side of the digital divide. During a recent chat I was asked, in the most embarrassed of tones, “Ah, what does ASP stand for?” Full of disdain I replied, “ASP... that’s application service provider... you toad!” Aunt Gertrude then profusely apologized for her ignorance. I love technology.

Lunch-On-The-Run

Blindly grabbing my brown bag from the refrigerator I wolf down a surprisingly delicious sandwich. Pitching the bag I notice the name on it. Tiffany. *Oops.*

Quiet On The Set!

Last year we created a distinct slogan, graphics style and colors for all of our media — an employment brand. We then launched an employment marketing campaign utilizing newspaper articles (free), messages in county direct mailings (free), posters on the exterior of county buses (free) and banners on county buildings fronting high traffic areas (free). This no bucks campaign has forced us to be creative, which is fun. Next we will create a poster featuring diverse County employees on sunny Ft. Lauderdale Beach.

We’ve been meeting with photographers and have gotten an education on the merits of a location versus studio shoot, lighting, model attire, props and how to create the *look* we want. Very interesting stuff. Definitely not your grandfather’s civil service work!

This afternoon we interview a photographer at his studio. We are suitably impressed by his set – the fact that he uses the term set – his dedicated make-up area, his very professional make-up artist, his portfolio, and his lowest bid.

He is hired.

Me and My PC

Back in the office I spend the rest of the day dealing with 47 e-mails. I hate technology.

A Day in the Life continued

Homeward Bound

Driving home, I rewind the day. I reinforced to our team the penultimate guiding principal for scandal-free, successful HR administration: job-relatedness. I nipped-in-the-bud slippage in our core metric, time to evaluate applications. I thanked SME's while bolstering content validity. And we achieved a milestone in moving our employment marketing campaign to the next level.

The day reminds me of the last line of a great little movie, *Big Night*, about struggling 1950's restaurateurs, "I'm anything I have to be. Anytime. I'm a businessman *baby*."

Today I was mentor, motivator, psychometrician, technologist, and marketer. I'm anything I have to be. Anytime. I'm a Staffing Manager *baby*! —ACN



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Check out IPMAAC on the web!

www.ipmaac.org

The website includes updates on the
2002 IPMAAC Conference
and much more...!

Technical Affairs

Applied H.R.M. Research is Up and Running!

As you know from previous columns, IPMAAC and Radford University have partnered to sponsor *Applied H.R.M. Research*, a peer-reviewed journal aimed at an applied audience. The journal was originally published from 1990-1994 and is back after a 6-year break. The goal of the journal is to encourage practitioners to share information with their colleagues, while avoiding the burden of writing lengthy articles that often discourages such sharing. Articles in the 2001 volume can be accessed online in PDF format at www.radford.edu/~applyhrm. We encourage *ACN* readers to visit the web page, submit articles, and volunteer to be on the editorial board to review articles. A complete list of articles in the 2001 volume is included at the end of this column.

Though we accept a wide variety of articles, we are especially interested in publishing short validation reports. If you have data but do not have the time or expertise to write a short validation report, send me an email and I will get a researcher to coauthor the paper with you.

Over the next few months, we would like to get as many articles as possible that explore gender and race differences in scores on such selection methods as assessment centers, structured interviews, job samples, job knowledge tests, and bio-data. These short articles can then be used for future meta-analyses on potential adverse impact. An example of one of these short articles can be found at the end of this column as well as on the website.

If you are interested in becoming involved with Applied H.R.M. Research or have any questions, please contact me at maamodt@radford.edu.

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Gender and Race Differences in Scores on a General Aptitude Test Battery

Michael G. Aamodt, Radford University

Type of Selection Test Cognitive and Psychomotor Ability

Test Information

Name Career Ability Placement Survey (CAPS)
Publisher EdITS
Timed/Untimed Timed (5 minutes per section)
Question format Written, multiple-choice
Response format Written, multiple choice
Reliability Test-retest (Median = .80, Range .70 - .95)

Sample

N 893
Occupation Customer service representatives, clerical staff
Gender 71% were women, 29% were men
Race 23% African American, 1% Hispanic, 75% White, 1% Asian American
Age Mean = 36.1, Range 19-63

Test Score Differences (Sex)

Scale	Overall			Male		Female		<i>d</i>
	<i>N</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
Mechanical reasoning	879	7.63	3.21	10.07	3.72	6.66	2.37	1.06
Spatial relations	879	8.30	3.05	9.35	3.32	7.88	2.83	.48
Verbal reasoning	885	11.45	4.40	11.84	4.57	11.29	4.31	.13
Numerical ability	893	11.23	3.29	12.00	3.48	10.92	3.16	.33
Language usage	893	16.45	4.92	15.27	5.00	16.94	4.81	-.34
Word knowledge	893	37.02	10.25	38.55	10.59	36.41	10.04	.21
Perceptual speed	879	100.51	20.40	95.84	20.92	102.38	19.91	-.32
Manual speed & dexterity	879	287.74	66.76	290.22	69.40	286.74	65.76	.05

Note $d = (M_{\text{male}} - M_{\text{female}}) \div SD_{\text{overall}}$

Technical Affairs continued

Test Score Differences (Race)

Scale	Overall			White		African American		d
	N	M	SD	M	SD	M	SD	
Mechanical reasoning	700	7.74	3.23	8.31	3.28	5.95	2.24	.74
Spatial relations	700	8.34	3.02	8.78	3.05	6.95	2.48	.61
Verbal reasoning	706	11.59	4.41	12.06	4.14	10.09	4.89	.45
Numerical ability	714	11.21	3.28	11.73	3.27	9.55	2.70	.68
Language usage	714	16.59	5.00	17.10	5.06	14.95	4.40	.43
Word knowledge	714	37.15	10.26	38.43	10.10	33.04	9.76	.53
Perceptual speed	700	100.84	20.58	101.53	20.69	98.69	20.13	.14
Manual speed & dexterity	700	287.52	65.79	291.67	66.17	274.47	63.02	.26

—ACN

HR Humor

A navy recruiter was interviewing a potential sailor. To check the applicant’s problem solving ability, he asked, “What would you do if you looked out the window right now and saw an enemy battleship coming down the river.” The applicant replied, “I’d sink it with a torpedo.” The recruiter asked, “Where would you get the torpedo?” To which the applicant answered, “The same place you got your battleship!”

.....
 Several weeks after an employee had been hired, he was called into the HR manager’s office. The manager stated, “What is the meaning of this? When you applied for the job, you told us you had 5 years of experience. Now we discover this is the first job you have had!” “Well,” the employee said, “in your ad you said you wanted someone with imagination.” —ACN

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Assessment Council News

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

IPMAAC Across the Nation – News of the Councils

American Psychological Association (APA)

The APA will host its annual convention in Chicago this year on August 22-25. The 2003 Convention will be in Toronto, Ontario on August 7-10, 2003; in Honolulu, Hawaii from July 28 - August 1, 2004; in Washington, D.C. from August 18-21, 2005; in New Orleans, Louisiana from August 10-13, 2006; and San Francisco, California from August 16-19, 2007. For more information, visit their website at www.apa.org as it is updated.

Bay Area Applied Psychologists (BAAP)

On February 4, Shelley Zedeck presented “Predicting Lawyering Success: How and Why?” at Kaiser Permanente in Oakland, California. This discussion focused on the use of the LSAT and the undergraduate grade point average to admit students to law schools. The BAAP sponsors a speaker once a quarter who delivers a presentation to its 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 discussions. Check the website at www.baaponline.org for the most current information on upcoming events, speakers, and topics.

Chicago Industrial/Organizational Psychologists (CI/OP)

On March 1, Patricia Berg and Russ Jones spoke on deselection and career management. The topic for the April 5 session will be on organizational culture in the new economy. The annual dinner meeting will be June 13 and Ann Marie Ryan will be the speaker. CI/OP generally has Friday afternoon sessions from 1:00 p.m. 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)

On February 13, Jim Smither presented “Effectiveness of Executive Coaching;” and on March 12, Elizabeth Kolmstetter and Paul Squires presented “National Skills Standard Board Project.” The speakers for the April and May meetings are Peter Cairo and Eduardo Salas, respectively. The topics are to be announced. For confirmation of the most current schedule, call the MetroLine at (212) 539-7593 or visit METRO’s website at www.metroapppsych.com.

Mid-Atlantic Personnel Assessment Consortium (MAPAC)

The MAPAC Spring 2002 Conference will be in Princeton, New Jersey from May 15-17. The Fall Conference will be held in New York City from October 9-11. The Winter 2002 MAPAC Meeting took place in Baltimore on January 30 through February 1 and included the following presentations: Sheila Schultz, Ph.D. presented “Development and Validation of a Competency Model”; Robert Ployhard, Ph.D. presented “Development and Construct Validity of a Measure of Adaptability;” Sigrid Gustafson, Ph.D. presented “A Conditional Reasoning Instrument to Identify Aberrant Self-Promoters;” James Outtz, Ph.D. presented “Development and Validation of a Firefighter Selection Battery;” James Sharf, Ph.D. presented “Minimum Qualifications Necessary for Successful Performance;” Nicholas Vasilopoulos, Ph.D. and Jeffrey Cucina presented “Factors Impacting Responses to Items on Self Report Measures;” and David Hamill presented “Assessing and Computer-Scoring Job Experience.” Visit MAPAC’s website at www.ipmaac.org/mapac, call (410) 545-5609 or e-mail abauer@sha.state.md.us for more information.

Personnel Testing Council of Arizona

The Personnel Testing Council of Arizona held a full day workshop on “Developing and Validating Multiple Choice Test Items” conducted by Dr. Thomas Haladyna, Professor of Educational Psychology from ASU West on March 1. The workshop was based on the material from his book, *Developing and Validating Multiple-Choice Test Items* (2nd Edition, 1999). The Board is planning its next program and more information will be available in the next ACN. For more information about PTC-AZ contact Vicki Packman, Salt River Project at 602-236-4595 or vspackma@srpnet.com.

Personnel Testing Council of Northern California (PTC/NC)

In addition to the monthly training programs, PTC/NC’s main event each year is the annual conference. This year’s conference, entitled “Building on our Assessment Roots” was held at the Asilomar Conference Center in Monterey, California on February 25-26. Continuing the tradition of providing the premier west-coast conference for selection professions, this year’s conference featured speakers from across the country,

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offering topics and sessions appropriate for all levels of expertise in the field of personnel assessment.

Personnel Testing Council of Southern California (PTC/SC)

PTC/SC is hosting its 2002 Spring Training session on May 2 at the Embassy Suites in Brea, California. Topics will include "How to Implement an Online Employment System," "Best Practices in 360 Feedback," "The Impact of 9/11 on Personnel Practices," and "Screening for Counterproductive Behaviors." Please contact Kammy Haynes (909) 591-2848 or Stacey Dolden (213) 847-9187 to register. PTC/SC serves as a forum for the discussion of current issues in personnel selection and testing; to encourage education and professional development in the field of personnel selection and testing; to advocate the understanding and the use of fair and non-discriminatory employment practices; and to encourage the use of professionally sound selection and testing practices. For more information regarding luncheon meetings, workshops, or membership, please e-mail Bernadette Babasa at bbabasa@sempra.com or Liz Walker at tomliz@worldnet.att.net.

Personnel Testing Council of Metropolitan Washington (PTC/MW)

The March 13 luncheon featured Dr. Lynn McFarland, of George Mason University. Dr. McFarland spoke on "Applicant Faking on Personality Tests: Causes, Measurement and Consequences." There will be another luncheon on April 3; the speaker and topic are to be announced. The May 8 session will include a special workshop on "Reliability Estimation in Personnel Research and Practice: Conquering the Messiness of Real Word Data." The speakers will be Dr. Rod McCloy and Dr. Dan Putka, of HumRRO. Contact: Caliber Associates at (703) 385-3200, or ptcmw.org for more information.

Society of Human Resource Management (SHRM)

SHRM will be hosting several conferences/expositions in the first half of 2002. They included the Best Practices Conferences in February and the 19th Annual Employment Law and Legislative Conference in March in Washington D.C. The Global Forum 25th Annual Conference and Exposition will be held on April 15-17; the Employment Management Association's 33rd Annual Conference and Exposition will be held in San Francisco, California on April 17-19; and the 54th Annual Conference and Exposition will be held on June 23-26 in Philadelphia, Pennsylvania. For topics to be presented and other information, please visit their website at www.shrm.org.

Society of Industrial/Organizational Psychology (SIOP)

SIOP will be holding its 17th Annual Conference at the Sheraton Centre Toronto Hotel in Toronto, Ontario Canada on April 12 - 14, with workshops on April 11. Registration is currently underway. For further information, visit their website at www.siop.org.

Minnesota Professionals for Psychology Applied to Work (MPPAW)

MPPAW was pleased to host Nancy Tippins (former SIOP president) at the January meeting. The title of her presentation was "Transporting Validity in the Real World." Over 70 MPPAW members attended. In February, University of Minnesota professors Andrew Miner and Theresa Glomb presented their research on the impact of mood on work and work productivity. On March 21, MPPAW hosted Phillip A. Jury, President and Executive Director of the "Satisfaction Performance Research Center." He addressed his experience and the challenges he has faced practicing psychology in an HR environment. On May 17, Judy Chartrand, Director of Research and Development, Consulting Psychologists Press and Sandra Hirsh, consultant, will feature research information on the Myers-Briggs Type Indicator. This is a follow-up to their earlier, similar information presentation on the California Personality Inventory. Contact Sidney Teske at Sid.Teske@co.hennepinl.mn.us for more information.

Western Region Intergovernmental Personnel Assessment Council (WRIPAC)

WRIPAC sponsored training on "Core-Item Writing" by Mike Willihnganz, and "Easier, Speedier and Still Valid" by Donna Terrazas in January. Additional training will be held on April 2 in Napa Valley and September 18 - 20 in Pacific Grove, California (topics TBA). Additional information may be obtained via IMPAAC's website.

Western Region Item Bank (WRIB)

WRIB is a cooperative organization of public agencies using a computerized test item bank. Services include draft test questions with complete item history, preparation of "printer ready" exams, and exam scoring and item analysis. Membership includes 190 agencies nationwide. For more information, contact Kathryn Paget, (909) 387-5575.—ACN



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Upcoming International, National, and Regional Conferences and Workshops

April

- 1-5 American Educational Research Association Annual Convention. New Orleans, LA. Contact: AERA, (202) 223-9485 or aera.net.
- 3 PTC/MW. LUNCHEON MEETING. (Special date due to SIOP Conference next week). Speaker to be announced. Pier 7 Restaurant, Washington, DC. Contact: Caliber Associates, Tel. (703) 385-3200, or ptcmw.org.
- 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/.
- 9 HR Leadership Forum. Meeting. "e-Learning: Harnessing the Hype." Arlington, VA. Contact: Fran Gillen, (703) 979-4500 or frangillen@aol.com.
- 11 Society for Industrial & Organizational Psychology. I/O Psychology Doctoral Consortium. Toronto, Canada. Contact: Charlotte Gerstner, PDI, (212) 692-3325 or Charlotte.Gerstner@personneldecisions.com.
- 11-12 National Law Journal. Litigation Summit & Exposition. San Antonio, TX. Contact: NLJ, (212) 313-9139.
- 11-14 Society for Industrial and Organizational Psychology Annual Conference and 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.
- 18-21 International Association of Rehabilitation Professionals. Annual Conference (ADA issues). San Diego, CA. Contact: IARP, (800) 240-9059 or rehabpro.org.

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Upcoming Conferences and Workshops *continued*

May

- 2 PTC/SC. Spring Training Session. Brea, CA. Please contact Kammy Haynes (909) 591-2848 or Stacey Dolden (213) 847-9187 to register.
- 3 Ethical Practice of I/O Psychology in Northern California; California Psychological Association, Division 3 Workshop Series
- 8 PTC/MW. SPECIAL EVENT! Workshop. Dr. Rod McCloy and Dr. Dan Putka, HumRRO. "Reliability Estimation in Personnel Research and Practice: Conquering the Messiness of Real World Data." Pier 7 Restaurant, Washington, DC. Contact Caliber Associates, Tel. (703) 385-3200, or ptcmw.org.
- 14 HR Leadership Forum. Meeting. "Rx for Health Care: Getting Your Money's Worth." Arlington, VA. Contact: Fran Gillen, (703) 979-4500 or frangillen@aol.com.
- 15-17 MAPAC. Spring Conference. Princeton, NJ. Visit MAPAC's website at www.ipmaac.org/mapac, call (410) 545-5609 or e-mail abauer@sha.state.md.us for more information.
- 17 Ethical Practice of I/O Psychology in Southern California; California Psychological Association, Division 3 Workshop Series
- 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.
- 10-15 American Psychological Association. Advanced Training Institute. "Longitudinal Methods, Modeling, and Measurement." Charlottesville, VA. Contact: APA Science Directorate, (202) 336-6000 or ati@apa.org.
- 16-24 A.K. Rice Institute. National Group Relations Conference. "Authority, Mutual Responsibility, and Interdependence in Organizational Systems and Society." Chicago, IL. Contact: Anne-Marie Kirkpatrick, (561) 744-1350 or akriceinst@aol.com.
- 20-21 SEAK, Inc. National Expert Witness and Litigation Seminar. Hyannis, MA. Contact: SEAK, (508) 457-1111 or seak.com.

- 23-26 Society for Human Resource Management Annual Conference. Philadelphia, PA. Contact: SHRM, (703) 548-3440 or shrm.org.

- 30- July 3 IPMA Assessment Council Annual Conference. New Orleans, LA. Contact: IPMA, (703) 549-7100 or ipmaac.org.

July

- 10-13 International Conference on Advances in Management. Boston, MA. Contact: Phil Benson, New Mexico State Univ, (505) 646-5695 or pben-son@nmsu.edu.

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.

September

- 23-25 Center for the Study of Work Teams. Annual Conference. Dallas, TX. Contact: CSWT, (940) 565-3096.
- 23-27 Human Factors and Ergonomics Society. Annual Conference. Pittsburgh, PA. Contact: HFES, (310) 394-1811 or <http://hfes.org>.
- 27-29 American Psychological Association. Conference. "Measuring Up: Best Practices in Assessment." Atlanta, GA. Contact: Bill Hill, Kennesaw State University, bhill@kennesaw.edu or apsu.edu/psy_assessment/index.htm

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Upcoming Conferences and Workshops continued

October

- 5-9 International Association of Chiefs of Police. Annual Conference. Minneapolis, MN. Contact: IACP, (800) 843-4227 or theiacp.org.
- 9-11 MAPAC. Fall Conference. New York City. Visit MAPAC's website at www.ipmaac.org/mapac, call (410) 545-5609 or e-mail abauer@sha.state.md.us for more information.
- 15-18 Development Dimensions International. International Congress on the Assessment Center Method. Pittsburgh, PA. Contact: Cathy Nelson, DDI, (412) 257-3952 or assessmentcenters.org.
- 22-24 International Military Testing Association. Annual Conference. Ottawa, Canada. Contact: imta2002@internationalmta.org.

November

- 14-17 American Statistical Association. Conference. "Questionnaire Development, Evaluation, and Testing Methods." Charleston, SC. Contact: Jennifer Rothgeb, jennifer.m.rothgeb@census.gov.
- Future SIOP:
Orlando, 2003; Chicago, 2004;
Los Angeles, 2005.

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

Karen Krauss is a Human Resources Analyst for the Las Vegas Metropolitan Police Department. If you have regional organization news or an item to add to the calendar, please contact her by e-mail at positive4ever@aol.com or by telephone at (702) 229-3978.—ACN

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Personnel Research Psychologist
City of Los Angeles
700 East Temple Street, Rm. 320
Los Angeles, CA 90012
Tel (213) 847-9134, Fax (213) 847-9189
ddenning@per.lacity.org

President-Elect

Harry Brull
Sr. VP, Public Sector Services
Personnel Decisions International
2000 Plaza VII Tower
45 S. 7th Street
Minneapolis, MN 55402
Tel (612) 337-8233, Fax (612) 337-3695
harry.brull@personneldecisions.com

Past-President

Thung-Rung (T.R.) Lin
Personnel Selection Branch
L.A. Unified School District
1543 Shatto Street
Los Angeles, CA 90017
Tel (213) 353-4208, Fax (213) 353-4210
trlin@aol.com

IPMAAC Rep. to IPMA Executive Council

David Dye (2000-2002)
Senior Associate
Booz-Allen & Hamilton, Inc.
8283 Greensboro Drive
McLean, VA 22102-3838
Tel (703) 917-2134, Fax (703) 902-3553
dye_david@bah.com

Board Members

Martin Anderson (2002-2004)
Connecticut Dept of Administrative Services
165 Capitol Avenue, Room 404
Hartford, CT 06106
Tel (860) 713-5042, Fax (860) 713-7413
martin.anderson@po.state.ct.us

Jennifer French (2002-2004)

Sr. Associate
Darany and Associates
P.O. Box 6037
Kingman, AZ 86402-6037
Tel (928) 757-7783, Fax (928) 757-2967
jrench@ctaz.com

Ilene Gast (2000-2002)

Senior Research Psychologist
Immigration and Naturalization Service
HQHRD-R&D
800 K Street NW, Suite 5000
Washington, DC 20536
Tel (202) 305-0590, Fax (202) 514-4200
ilene.f.gast@usdoj.gov

David Hamill (2001-2003)

Immigration and Naturalization Service
Research & Development Branch
800 K Street, NW, Room 5000
Washington, DC 20536
Tel (202) 305-1746, Fax (202) 305-3664
david.g.hamill@usdoj.gov

Deonda Scott (2001-2003)

Civil Service/Testing Manager
City of Orlando
400 S. Orange Avenue
Orlando, FL 32801-3302
Tel (407) 246-2061, Fax (407) 246-2019
dscott@ci.orlando.fl.us

Committees

Conference Program

Michelle Collins
Human Resources Development
3715 Douglas Avenue
Dallas, TX 75219
Tel (214) 559-2599, Fax (509) 695-9275
mcollins@hrdevelopment.org

Conference Host

Kirk Smith
Louisiana Department of Civil Service
1201 Capitol Access Road
Baton Rouge, LA 70804-9111
Tel (225) 342-2736, Fax (225) 342-2386
ksmith@dscs.state.la.us

Marketing/Publicity

David Hamill
Immigration and Naturalization Service
Research & Development Branch
800 K Street, NW, Room 5000
Washington, DC 20536
Tel (202) 305-1746, Fax (202) 305-3664
david.g.hamill@usdoj.gov

University Liaison/Student Paper Competition

Lee Friedman
EDS Government Consulting Service
13900 Lincoln Park Drive — MS 405/BICS
Herndon, VA 20171
Tel (703) 742-2468, Fax (703) 742-2666
lee.friedman@eds.com

Continuity

Harry Brull
Sr. VP, Public Sector Services
Personnel Decisions International
2000 Plaza VII Tower
45 S. 7th Street
Minneapolis, MN 55402
Tel (612) 337-8233, Fax (612) 337-3695
harry.brull@personneldecisions.com

Professional/Scientific Affairs

Martin Anderson
Connecticut Dept of Administrative Services
165 Capitol Avenue, Room 404
Hartford, CT 06106
Tel (860) 713-5042, Fax (860) 713-7413
martin.anderson@po.state.ct.us

Assessment Council News

Deonda Scott
Civil Service/Testing Manager
City of Orlando
400 S. Orange Avenue
Orlando, FL 32801-3302
Tel (407) 246-2061, Fax (407) 246-2019
dscott@ci.orlando.fl.us

Electronic Communications Network

Bill Waldron
Tampa Electric Company
P.O. Box 111
Tampa, FL 33601
Tel (813) 630-6503, Fax (813) 630-6802
bill@bwaldron.com

Training/Workshop

Mabel Miramon
California State Personnel Board
MS 37
801 Capitol Mall
Sacramento, CA 95814
Tel (916) 653-1401, Fax (916) 653-1353
mmiramon@spb.ca.gov

Innovations in Assessment Award

Ilene Gast
Senior Research Psychologist
Immigration and Naturalization Service
HQHRD-R&D
800 K Street NW, Suite 5000
Washington, DC 20536
Tel (202) 305-0590, Fax (202) 514-4200
ilene.f.gast@usdoj.gov

Nominations/Bylaws

T.R. Lin
Personnel Selection Branch
L.A. Unified School District
1543 Shatto Street
Los Angeles, CA 90017
Tel (213) 353-4208, Fax (213) 353-4210
trlin@aol.com

Bemis Award-Nomination

TBD

Bemis Board & Selection

Anne Soileau
Louisiana Department of Civil Service
P.O. Box 94111
Capitol Station
Baton Rouge, LA 70804
Tel (225) 342-8069, Fax (225) 342-8058
asoileau@dscs.state.la.us

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:

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.

Editor

Deonda Scott

Civil Service/Testing Manager
City of Orlando
400 S. Orange Avenue
Orlando, FL 32801-3302
Tel: (407) 246-2061
Fax: (407) 246-2019
dscott@ci.orlando.fl.us

Associate Editors

Assessment Council Affairs

Karen Krauss

HR Analyst
Las Vegas Metro Police Dept
101 Convention Center Drive,
Suite P200
Tel: (702) 229-3978
Fax: (702) 229-3980
k3536k@lvmpd.com

Technical Affairs

Mike Aamodt

Professor, Radford University
Department of Psychology
Box 6946, Radford University
Radford, VA 24142
Tel: (540) 831-5513
Fax: (540) 831-6113
maamodt@runet.edu

Practice Exchange

Ilene Gast

HQHRD-R&D, Techworld
800 K Street, NW, Room 5000
Washington, DC 20036
Tel: (202) 305-0590
Fax: (202) 305-3664
Ilene.F.Gast@usdoj.gov

IPMA Assessment Council

International Personnel
Management Association
1617 Duke Street
Alexandria, VA 22314
Phone: (703) 549-7100
Fax: (703) 684-0948

IPMA Staff

Kelli Sheets

Director of Assessment Products
ksheets@ipma-hr.org

Debbie Booze

Association Services Coordinator
dbooze@ipma-hr.org

IPMA

1617 Duke Street
Alexandria, VA 22314
Phone: (703) 549-7100
Fax: (703) 684-0948