

# ACN

## Assessment Council News

### Newsletter of the IPMA Assessment Council

June 2002

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### IPMAAssessment Council

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Management Association  
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## President's Message

*Donna L. Denning*

### "Assessment Gumbo"

June 30 – July 3, 2002  
New Orleans, LA

The program is set, the speakers are ready (well, almost), and the hor d'oeuvres are ordered. So now it's up to you! Get yourself registered for this great conference! And while you're at it, encourage a colleague to attend—maybe someone that would be attending for the first time. The availability of the program on-line (that's [www.ipmaac.org](http://www.ipmaac.org)) makes it convenient to browse even for non-members.

Through the work of the Program and Host Committee Chairs, Michelle Collins and Kirk Smith, and their committees, with special assistance from the Training Committee and its Chair Mabel Miramon, a fine stew indeed has been cooked up. The ambience of the city will enhance the illustrious content of the program and the incomparable social program. Many thanks to all the cooks!

### And Now For Some Pressing Business Matters...

While the term of service for the IPMAAC President and Board Members is based on the calendar year, IPMAAC's June conference date requires that each year's President begin work well before his or her term officially begins. So don't be surprised if you are solicited any time now by President-Elect Harry Brull for participation in 2003 IPMAAC activities—but why wait? Let Harry know your interest in participation! Anyone who knows him will assure you there is no one more approachable than Harry.

And speaking of your IPMAAC involvement, I have a vested interest in your indicating a willingness to run for President or the Board, since as Past President I will be next year's Nominations Committee Chair. So see me on this one!

Finally, the IPMAAC Board of Directors will have one of its two annual meetings on June 30, 2002. Let me, Harry, or any of the board members (listed in the back of this newsletter), know your thoughts. Suggestions for improvement are especially welcome, but we also need to know your complaints. New ideas or even just your comments are always a big help. Trust me, anyone with sufficient collegial instinct to have been elected to the IPMAAC Board would be pleased to talk to you.

Adieu!—ACN

# IPMAAC 2002 Student Paper Competition

Lee Friedman

Chairperson, IPMAAC 2002 Student Paper Competition Committee

The IPMAAC 2002 Student Paper Competition culminated in 15 submissions (more than in previous years) that came from scholars throughout the country.

We had some outstanding papers, making our decision truly a difficult one. We had four reviewers for each paper that was submitted. All reviewers had a doctoral degree in industrial and organizational psychology or related fields and were knowledgeable about IPMAAC. Each paper was reviewed by two academicians and two practitioners. Reviewers were asked to rate each paper on the following two areas: (1) technical merit, which was comprised of four factors —problem statement, methodology, data analysis, findings and conclusions, and (2) practical sig-

nificance, which was comprised of two factors — problem importance and usefulness of results

The winning paper was written by:

## Mark N. Bing

**Paper: Incremental Validity of the Frame-of-Reference Effect in Personality Scale Scores: A Replication and Extension.**

**Graduate School: University of Tennessee**

As winner of the IPMAAC student paper competition, Mark will present his paper at the IPMAAC 2002 Conference in New Orleans, June 30 – July 3, 2002. Mark will receive up to \$600 in conference-related travel expenses, free conference registration,

and a one-year membership in IPMAAC. In addition, Mark's paper will be recognized in the conference program and the newsletters of both IPMA and IPMAAC.

An Honorable Mention acknowledgement be given in the conference program, as well as IPMA and IPMAAC newsletters, to a paper written by:

## Suzanne T. Bell

**Paper: Participant Personality Characteristics that Influence Feedback Acceptance in Developmental Assessment Centers.**

**Graduate School: Texas A&M University—ACN**

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# Practice Exchange

by Ilene Gast, Associate Editor

This month's article comes to us from our friends across the "pond." Those of you who attended the IPMAAC Conference last year may remember meeting one of the co-authors, Charlie Eyre.

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](mailto:Ilene.F.Gast@usdoj.gov).

## OSP<sup>RE</sup><sup>TM</sup> – The Promotion Assessment of Police Officers in England, Wales & Northern Ireland

*Ciaran McGuigan, Fraser Sampson & Charles Eyre  
Centrex Examinations & Assessment  
United Kingdom*

The Objective Structured Performance Related Examination (OSP<sup>RE</sup><sup>TM</sup>) was introduced in 1992 as a national promotion examinations system for police officers in England and Wales. Following inner city disorders across Britain's major cities in the early 1980s, a government enquiry was launched, which ultimately resulted in police officer training becoming much more focused upon professional skills, understanding, ability and behaviour.

In conjunction with this change in emphasis for officer training, it was also recognised that there was a need to review the way police officers were assessed for promotion. The traditional route to promotion had been through written examinations, focusing upon law and procedure. While job analysis had identified that this aspect of an officer's role will still be essential, it was recognised that there was a need to introduce a system which could also provide a structured assessment of the wider, behavioural elements of an officer's role.

The initial OSP<sup>RE</sup><sup>TM</sup> design was based around the work of Professor Ronald Harden (e.g. Harden, Stevenson, Downie, and Wilson, 1975), who had developed the Objective Structured Clinical Examination (OSCE) to assess the clinical competence of doctors. The OSCE system had the attributes of assessing practical ability, and being able to deal with the large numbers of candidates – two features that were prerequisites for an acceptable system for the UK Police Service.

While the OSP<sup>RE</sup><sup>TM</sup> system has been enhanced considerably over the past decade, the basic format of the system remains the same. The two stages of the system are described below:

Part I: A multiple-choice job knowledge test, assessing

candidates' knowledge and understanding of the law required to work effectively at the next rank.

Part II: An assessment centre, comprising seven, five-minute role-acted work sample exercises.

### OSP<sup>RE</sup><sup>TM</sup> Part I

#### Overview

The Part I examination currently consists of a 90-item, 2-hour test, although in September 2002 the length of the test will increase to 150 items. All of the items presented to candidates require knowledge and application of the law, which has been identified as being crucial for their effective performance in the next rank. Up to 10,000 candidates sit the Sergeants' Part I, and 4,000 candidates sit the Inspectors' examination each year. All candidates will sit the exam on the same day at different locations around the country.

#### Examination Design Model

The multiple-choice questions (MCQs) that make up the test paper are designed around an established examination blueprint. The blueprint is derived from a survey identifying the areas of legislation which are considered as most important and frequently encountered by post holders across the country. The items used in the test are drawn from a growing bank of pre-validated items, which the department has developed in recent years.

#### MCQ Writers

Over the past two years, the department has regularly delivered the Centrex Multiple-Choice Question Writing

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## *Practice Exchange continued*

course, a four day “hands-on” training programme for subject matter experts who have been selected to develop items for the Part I examinations. To date, we have trained in excess of 100 item writers, who now write examination questions on a consultancy basis. More experienced writers, who have demonstrated sufficient levels of competence in item development, are offered the additional role of item quality assurance. All of the new items are then pre-tested on live candidates, and must meet pre-determined psychometric criteria before being considered for inclusion in a live OSPRE™ Part I examination.

### **Candidate Feedback Report**

On completion of the examination, all of the candidates receive a personalised feedback report outlining how they have performed in each of the key subject areas being examined. At an organisational level, all of the 48 regional forces that submit candidates to the examination receive a management report outlining how their candidates have performed in each of the key subject areas, compared to national averages. This gives forces the opportunity to identify areas of strength in officers’ knowledge and understanding, and also areas which can be improved through training and development.

### **Candidate Feedback Survey**

After each examination, candidates are asked to complete a feedback questionnaire, which provides them with the opportunity to express their views on the content and delivery of the examination. The findings of the survey are presented to both the examining board and the examination development team, and help to evaluate current perceptions of the examining process, as well as highlighting areas of the system which require improvement from the perspective of the candidate. This questionnaire also provides the opportunity to gather candidates’ views on potential developments in the examination system (e.g. computer-based delivery, alternative examination formats etc.)

### **Standard Setting**

The pass mark for the Part I examination is currently set using a normative scoring strategy. However, research is being conducted to develop a criterion standard for the examination, particularly focussing on the modified-Angoff/Hofstee techniques. Once an acceptable criterion-based cut-score has been established for the Part I examination, it is proposed that scores will be equated between the different annual forms of the test. In recent years, we have seen considerable improvement in the psychometric properties of the OSPRE™ Part I examination, with internal consistency coefficients for the test now consistently falling above 0.85.

If candidates achieve a pass on the Part I examination, they become eligible to take the Part II Assessment Centre, which occurs six months later.

## **OSPRE™ Part II**

### **Overview**

The OSPRE™ Part II, for both sergeants and inspectors, is an assessment centre comprising seven role acted work sample exercises. The exercises take place in a series of rooms with candidates starting at any one of the exercises, and moving around an examination carousel. Each competency area is measured a minimum of three times across the seven exercises.

In each work sample, a candidate will meet and interact with a trained ‘role actor’ and deal with a rank-specific scenario. While this interaction is taking place, a trained assessor observes, records and evaluates the candidate’s performance against a prescribed behavioural checklist (marking guide), marking their observations and evaluations on an optically mark read (OMR) assessment form. Each candidate interacts with seven different role actors and is observed by seven different assessors throughout the assessment centre. At the end of the assessment, all the assessment forms are scanned into a database for scoring and analyses. The exercises last exactly five minutes each, and are preceded by a timed preparation period.

Approximately 1,300 candidates will attend the Inspectors’ assessment centre at three locations across the country over a five-day period. Over 3,500 candidates will attend the Sergeants’ assessment centre at three locations over a four-week period.

### **The Competencies**

The competencies assessed within the OSPRE™ Part II system are derived from the National Competency Framework (NCF) for the Police Service. This competency framework was introduced in October 2001, and was designed by a dedicated project team over a two-year period with the support of the British Home Office. It is intended that all competency frameworks previously developed by regional police forces will be replaced by the National Competency Framework, which will apply universally to all forces in England, Wales and Northern Ireland.

The framework contains three elements of information associated with each rank: Tasks, Knowledge and Behaviours. The behaviour content of the framework takes the form of twelve competencies, each of which has a title, an overall definition and two or three levels. It is these competencies that the OSPRE™ Part II Assessment Centre exercises are designed to assess.

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### **Candidate Assessment**

Using a validated behavioural checklist in conjunction with an OMR form, candidate performance in Part II is assessed under three separate categories:

#### **i. What Candidates Do—Behavioural Checklist Items**

The assessor decides whether or not they observed the candidate demonstrate any of the validated behavioural checklist items. This observation is recorded immediately by marking an appropriate section on the OMR form.

#### **ii. How Candidates Do It—Scalars**

During the exercise the assessor has to decide 'how well' the candidates have performed the behaviours. This judgement is based on bipolar scalars assigned to each competency area being assessed (e.g. sensitive - insensitive). The assessors make their judgement using a 1–5 rating scale, '1' indicating a sensitive approach, while '5' indicates an insensitive approach.

#### **iii. Performance Evaluation—Overall grades**

In awarding the grades, assessors have to take into account the number of observed behaviours (behavioural checklist items) and the numerical value awarded for how well the behaviours have been performed (scalar). Both sources of information have to be integrated and assessors must award an overall grade for each competency being assessed within an exercise. The grading system ranges from A - D, with 'A' being the highest grade and 'D' the lowest.

### **OSPRE™ Part II Exercise Design**

New job-related exercises are designed, piloted and validated for each delivery of the OSPRE™ Part II Assessment Centre, to ensure current policing scenarios are incorporated into the assessment centre. The model used for designing exercises has developed significantly over the past three years to ensure that the exercises are valid, reliable, realistic and fair. All OSPRE™ staff used in the writing of exercises have successfully completed the five-day Centrex Exercise Design Course under the direction of occupational psychologists. The Exercise Design Model is made up the following chronological stages: Remit; Writers' Meeting I; Critical Scenario Interviews; Writers' Meeting II; Exercise Writing; Stakeholder Consultation; Exercise Internal Trial; Exercise Review I; Group Discussions; Exercise Review II; Pilot; Exercise Review III; Checklist Design; Validation; Checklist Refinement; Assessor Training. The development of each batch of exercises takes up to five months working systematically through each stage of the model. At the end of the design process at least 50 operational police officers at the appropriate rank will have contributed to the develop-

ment of all the exercises. At every stage of the design process, an independent consultant provides guidance and advice on Equal Opportunities and Community and Race Relations.

### **Assessors**

For the examination, trained OSPRE™ assessors will be invited to assess at an examination site for a period of one week or more. We currently have a bank of 400 assessors available for use, each of whom has passed the five day OSPRE™ Assessor Course, and has also shown the necessary level of competence while assessing and role acting on a live examination.

### **Quality Assurance**

During the delivery of the exercises, assessors are subjected to continuous quality control. Their assessment sheets are scrutinised at the end of each day and all scores are scanned into a database which can then provide a breakdown of the marking in terms of the behaviours, scalars and overall grades awarded. Trained quality assurance staff provide constructive feedback to assessors throughout the assessment process. Any assessors who do not fall within the set levels of acceptability and demonstrate appropriate competence will be released from their assessing duties. Additionally, members of the examination team will join an assessor during the live assessment of candidates and observe and evaluate the same candidates. At the end of the assessment centre, the independent evaluations are compared to establish agreement between the assessors.

To establish how effective the quality assurance systems were, a formal inter-rater reliability study was undertaken during the 1999 OSPRE™ Part II Constable to Sergeant assessment centre. The mean inter-rater reliability coefficients for the three areas being observed, recorded and evaluated across the seven different OSPRE™ exercises are detailed below:

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Behavioural Statements:	0.80
Scalars:	0.52
Grades:	0.65

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*(Stevenson, 1999)*

The results presented were considered to be positive when compared with other live assessment inter-rater reliability studies, Schmitt (1977) reported correlations averaging above 0.46 with the majority being in the 0.60s or 0.70s; Jones (1981) reported correlations ranging from 0.65 to 0.73.

However, despite the generally positive results, the poor inter-rater reliability for scalars was a cause for concern,

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## *Practice Exchange continued*

although this came as no surprise to the OSPRE™ designers, as the awarding of scalars is the most subjective aspect of the process. A number of recommendations, aimed at improving the inter-rater reliability of the scalars, have been adopted (greater definition and explanation of the scalars used and consultation between the assessor and role actor). Since these modifications have been implemented, we have observed a substantial increase in scalar inter-rater reliability, as evidenced in the study conducted into the inter-rater reliability of Northern Ireland assessment centre in 2001 (mean correlations of 0.71 and 0.74 were found for the two Northern Ireland assessment centres).

### **Candidate Feedback Report**

All candidates who go through the assessment centre receive quantitative and qualitative information about their performance in the form of a written feedback report. The feedback report clearly identifies the final examination result (pass/fail) and details the competencies being assessed, indicating how the candidate performed overall. The feedback spells out the percentage of candidates who scored the same as they do, less than they do and more than they do in terms of each competency area. This quantitative information is complemented with qualitative evidence of how better performing candidates dealt with the different situational scenarios in comparison with those candidates who did not perform well. The Candidate Feedback Report uses the National Competency Framework as the basis of presentation but places more emphasis on the scenario-related feedback to enhance candidates' understanding of how these situations should be dealt with effectively. Overall, the feedback is intended to assist candidates in their professional development, whether they have been successful or not.

### **Force Feedback Report**

As for the Part I examination, all of the 48 regional forces that submit candidates for the examination will receive organisational feedback on how their candidates performed collectively. Again, this feedback is presented in a similar format to the Candidate Feedback Report, i.e. in quantitative and qualitative terms. It is intended to raise questions for Chief Officers and Force Training Managers, about potential training/development needs and particular management styles within their organisations.

### **Assessment Centre Participant Feedback Survey**

After each assessment centre, questionnaires are distributed to as diverse a sample of candidates as possible. The questionnaires cover all aspects of the assessment centre process, joining instructions, logistics, co-ordination, content etc. The most interesting responses from the design-

ers' point of view are those which address the relevance (content validity and face validity) and fairness of each exercise. The most recent results derived from a candidate survey relating to OSPRE™ Part II are illustrated below:

### **2001 Inspectors' OSPRE™ Part II**

Scenario	Relevant	Fair
One	89%	80%
Two	82%	73%
Three	87%	76%
Four	85%	84%
Five	91%	82%
Six	84%	71%
Seven	80%	61%
Total	85%	75%

*(sample 507)*

### **Associated Research**

The predictive validity of OSPRE™ has been empirically examined — the sample used (n=63) were successful OSPRE™ candidates who had been promoted to the rank of Sergeant. Four types of performance criteria were used as derived from a 360° Feedback Questionnaire; a supervisors rating (Inspector), a peers rating (Sergeant), a subordinates rating (Constable) and an overall rating. Moderate to high correlations of 0.35, 0.44, 0.29 and 0.37 (McGuigan, 1998) were obtained against the respective criteria.

Further research is currently being conducted to explore the predictive validity of the OSPRE™ system using a wider sample group. Additional recent departmental research focused upon possible reasons why female candidates consistently outperform male candidates in the OSPRE™ Part II Assessment Centre (Hartley, Stevenson & Rogerson, 2001).

### **The Department**

Centrex Examinations & Assessment is based in North Yorkshire, England, and is a government-funded organisation tasked with delivering assessment-related services to police customers throughout England, Wales and Northern Ireland. In addition to designing and delivering the OSPRE™ system, the department is also responsible for designing, developing and implementing a police recruit assessment centre, and delivering both examinations and development centres for probationary police officers across England and Wales.

Centrex Examinations & Assessment also has a growing consultancy team, responsible for the delivery of assessment-related training programmes (assessor, struc-

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## Practice Exchange continued

tured interview and exercise design training). The consultancy team also deliver custom designed assessment services to customers both nationally and internationally (quality assurance, umpiring assessment processes, exercise design, appraisal, job and task analysis, competency development, training needs analysis, curriculum development, 360 degree feedback, questionnaire design and data management/analysis). Members of the team have presented papers at a number of different international conferences in Ottawa, San Francisco and Cape Town.

The department is currently made up of 42 staff; fourteen occupational psychologists and fourteen police officers, supported by a team of fourteen administration staff.

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For further information about the work of Centrex Examinations & Assessment, please contact Ciaran McGuigan (Head of Department) at [mcguiganc@bramshill.ac.uk](mailto:mcguiganc@bramshill.ac.uk) (44 1423 859 198) or Charlie Eyre (Higher Psychologist) at [eyrec@bramshill.ac.uk](mailto:eyrec@bramshill.ac.uk) (44 1423 859 212).

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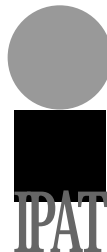
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# IPMAAC Across the Nation – News of the Councils

## American Psychological Association (APA)

The APA will host its annual convention in Chicago this year on August 22-25. The keynote speaker will be noted Chicago journalist, radio show host and oral historian Studs Turkel. Visit their website to see what changes they are making to the convention!! 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](http://www.apa.org) as it is updated.

## Bay Area Applied Psychologists (BAAP)

On May 22, John Sullivan spoke on the topic of “Moving Beyond Employer of Choice.” He is a noted author and speaker, and currently serves as Professor and Head of the Human Resources Program at San Francisco State University. In September, the topic of discussion will be “Work/Life Balance” (speaker and location TBD). David Nygren will speak on “Organizational Performance” at the November meeting in San Francisco.

The BAAP sponsors a speaker once a quarter who delivers a presentation to its members. The location varies, but the

format involves networking from 6:00 to 7:00 p.m., followed by the speaker’s presentation at 7:00 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](http://www.baaponline.org) for the most current information on upcoming events, speakers, and topics.

## Chicago Industrial/Organizational Psychologists (CI/OP)

The annual dinner meeting will be on June 13, featuring Ann Marie Ryan as 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/](http://www.iit.edu/~ciop/).

## Metropolitan New York Association for Applied Psychology (METRO)

On May 2, Eduardo Salas spoke on “Teamwork and Team Training.” Peter Cairo will be speaking on “Unnatural Leadership” on June 12. For confirmation of the most current schedule, call the MetroLine at (212) 539-7593 or visit METRO’s website at [www.metroapppsych.com](http://www.metroapppsych.com).

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**Check out IPMAAC on the web!**

**[www.ipmaac.org](http://www.ipmaac.org)**

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

### **Minnesota Professionals for Psychology Applied to Work (MPPAW)**

Judy Chartrand, Director of Research and Development Consulting Psychologists Press, and Sandra Hirsh, consultant, featured research information on the Myers-Briggs Type Indicator at the May meeting. This was 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.

### **Personnel Testing Council of Arizona**

The Board is planning its fall program and more information will be available in a future 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 Metropolitan Washington (PTC/MW)**

The May session included a special workshop on "Reliability Estimation in Personnel Research and Practice: Conquering the Messiness of Real Word Data." The speakers were Rod McCloy, HumRRO and Dan Putka, HumRRO, Alexandria, VA. The June 12 luncheon will include David M. Pollack, U.S. Immigration and Naturalization Service, speaking on "Assessment Challenges Facing a Federal Law Enforcement Agency in the Aftermath of September 11th." The July 10 luncheon meeting speaker and topic are TBA.

### **Personnel Testing Council of Northern California (PTC/NC)**

The June 14 meeting will be held at H's Lordship's Restaurant in Berkeley, California. A meeting of the PTC/NC's Board of Directors will follow the program. The July meeting will be held in Sacramento, California on the 12th. The August meeting will be on Friday, August 9, at H's Lordship's Restaurant, Berkeley, California. On Friday, September 13, the Fall Conference - a half-day training program - will take place in Sacramento, California. On Friday, October 11, another meeting will be held at H's Lordship's Restaurant in Berkeley, California. On Friday, November 15, a meeting will be held in Sacramento, California. On Friday, December 13, the Annual PTC/NC Holiday Program will take place at a location to be announced.

### **Personnel Testing Council of Southern California (PTC/SC)**

PTC/SC serves as a forum for the discussion of current issues in personnel selection and testing; 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.

Its Spring Conference was held on May 2, at the Embassy Suites Hotel in Brea, California. It included discussions on "Leveraging Technology to Create an On-line Employment System," "The Impact of 9-11 on Pre-employment Testing: Legal and Technical Implications," "How to Keep Counterproductive Behaviors Out of Your Organization," and "Best Practices in Using Multi-Rater Feedback."

Upcoming luncheons and meetings are scheduled for June 26, July 24, August 28, September 25, and November 20. Topics and speakers will be announced. All luncheons will be at Luminarias Restaurant in Monterey Park, California from 11:30 am to 2:00 p.m.

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.

### **Society of Human Resource Management (SHRM)**

The 55th NYU Annual Conference on Labor was held in May on the topic of "Workplace Discrimination, Privacy and Security after 9/11." The Second Annual NYU Program on Employment Law and Mediator Skills Training for ADR Neutrals will take place on June 17-21. Please contact Ben Eisenman if you would like to attend any of this event or for additional information at (212) 998-6242 or at ben.eisenman@nyu.edu.

The 54th Annual Conference and Exposition will be from June 23 to 26 in Philadelphia, Pennsylvania. Distinguished speakers will include Rudolph Guiliani, former mayor of New York City; Pulitzer Prize winner David McCullough; Gordon Bethune, chairman of the Board and CEO of Continental Airlines; Secretary of Labor Elaine Chao; and Star Jones, lawyer and former prosecutor. For topics to be presented and other information, please visit their website at [www.shrm.org](http://www.shrm.org).

### **Society of Industrial/Organizational Psychology (SIOP)**

SIOP held its 17th Annual Conference at the Sheraton Centre Toronto Hotel in Toronto, Ontario Canada in April.

Attention! The proposal submission deadline for the SIOP 2003 Annual Conference in Orlando is September 18th at 5 p.m. EDT. Request for Volunteers! SIOP is looking for volunteers to help conduct a set of membership

*(continued on next page)*

needs and satisfaction surveys of its members for Fall. A presentation of the survey will be made to the APS Board of Directors in early/mid December. The purpose of the surveys is to assess how various APS services and activities are rated by its members, and what new services members would like to see it provide. Results will help guide the APS Board and Staff in making decisions about future directions for the Society. Please direct inquiries to: Louis Shomette, Director of Membership & Marketing, American Psychological Society, 1010 Vermont Ave., NW Suite 1100, Washington, D.C. 20005-4907, e-mail [lshomette@aps.washington.dc.us](mailto:lshomette@aps.washington.dc.us), telephone (202) 783-2077 ext. 3026, FAX (202) 783-2083.

### **Western Region Intergovernmental Personnel Assessment Council (WRIPAC)**

WRIPAC will sponsor training on September 18 - 20 in Pacific Grove, California (topics TBA). Additional information may be obtained via IPMAAC'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.

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# Upcoming International, National, and Regional Conferences and Workshops

## June

- 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](mailto:ati@apa.org).
- 12: METRO meeting.
- 12: PTC/MW luncheon meeting.
- 13: CI/OP Annual Dinner Meeting.
- 14: PTC/NC luncheon meeting.
- 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](mailto:akriceinst@aol.com).
- 17-21: SHRM Second Annual Program on Employment Law and Mediator Skills Training for ADR Neutrals.
- 20-21: SEAK, Inc. National Expert Witness and Litigation Seminar. Hyannis, MA. Contact: SEAK, (508) 457-1111 or [seak.com](http://seak.com).
- 23-26: Society for Human Resource Management Annual Conference. Philadelphia, PA. Contact: SHRM, (703) 548-3440 or [shrm.org](http://shrm.org).
- 26: PTC/SC luncheon meeting.
- 30-7/3: IPMA Assessment Council Annual Conference. New Orleans, LA. Contact: IPMA, (703) 549-7100 or [ipmaac.org](http://ipmaac.org).

## July

- 10: PTC/MW luncheon meeting.
- 10-13: International Conference on Advances in Management. Boston, MA. Contact: Phil Benson, New Mexico State Univ, (505) 646-5695 or [pbenson@nmsu.edu](mailto:pbenson@nmsu.edu).
- 12: PTC/NC luncheon meeting.
- 24: PTC/SC luncheon meeting.

## August

- 4-7: American Statistical Association Conference on Multiple Comparison Procedures. Bethesda, MD. Contact: Peter Westfall, [westfall@ba.ttu.edu](mailto:westfall@ba.ttu.edu) or [www.ba.ttu.edu/isqs/westfall/mcp.htm](http://www.ba.ttu.edu/isqs/westfall/mcp.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/mcp.htm](http://ba.ttu.edu/isqs/westfall/mcp.htm)
- 9: PTC/NC luncheon meeting.
- 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](http://apa.org).
- 28: PTC/SC luncheon meeting.

## September

- 13: PTC/NC half-day training conference.
- 18: Proposal submission deadline for the SIOP 2003 Annual Conference.
- 18-20: WRIPAC Conference.
- 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>.
- 25: PTC/SC luncheon meeting.
- 27-29: American Psychological Association. Conference. "Measuring Up: Best Practices in Assessment." Atlanta, GA. Contact: Bill Hill, Kennesaw State University, [bhill@kennesaw.edu](mailto:bhill@kennesaw.edu) or [apsu.edu/psy\\_assessment/index.htm](http://apsu.edu/psy_assessment/index.htm)

## October

- 5-9: International Association of Chiefs of Police. Annual Conference. Minneapolis, MN. Contact: IACP, (800) 843-4227 or [theiacp.org](http://theiacp.org).

*(continued page 12)*

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*Upcoming Conferences and Workshops continued*

- 11: PTC/NC luncheon meeting.
- 15-18: Development Dimensions International. International Congress on the Assessment Center Method. Pittsburgh, PA. Contact: Cathy Nelson, DDI, (412) 257-3952 or [assessmentcenters.org](http://assessmentcenters.org).
- 22-24: International Military Testing Association. Annual Conference. Ottawa, Canada. Contact: [imta@internationalmta.org](mailto:imta@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](mailto:jennifer.m.rothgeb@census.gov).

- 15: PTC/NC luncheon meeting.
- 20: PTC/SC luncheon meeting.

**December**

- 13: PTC/NC Annual Holiday Program.
- Future SIOP Conferences: Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

Future APA Conferences: Ontario, Aug 7-10, 2003; Honolulu, Hawaii, July 28 - Aug 1, 2004; Washington, D.C., Aug 18-21, 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](mailto:positive4ever@aol.com) or by telephone at (702) 229-3978.—ACN

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# About the ACN

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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:

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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