

# ACN

## Assessment Council News

### Newsletter of the IPMA Assessment Council

December 2002

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## “Farewells and Thank You’s”

**D**ecember...and time for “farewells” and “thank you’s.” Farewell as the IPMAAC Presidency makes way for Harry Brull in 2003, who has already stepped up his activity to make for a smooth transition, as my year winds down. As Past President though, I’ll still be a member of the Board of Directors and have a number of assignments among the most important of which is chairing the Nominations Committee—so you can be sure you’ll be hearing more from me soon!

Thanks are in order to the members of the Board of Directors for their diligence, leadership, and commitment to both IPMAAC and our profession: Harry Brull (President-Elect); T.R. Lin (Past President); David Dye (IPMAAC Representative to IPMA Executive Council); Ilene Gast (the future President-Elect); David Hamill; Déonda Scott; and the newest members who have already taken on an active role – Martin Anderson and Jennifer French.

Thank you to the Committee chairs: Michelle Collins for the Conference Program and Kirk Smith for the Conference Host, who both did outstanding jobs in ensuring a top-notch conference and, as they say, “experience.” Thank you to those who have ensured that deserving colleagues receive appropriate recognition: Ilene Gast as Innovations in Assessment Award Committee Chair; Anne Soileau as Bemis Board and Selection Committee Chair; Howard Fortson as Chair of the Bemis Nominating Committee; and Lee Friedman as Chair of the Student Paper Competition which recognizes the up-and-coming in our field. Thanks to: Mabel Miramon for her work as chair of the Training Committee during an exceptionally busy year; David Hamill as he has spearheaded the move toward a better-defined and more service-oriented permanent committee in Member and Committee Services; and Martin Anderson who is drawing upon his experience as Committee Chair to assist in the reformulation of the Professional/Scientific Affairs Committee. Finally, thank you to those responsible for the critically important role of keeping us informed: Bill Waldron as chair of the Electronic Communications Network; and Déonda Scott as Assessment Council News chair. Many thanks to each of you and your committee members.

IPMA staff also deserves a hearty “thank you!” Sarah Shiffert, as always, was “there for us” throughout the year. Neil Reichenberg offered continued support; and Kelli Sheets (earlier in the year) and Julie Galli (more recently) served as our direct liaisons with IPMAAC.

### **IPMA Conference, October 20-23, 2002 Ottawa, Ontario, Canada**

IPMAAC’s level of involvement in the IPMA Conference was especially high. As usual, the IPMAAC Board of Directors met on the Sunday at the beginning of the conference – a meeting that proved to be busy, productive, and efficient (as evi-

*(continued on next page)*

denced by a most civilized hour of adjournment). On that same day, IPMAAC sponsored two well attended pre-conference workshops. Later in the conference, IPMAAC was also the proud sponsor of a session presented by Dr. Marilyn Gowing entitled "Competency Modeling and Measurement in HRM: Do You Know Where Your People Stand?" I'm also particularly pleased that several IPMAAC members also made individual presentations during this IPMA conference.

Meetings were also an important part of the conference, and, in the interest of furthering our interchange with other sections within IPMA, President-Elect Harry Brull, newly-elected Representative to IPMA Executive Council Paul Kaiser, and I all attended the Region and Section Officers Meeting. As a member of the IPMA Membership Committee, I was glad to have the opportunity to attend this meeting and learn more facts and figures about overall IPMA membership, current efforts to increase membership,

the role of IPMAAC membership in IPMA membership, and, very importantly, to be able to provide suggestions and comments on all of these issues on behalf of IPMAAC.

### **Last But Not Least**

In closing, let me say it's been a pleasure serving IPMAAC this year, and I look forward to my involvement in the future, as well as continuing the friendships forged in the process. The best to each of you!—ACN

## **From the Editor**

*by Déonda Scott*

**S**eaon's greetings! One of the great things about being Editor is I get to write anything I want and no one will edit me. So I'm going to take this opportunity to make a virtual thank you speech.

My early approach to IPMAAC was that of a sponge – soaking up the knowledge of those more learned. In a 1994 article published in the *ACN*, Mary Tenopyr asserted her feeling that many of those who contributed the most would be retiring soon and she urged younger people to step up and get involved. Her words were inspiring and I made some calls to volunteer. Beverly Waldron needed an Associate Editor for the News of the Councils section of the *ACN*. I happily agreed. So started my involvement in IPMAAC, the most rewarding professional affiliation of my career. Over the years I've gained much. I've learned from *ACN* articles and colleagues; met wonderful friends I can call with questions; and become part of an exciting field caught between two just causes. I feel very privileged to have become part of a community of people I so admire. Volunteering allowed me to transition from observer to member. Thank you Mary Tenopyr and thank you IPMAAC!

If you've been an observer, I urge you to get involved. Make a call or email the chair of the committee that most interests you and offer your help (contact information is listed in every newsletter).

Now I'd like to thank the people who made the newsletter possible this year. Donna Denning, thanks for this opportunity and for always delivering a presidential message. A special thank you to the Associate Editors without whom there would be no *ACN*. Mike Aamodt's ability to make complex issues understandable in his Technical Affairs articles continues to amaze me. Ilene Gast always finds innovative and best practices to share with us in her Practice Exchange column. Karen Krauss' research informed you about developmental opportunities throughout the nation in her News of the Councils and Calendar section. It is with great pleasure and considerable relief that I announce both Mike and Ilene will return as Associate Editors next year. Karen Krauss will take a well-deserved break. Thanks to Kristine Smith for agreeing to take over for her next year. Thanks also to Beverly Waldron, past *ACN* Editor, who did such a great job for six years.

This was the *ACN*'s first paperless year! Kelli Sheets orchestrated this major change without a wrinkle (pun intended). Best of luck to her. Kudos to graphic designer Greg Tinius and IPMA staff member Julie Galli who do the publication and distribution.

Now that I'm on a roll, I'd like to delve into politics . . . [Remainder of text deleted by IPMA staff due to lack of interest.—ACN]

# Innovations in Assessment Award—2003


By Martin Anderson

The International Personnel Management Association Assessment Council (IPMAAC) is pleased to announce its 2003 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 7, 2003.

The Innovations in Assessment Award will be presented formally at the upcoming IPMAAC Conference, which will be held in Baltimore, MD June 22-25, 2003. The winner will receive an engraved plaque to commemorate their accomplishment and a waiver of the conference registra-

tion 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 that many of you are involved in interesting and exciting projects. Please start thinking about your nominations now. An electronic copy of the official nomination form is enclosed with this issue of the *ACN*. The nomination form will also be available on IPMAAC Online [www.ipmaac.org](http://www.ipmaac.org). If you would prefer to receive a copy by e-mail or fax, please contact me by phone at (860) 713-5042 or send e-mail to [martin.anderson@po.state.ct.us](mailto:martin.anderson@po.state.ct.us).—ACN



**Call for Proposals**  
27th Annual Conference on Personnel Assessment  
*June 22-25 = Holiday Inn, Inner Harbor Baltimore MD*  
**Submission Deadline: January 10, 2003**

**Exploring New Horizons in Assessment**

The Call for Proposals for the 2003 Conference in Baltimore is available online at:  
**[www.ipmaac.org](http://www.ipmaac.org)**  
This year you will find all of the information that you need to submit a proposal on the IPMAAC website. You may choose to submit your proposal electronically on the web, or if you prefer, you may submit it by e-mail, mail, or fax.  
Questions? Contact the conference co-chairs:  
Amy Bauer – [abauer@sha.state.md.us](mailto:abauer@sha.state.md.us)  
Irene Gast – [irene.f.gast@usdoj.gov](mailto:irene.f.gast@usdoj.gov)

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# IPMAAC Across the Nation – News of the Councils

## **American Psychological Association (APA)**

The APA will host its 2003 Convention 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)**

BAAP's November meeting focused on Organizational Performance. The holiday party will take place at Pizza Rustica in Oakland, CA from 6:00 – 9:00 p.m. on Thursday, December 12, 2002.

The BAAP sponsors a speaker once a quarter. The location varies, but the format involves networking from 6:00 –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 discussion. 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)**

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/](http://www.iit.edu/~ciop/).

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

On Thursday, December 12, Donald D. Davis of Old Dominion University will speak on "Real Data on Virtual Teams." 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).

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

MPPAW, an organization consisting of a broad range of practitioners, consultants and professors, has scheduled the following program: On January 16, 2003, Joy Hazucha of Personnel Decisions, Inc., and Sharon Arad of Metrix Work, Inc., will speak on "Work in an International Context; Variations in Personality at Work Across Cultures." Information regarding this program may be obtained from Sidney Teske at [Sid.Teske@co.hennepin.mn.us](mailto:Sid.Teske@co.hennepin.mn.us).

## **Mid-Atlantic Personnel Consortium (MAPAC)**

The Mid-Atlantic Personnel Assessment Consortium (MAPAC), is chartered as a non-profit organization of public sector personnel agencies involved and concerned with testing and personnel selection issues. Visit their website which is accessible through the IPMAAC website at [www.ipmaac.org/](http://www.ipmaac.org/).

## **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/A, contact Vicki Packman, Salt River Project at 602-236-4595 or [vspackma@srpnet.com](mailto:vspackma@srpnet.com). You can also visit their website which is accessible through the IPMAAC website at [www.ipmaac.org/](http://www.ipmaac.org/).

## **Personnel Testing Council of Metropolitan Washington (PTC/MW)**

The 25th anniversary celebration was held in October and featured Frank Landy, Elaine Pulakos, and Ann Marie Ryan as guest speakers. On Wednesday, December 11, 2002, Dr. Suzanne Tsacoumis of HumRRO (Alexandria, VA) will give the "President's Address" at this month's luncheon. The meeting will be held at Pier 7 Restaurant, Washington, DC. For further information, contact the Receptionist, Caliber Associates, (703) 385-3200 or visit their website which is accessible through the IPMAAC website at [www.ipmaac.org/](http://www.ipmaac.org/).

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

On Friday, December 13, the Annual PTC/NC Holiday Program will take place at a location to be announced. For more information visit their website which is accessible through the IPMAAC website at [www.ipmaac.org/](http://www.ipmaac.org/).

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

PTC/SC serves as a forum for the discussion of current issues in personnel selection and testing; 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 visit their website which is accessible through the IPMAAC website at [www.ipmaac.org/](http://www.ipmaac.org/).

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

The Human Capital Balanced Scorecard Summit will be held on February 26 – 28, 2003 in Fort Lauderdale, FL. The 20th Annual Employment Law and Legislative Conference will be held on March 10-12, 2003 in Washington, DC. The 26th Annual Conference & Exposition of the SHRM Global Forum will be held on March 31 - April 2, 2003 in Los Angeles, CA. The 34th Annual Employment Management Association Conference & Exposition will be held on April 23-25, 2003 in Las Vegas, NV. The 55th Annual Conference & Exposition will be held on June 22-25, 2003 in Orlando, Florida. For more information visit their website at [www.shrm.org/](http://www.shrm.org/).

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

The 18th Annual SIOP Conference will be held in Orlando, Florida on April 11 - 13, 2003, with workshops beginning on April 10, 2003. For more information visit their website at [www.siop.org/](http://www.siop.org/).

Future SIOP conferences include April 2-4, 2004 in Chicago, Illinois; and April 15-17, 2005 in Los Angeles, California.

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

WRIPAC is offering the following workshops on January 29, 2003: Item Analysis, Passpoint Setting and Performance Testing. These workshops will take place at the Shelter Pointe Hotel & Marina, 1551 Shelter Island Drive, Shelter Island, San Diego, CA from 8:30 a.m. – 4:30 p.m. For more information you may contact Susan Stocks at (559) 651-5714 or visit their website which is accessible through the IPMAAC website at [www.ipmaac.org/](http://www.ipmaac.org/).

### **Western Region Item Bank (WRIB)**

WRIB is a cooperative organization of public agencies using a computerized test item bank. Services include draft test questions with complete item history, preparation of “printer ready” exams, and exam scoring and item analysis. Membership includes 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

## December 2002

- 11: PTC/MW Luncheon Meeting.
- 12: BAAP Holiday Party.
- 12: METRO Meeting.
- 13: PTC/NC Annual Holiday Program.

## 2003 Calendar

### January

- 8: PTC/MW Luncheon Meeting.
- 16: MPPAW Program.
- 29: WRIPAC Workshops on Item Analysis, Passpoint Setting and Performance Testing.

### February

- 2: NCS Assessments Workshop #3 on "Effective and Responsible Use of Psychological Tests in Pre-Employment Selection, in Phoenix, AZ (Sheraton Crescent Hotel). Contact <http://assessments.ncs-pearson.com>
- 26-28: SHRM Conference. Human Capital Balanced Scorecard Summit. Fort Lauderdale, FL.

## March

- 7-9: IO/OB Graduate Student Conference. Akron, OH. Contact: Chris Rosen, [ccr3@uakron.edu](mailto:ccr3@uakron.edu).
- 10-13: SHRM Conference. Washington, DC.
- 20-22: American Psychological Association. Conference. "Work, Stress, and Health: New Challenges in a Changing Workplace." Toronto, Canada. Contact: Wesley Baker, APA, (202) 336-6033 or [wbaker@apa.org](mailto:wbaker@apa.org).
- 31: SHRM Conference. Los Angeles, CA.

## April

- 1-2: SHRM Conference. Los Angeles, CA.
- 10-13: SIOP Annual Conference. Orlando, FL.
- 23-25: SHRM Conference. Las Vegas, NV.
- Future SIOP Conferences: 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; New Orleans, Louisiana, Aug 10-13, 2006; San Francisco, California, Aug 16-19, 2007.
- Future SHRM Conferences: Orlando, June 22-25, 2003.

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TBD

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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 deadline for the next issue is:

January: *December 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*

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