

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

December 2002

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IPMAAssessment
Council

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BRAMBLIN'S (Brull Ramblings)

Greetings from Minneapolis. I am writing this on January 2, 2003 as my first official act as IPMAAC president. Happy New Year to all my IPMAAC colleagues. Thank you Donna Denning, past president and all committee chairs for leaving a healthy, vibrant organization ready to start the new year. As I look back over 2002, my most salient IPMAAC memories are our tremendous annual conference in New Orleans and IPMA's name change (more on that later).

Looking forward to 2003, I'm gratified to have people generously volunteer for committee chair roles. Particular thanks go to those who have initiated the willingness to extend the role of chair into 2003.

- Membership and Committee Services: David Hamill
- Assessment Council News: Deonda Scott
- Electronic Communications Network: Bill Waldron
- Training/Workshop Committee: Mabel Miramon

I'm happy to announce that the following people have taken on new roles:

- Conference Program Committee: Ilene Gast and Amy Bauer
- Conference Host Committee: Chris Parker
- Innovations in Assessment Award Committee: Martin Anderson
- Professional/Scientific Affairs Committee: Dennis Doverspike

As is traditional, Donna Denning is transitioning from President to:

- Nominations/By-Laws: Donna Denning, past president

If anyone is interested in serving on any of these committees, please let me or the committee chair know.

Other board news:

At the board meeting in Ottawa, we also discussed the Bemis Award and IPMAAC's role. Traditionally, IPMAAC has appointed two individuals to serve separate functions in the Bemis Award selection process. The Bemis Award Nominating Committee chair was responsible for soliciting names from IPMAAC members and preparing the submission to the award committee. A second person from IPMAAC served on the Bemis Board and Selection committee, which actually decided who would receive the award.

The new process should be less confusing and easier. To nominate someone for the Bemis Award, simply submit their name and a brief statement of why you are nominating them to the IPMAAC board. Our board will then make a decision as

(continued on next page)

to who IPMAAC's nominee to the Bemis Board should be and arrange for all the necessary documentation.

The position of IPMAAC's representative to the Bemis Board and Selection Committee (the ones who actually make the selection) is still open. If anyone is interested in serving in that capacity, please e-mail me or call me. I hope this format results in more nominees and more people willing to step forward and suggest worthy recipients.

I want you at the 2003 IPMAAC conference in Baltimore.

Here are the top ten reasons why you need to be in Baltimore June 24 – 27:

10. You can see the ocean from there (particularly salient for those of us stuck in the middle of the country).
9. Mussels from Bertha's; crabs from Obrycki's.
8. The program put together by Ilene Gast and Amy Bauer.
7. Cosmos in the hospitality suite (that's a promise!)
6. Nancy Tippins as keynote speaker; presentation by Rich Arvey and a reprise presentation by Keith Pybern, David Kravitz and Rob Ployhart.
5. The glass-covered car at the American Museum of Visionary Arts.
4. Your yearly opportunity to share successes, frustrations and wild stories with your IPMAAC colleagues.
3. Pastry and pistachio ice cream from Vaccaro's (www.vaccaropastry.com)
2. An amazing cruise with IPMAACers "on the move" around Baltimore's inner harbor.

And the number one reason for coming to IPMAAC 2003 (drum roll please):

1. Your opportunity to be embarrassed for a year with your picture in IPMAAC's Web site. (Do you really want to spend the year explaining why you weren't there?)

I expect that this will be a tough year financially and that training budgets are always in jeopardy. Please do what you can to support IPMAAC, each other, and join us June 24-27 in Baltimore.

Views from the Field

HR focus newsletter, January 2003 issue, just crossed my desk. Their lead story is called "Addressing 2003's Top Issues for HR." Even though the newsletter tends to focus on private sector organizations, I think there findings have relevance for us public sector human resource types:

1. **HR's changing role** – human resources continues to be pushed to expand its strategic participation.
2. **Accountability** – human resources must demonstrate a return on investment not only in human resource metrics, but bottom-line business terms.
3. **Staffing** – with demographics producing an anticipated shortage in new entrants in the labor force, staffing will be a key issue for some time to come. In their words, "Human resource professionals must work to develop training, leadership, diversity, and work/life programs to turn their organizations into places where employees want to stay."
4. **Benefits** – health care benefit costs continue to escalate with no end in sight.
5. **Compensation** – human resources will be called upon to be somewhat of an alchemist, figuring out the right mix of award strategies that can be delivered with limited resources.

A yearlong study by Towers Perrin called "How Leading Organizations Manage Talent" reinforces the HR Focus findings. Surveys of 22 large employers from \$1.6 billion to \$58 billion in revenues resulted in the following findings:

- Talent management is now a strategic business priority
- Leading organizations have a clear talent management strategy
- These organizations use technology to streamline processes and share information
- Employers engage employees in the business and create a clear "line of sight" between what the employees do everyday and how the organization performs
- Responding companies offer flexible and customizable rewards to meet various employee needs and support work/life balance goals
- These companies encourage the development of management skills

Another study by Mercer Human Resource Consulting surveyed 302 responding companies for their priorities over the next 12 months. Leading priorities included:

- Attracting/retaining the "right" talent
- Differentiating high performers

The next two priorities were cost control and ensuring pay for performance.

The other key finding from the Mercer study was that more companies would rely on building talent (promoting and developing existing people) than "buying" (relying substantially on new hires).

All of these challenges become even more difficult under tight financial conditions. Now, more than ever, we need to be proving our worth in terms that those controlling the purse strings can understand.—ACN

What's In A Name?

By Harry Brull, President

When it's ours, plenty! As most of you know, IPMA, the organization formerly known as the International Personnel Management Association, officially changed its name as of January 1, 2003. Their new, official name is International Public Management Association for Human Resources (IPMA-HR).

IPMA made the change to better reflect its mission and the current nomenclature of human resources rather than personnel. They launched a very extensive process which included polling the membership, numerous discussions at the board level, and finally an official membership vote. For those quantitative types out there, the official vote was 1,061 voting yes and 152 voting no (source: Julie Galli personal communication). IPMA made a pivotal decision at the beginning of the process regarding its sections, chapters, etc. — namely, not to demand comparable name change on the part of any IPMA-affiliated organization.

The IPMAAC board discussed the matter at our last meeting in Ottawa (coinciding with the IPMA international conference). Much of the discussion centered around the desire to retain close affiliation with IPMA while at the same time reflecting the inclusive nature of our mission beyond public sector organizations. After many sugges-

tions (most of them quite printable, a few less so), and assuming that IPMA goes ahead and approves their change and support of IPMAAC membership, the board voted the following:

- Change the name of IPMAAC from International Personnel Management Association Assessment Council to International Public Management Association Assessment Council (IPMAAC)

How do you feel about the need for a formal vote as IPMA has done? Would you be content informally weighing in with your opinion? Let me know any thoughts you have regarding the name change itself or the process to achieve resolution. The best media is probably my work e-mail at harry.brull@personneldecisions.com.

On a personal note, I think the proposed name change captures a good balance between our affiliation with IPMA-HR and our wish to include assessment folks from any organization. Most of the time, I find myself referring to us as merely "IPMAAC." Only to the uninitiated do I end up having to laboriously trot out the multi-syllabic (now only 19 syllables rather than the former 20) full name of the organization.

Let me know what you think.—ACN

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IPMAAC Annual Conference

By Ilene Gast, Conference Co-chair

The 2003 IPMAAC Annual Conference professional and social programs are taking shape! The annual conference will be held June 22-25, 2003, in Baltimore.

The keynote speaker will be Nancy Tippins, who is President of the Selection Practice Group of Personnel Research Associates (PRA) and Fellow and past president of the Society for Industrial Organizational Psychology. She will be talking about how technological innovation has affected our work as assessment professionals. In addition, we are in finalizing our commitments from our other invited speakers. We're sure that you will be pleased. The Program Committee chairs and members are busily planning the remainder of the program. We had a terrific response this year and are busily sorting through an abundance of really exciting submissions. Stay tuned for further details. Meanwhile, if you have any questions about the program please feel free to contact the Conference Program Co-chairs Amy Bauer (phone—410-545-5609; e-mail: abauer@sha.state.md.us) or Ilene Gast (phone:202-305-0590; e-mail: ilene.f.gast@usdoj.gov).

This year our social committee has been “on the move” literally. We expect that one of the highlights of the 2003

conference will be a Baltimore favorite - Crab Feast and cruise around the Inner Harbor. The menu includes crab soup, steamed Maryland crabs and all the trimmings. For those who don't want to “get messy,” there will be fried chicken, pasta, and fish. Visit www.harborcruises.com for a sneak peek. Chris and her committee are also in the process of planning other means to let conference attendees relax and interact. The Conference Host Committee Chair, Chris Parker can be reached cparker@mdot.state.md.us.

Advertising, promotion and marketing opportunities:

Calling all consultants, test developers and automation experts: Do you have a product or service that would be of benefit to professionals in selection and assessment? The IPMAAC conference is an ideal way to advertise the service, consultation, or products that you have to offer. Contact Julie Galli for more information on possible marketing opportunities as part of the IPMAAC conference. Julie can be reached by e-mail at jgalli@ipma-hr.org or by phone at (703-549-7100 x252).—ACN

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27th Annual Conference on Personnel Assessment

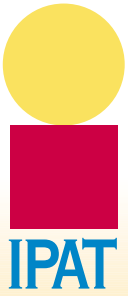
June 22-25 = Holiday Inn, Inner Harbor Baltimore MD



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Technical Affairs

How Common is Resume Fraud?

By Mike Aamodt, Associate Editor

In the past year, there have been several highly publicized examples of resume fraud involving CEOs and university coaches. For example,

- In October of 2002, Kenneth Lonchar was forced to resign after serving as the CFO of Veritas for five years when the company discovered he lied about having an MBA from Stanford.
- In June of 2002, Charles Harris resigned on his first day as the new athletic director at Dartmouth University when a call from a previous employer indicated that Harris did not earn the master's degree in journalism he had listed on his resume.
- In May of 2002, Sandra Baldwin was forced to resign as Chair of the U.S. Olympic committee when it was discovered she lied on her resume about having a Ph.D.
- In December of 2001, George O'Leary resigned after only a few days as the head football coach at Notre Dame University after it was discovered that he lied about lettering in high school football and about receiving a master's degree from New York University.

An excellent example of resume fraud is the bizarre 1994 assault against figure skater Nancy Kerrigan arranged by

Shawn Eckardt, the bodyguard of Kerrigan's skating rival Tonya Harding. Harding hired Eckardt as her bodyguard because his resume indicated he was an expert in counterintelligence and international terrorism, graduated from an elite executive protection school, and had spent four years "tracking terrorist cells" and "conducting a successful hostage retrieval operation." After the attack against Kerrigan, however, a private investigator discovered that Eckardt never graduated from a security school and would have been 16 during the time he claimed he was in Europe saving the world from terrorists. The president of a school he did attend stated that he "wouldn't hire Eckardt as a bodyguard in a lifetime"—an opinion that would have been discovered had Harding checked Eckardt's references.

These examples, as well as such other high profile examples shown in Table 1, create the appearance that resume fraud is rampant. Unfortunately, media accounts of these high profile cases have included a wide range of estimates of the percentage of resumes that contain inaccurate information. For example, one media account cited a survey by the ChoicePoint Asset Company that 67% of resumes contain inaccurate information while another account cited a survey by Preemploy.com that only 16% of resumes contain inaccurate information.

Table 1: High Profile Examples of Resume Fraud

Person	Position	Resume Fraud
Al Dunlap	Former CEO, Sunbeam	Left out two jobs from which he was fired
Sandra Baldwin	Former Chair, U.S. Olympic Committee	Falsely claimed to have a Ph.D.
Ronnie Few	D.C. Fire Chief	Allegedly made false claims about college degree and winning a "fire chief of the year" award
Pat Robertson	Evangelist	Falsely claimed combat experience in Korea
Joseph Biden	Democratic Senator from Delaware	Lied about class standing in law school
Joseph Ellis	Writer	Falsely claimed combat experience in Viet Nam
George O'Leary	Former Notre Dame coach	Falsely claimed a master's degree
Charles Harris	Former athletic director, Dartmouth	Falsely claimed a master's degree in journalism
Ken Lonchar	Former CFO, Veritas Software	Falsely claimed an MBA from Stanford
Ronald Zarella	CEO, Bausch & Lomb	Falsely claimed an MBA from NYU
Bryan Mitchell	CEO, MCG Capital	Falsely claimed a degree from Syracuse
Ram Kumar	Director of Research, ISS	Falsely claimed a law degree from USC
Quincy Troupe	Former Poet laureate of California	Falsely claimed a degree from Grambling
Jeff Papows	President of Lotus	Lied about education, war record, and tae kwon do standing
Andrea Ballengee	Former Miss Virginia (1995)	Falsely claimed to be a member of Phi Beta Kappa

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Technical Affairs continued

To get a clearer picture of the extent of resume fraud, I searched a variety of academic and Internet search engines to find organizations that have conducted internal research on resume fraud. The results of this search are shown in Table 2. On the basis of the 15 studies, the best estimate (both the median and the mode) of the percentage of resumes containing false information appears to be 25%.

Is there a price to be paid for such fraud? Following

media coverage of resume fraud by the corporate CEO, stock prices for Veritas dropped 19% and stock prices for MCG Capital Corp. dropped 37%. What happened to the people committing the fraud?

Mitchell and Zarrella kept their jobs but lost their annual bonus; Dunlap, Baldwin, Harris, O'Leary, Lonchar, Kumar, Troupe, Ballengee, and Papows were fired or asked to resign.

Table 2: Summary of Studies on Frequency of Resume Fraud

Company	Year	Resumes Examined	Sample	% with inaccurate information
ChoicePoint Asset Company	2001			67
Risk Advisory Group	2002			54
ADP Screening & Selection	2001	2,600,000		44
Infocheck	2000	1,000		33
Edward Andler	1998			33
Monster.com		555	27	
Kroll Inc	2002			25
Kessler International	1998	1,000	IT Professionals	25
Accenture Canada	2002	350	IT Professionals	25
AAIM Management Association	2002	65,000		25
Jude Werra & Associates	2001			24
Avert, Inc.	2001	1,800,000	24	
Christian & Timbers	2001	7,000	Executives	23
Preemploy.com	2002	2,000		16
Jude Werra & Associates	2002		Executives	11

HR Humor

The following great lines from cover letters were found at <http://rinkworks.com/said/resume.shtml>.

Interest in the Company

- I saw your ad on the information highway, and I came to a screeching halt.
- My fortune cookie said, "Your next interview will result in a job" and I like your company in particular.

Salary Requirements

- My compensation should be at least equal to my age.
- I'll starve without a job but don't feel you have to give me one.
- I just need enough money to have pizza every night.
- I'll need \$30K to start, full medical, three weeks vacation, stock options, and ideally a European sedan.
- My salary requirement is \$34 per year.

Qualifications

- I realize that my total lack of appropriate experience may concern those considering me for employment.

- Although I am seeking an accounting job, the fact that I have no actual experience in accounting may seem discouraging. However, ...
- Please disregard the attached resume – it is terribly out of date.
- I am relatively intelligent, obedient, and as loyal as a puppy.
- I vow to fulfill the goals of the company as long as I live.

Confidence

- If this resume doesn't blow your hat off, then please return it in the enclosed envelope.
- I am superior to anyone else you could hire.
- Note: Keep this resume on top of the stack. Use all the others to heat your house.
- Here are my qualifications for you to overlook.
- I usually don't blow my own horn, but in this case, I will go right ahead and do so.
- I am the king of account's payable reconciliation.
- I am a pit bull when it comes to analysis.

Practice Exchange

By Ilene Gast, Associate Editor

This month, we have another in our series of special articles from winners of IPMAAC's 2002 Innovations in Assessment Award. Our guest author, Charlie Brooks, received honorable mention for his work in integrating individual and organizational performance measures.

Speaking of the Innovations in Assessment Award, the deadline for the 2003 award is March 7, 2003. For more information about the award see the article in the December issue of the *ACN*, or check out IPMAAC Online (www.ipmaac.org), where you will find everything you need to prepare an award submission.

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 phone at (202) 305-0590, by fax at (202) 305-3664, or electronic mail at Ilene.F.Gast@usdoj.gov.

Georgia STAR: Linking Goals, Performance, Competencies, and Workforce Planning

By Charlie Brooks

Georgia Strategic Assessment Research (GA STAR) began as inducement to win back lost business from state agencies in the early era of merit system reform in Georgia. It did so by emphasizing the value of high performance, criterion-related validation processes, and cost-benefit analysis. GA STAR evolved into a general framework for personnel assessment projects—a framework that links organizational goals to performance measures, competency profiles, HR interventions, and evaluation strategies. GA STAR also provided the framework necessary for developing a set of automated, competency-based performance assessment tools.

Components of GA STAR

GA STAR combines performance measurement, competency research, and evaluation strategies to align HR processes with organizational goals.

- **Performance Measurement.** STAR links selection processes to strategic objectives through performance measurement. Users develop performance measures that support their organization's strategic objectives.
- **Competency Profiles.** GA STAR establishes competency profiles for each participating agency. Through intensive interviews, and other assessments, GA STAR identifies important differences in behaviors, knowledge, motives, values, and self-concepts that differentiate those who are most successful at achieving organizational objectives from those who are less successful.

- **Evaluation.** An important component of GA STAR is that selection processes are empirically validated to determine whether they identify those who best achieve agency objectives. The effectiveness of selection and other component HR processes are evaluated relative to their ability to achieve agency objectives, cost-benefit, and return on investment.

A Flexible and Effective Approach to Assessment Projects

GA STAR can be described in seven simple steps that flex to accommodate the constraints of funds, time limitations, sample sizes, the project goals, job characteristics, change management issues, and user acceptance. Those steps are:

1. Clarifying organizational goals
2. Cascading organizational goals measures of individual performance
3. Measuring performance of all job incumbents
4. Identifying high performers and those of other performance levels
5. Identifying behaviors associated with performance levels and build competency model
6. Applying complimentary, competency-based job-person matching interventions to acquire, develop, and retain high performers

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7. Computing the value of the interventions in terms of legal compliance, effectiveness/validity, and cost-benefit

GA STAR has been applied in fourteen projects, including six behavioral interview projects—our specialty. With the exception of one managerial job that has a small population and limited number of SMEs, the methodology enjoyed an accuracy rate of 70% or greater in distinguishing high performers from average and low performers in concurrent criterion-related studies. Such results, when entered into the equations of utility, cost, or return on investment (ROI) analysis, produce very exciting numbers from both economic and political perspectives. [Read our *ACN* articles from December, 1999 (<http://www.ipmaac.org/acn/dec99>) and June, 2000 (<http://www.ipmaac.org/acn/jun00>) for some details on a few of these projects.]

The first of those interview projects took about a year to complete. We learned from each project, and each subsequent project required less and less time to complete. Our most recent project took only sixty days, including a thirty-day lag during which our client's SMEs were unable to participate. Our ultimate goal is to produce a 30-day process that yields our customary standard of effectiveness and economic benefit.

Competency-Based Workforce Planning

GA STAR is intimately related to our workforce planning initiative, which is now its third year. Our goal is to establish workforce planning as the way Georgia's state agencies align their human resource strategies with their organizational goals. Each executive agency is required by law to produce and submit an annual workforce plan according to Georgia Merit System guidelines, major components of which, once again, are based upon GA STAR.

Last year we trained more than 300 agency human resources (HR) staff members in completing workforce plans, which included how to develop competency profiles and how to identify gaps between existing and required workforce competencies. We also taught them to identify and integrate human resource strategies to close those gaps. Thirty-two agencies were required to submit plans. An additional twenty-six agencies participated voluntarily. All together, these agencies developed competency profiles and integrated HR strategies for over 350 jobs or job groups. It was a process greatly facilitated by our use of the

homegrown, but sophisticated, workforce planning tools that help to make this complex process accessible to its end-users.

In working with HR staff, we review an agency's workforce plans and provide feedback to guide the process of implementing and validating the competency profiles that they have developed and the HR strategies they selected to close competency gaps. We focus on identifying the linkages and relationships among the organization's goals, its workforce gaps, appropriate HR strategies, and desired organizational outcomes. We also focus gaps in staffing, diversity, and competencies because these gaps impede attainment of organizational goals. Next, we help HR staff to develop appropriate employee acquisition, development, and retention strategies to close those gaps. Finally, we identify organizational outcomes that can be measured to ensure that the strategies close the gaps and achieve the organization's goals.

A Generic Competency Dictionary

Along the way, we have developed a generic competency dictionary with behaviorally-anchored ordinal rating scales. The dictionary used in the rapid deployment of GA STAR mentioned above and the development of the automated tools described later in this article. We constructed our scales from behavioral indicators derived from critical incidents obtained in several hundred job analyses conducted internally and by external sources (e.g., Hay-McBer, Mercer, U.S. Department of Education). First, these indicators were sorted (with interrater reliability of .70 or greater for each item) into competency categories developed by the Office of Personnel Management. Then, items within each competency category were sorted into five-point scale levels with a .70 or higher level of interrater reliability.

Automated Competency-Based Tools

With the help of a very generous grant from IPMA and CPS, we are developing three interrelated performance assessment applications: 1) a competency-based behavioral interview guide; 2) a competency-based multi-rater assessment; and 3) a competency-based development guide. Each tool is built upon an MS Excel platform and

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makes use of the competency profiles identified through the workforce planning process. The instructions and structured steps provided by each tool are consistent with GA STAR.

The Interview Guide. Our guide leads the user through the steps necessary for producing and applying a comprehensive interview package that can be used to identify important job-related competencies. It includes sample, job-related competencies, questions, scales, behavioral examples, and calculators for scoring individual interviewee's answers and for comparing interviewees' scores.

The Multi-Rater Assessment Guide. This tool enables the user to develop a survey for assessing the degree to which an individual possesses important, job-related competencies in the target job. The resulting survey is administered to others who are familiar with the individual's performance. Using competency data from the survey, this tool generates can create charts that display the degree to which the individual possess each competency dimension included item in the survey. This data permits individuals to capitalize on areas of strength or to devote specific

attention to areas in need of development. The guide is intended for use with its companion competency-based development guide described below. The guide may also be used to identify high potential candidates and can be helpful for succession planning.

The Competency Development Guide. This tool, a companion to the Multi-Rater Assessment Guide, enables the user to produce a tailored competency development guide, which an individual may use for self-development or a supervisor may use for developing a subordinate. Based on an individual's competency profile, this tool is able to specify developmental resources including statewide training classes, agency-specific training classes, vendor provided training, seminars, conferences, etc. This Guide also specifies workplace activities and assignments targeted to develop specific competencies. The tool guides users in constructing an individual development plans that incorporate the feedback provided by the multi-rater assessment tool.

Charlie Brooks is the HR Strategy Manager of Workforce Planning for the Georgia Merit System. He may be reached at 404-657-2143 or bro@gms.state.ga.us—ACN

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IPMAAC Across the Nation – News of the Councils

By Kristine Smith, Associate Editor

American Psychological Association (APA)

The 2003 Convention will be in Toronto, Ontario on August 7-10, 2003. Future conventions will be 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.

Bay Area Applied Psychologists (BAAP)

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)

CI/OP is a society of human resources professionals from the Greater Chicago area who meet to discuss current issues in I/O psychology. CI/OP generally has Friday afternoon sessions from 1:00 – 5:00 p.m. featuring several speakers addressing a topic. Tentative meeting dates for 2003 are March 7, April 4, May 10, and June 5. For more information and to confirm meeting dates and topics visit their website at www.iit.edu/~ciop/

International Public Management Association – Human Resources (IPMA-HR)

The 2003 IPMA Assessment Council Conference will be held on June 22-25, 2003 at the Holiday Inn Inner Harbor, 301 West Lombard Street, Baltimore, Maryland. The 2003 IPMA Conference will be held on September 10-13, 2003 at the Marriott Downtown Chicago, 540 N. Michigan Avenue, Chicago, Illinois. For more information, contact www.ipma-hr.org

Metropolitan New York Association for Applied Psychology (METRO)

For more information, call the MetroLine at (212) 539-7593 or visit METRO's website at www.metroapppsych.com.

Mid-Atlantic Personnel Consortium (MAPAC)

MAPAC is chartered as a non-profit organization of public sector personnel agencies involved and concerned with testing and personnel selection issues. The spring meeting will be held on May 14-16, 2003 in Rehoboth Beach, Delaware. For details on MAPAC, contact Amy Bauer at 410-545-5609, or go to its website at www.ipmaac.org/mapac/

Minnesota Professionals for Psychology Applied to Work (MPPAW)

MPPAW is an organization consisting of a broad range of practitioners, consultants and professors. Information on MPPAW programs may be obtained from Sidney Teske at Sid.Teske@co.hennepin.mn.us

Personnel Testing Council of Arizona (PTC/AZ)

PTC-AZ serves as a forum for the discussion of current issues on personnel selection and testing. It encourages education and professional development in the field of personnel selection and testing and advocates the understanding and use of fair and professionally sound testing practices. For more information about PTC-AZ, contact Vicki Packman, Salt River Project at 602-236-4595 or vspackma@srpnet.com or visit the PTC/AZ website accessible through the IPMAAC website at www.ipmaac.org/ptca

Personnel Testing Council of Metropolitan Washington (PTC/MW)

PTC/MW offers monthly luncheon programs and publishes an informative newsletter. See the 2003 calendar for scheduled luncheon speakers or visit the PTC/MW website accessible through the IPMAAC website at www.ipmaac.org

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Personnel Testing Council of Northern California (PTC/NC)

PTC/NC offers monthly training programs addressing topics and issues that are useful and relevant to personnel practitioners of all levels of expertise. The monthly programs are typically scheduled for the second Friday of each month and alternate between Sacramento and the Bay area. The monthly programs feature speakers who are active contributors to the personnel assessment field. For more information regarding PTC/NC programs, visit the PTC/NC website accessible through the IPMAAC website at www.ipmaac.org/ptcnc

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; encourages education and professional development in the field of personnel selection and testing; advocates the understanding and use of fair and non-discriminatory employment practices; and encourages the use of professionally sound selection and testing practices.

For more information regarding luncheon meetings, workshops, upcoming conferences, or membership, please contact Bridget Styers bstyers@hr.co.san-bernardino.ca.us or visit the PTC/SC website accessible through the IPMAAC website at www.ipmaac.org/ptcsc

Society of Human Resource Management (SHRM)

The 20th Annual Employment Law and Legislative Conference will be held on March 10-12, 2003 in Washington, D.C. 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.

Society of Industrial/Organizational Psychology (SIOP)

The 18th Annual SIOP Conference in Orlando, Florida, will be on April 11-13, 2003, with workshops beginning on April 10, 2003. Future SIOP conferences include April 2-4, 2004 in Chicago, Illinois at the Sheraton Chicago Hotel & Towers; and April 15-17, 2005 in Los Angeles, California at The Westin Bonaventure.

Western Region Intergovernmental Personnel Assessment Council (WRIPAC)

WRIPAC held its winter meeting in January in San Diego, CA. Speakers included Paul Kaiser (NYS Information Technology Test System), Donna Denning (Revisions to the Principles for the Validation & Use of Personnel Selection Procedures), and Ines Vargas Fraenkel (Legislative Imperatives on References, Background and Disciplinary Investigations). WRIPAC's spring meeting is scheduled for May 1-2 in Sacramento, CA. Additional information may be obtained by visiting WRIPAC's website accessible via the IPMAAC's website at 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

Upcoming International, National, and Regional Conferences and Workshops

February

- 4: METRO. Ground Hog's Day Dinner Meeting. Speaker Richard Hackman, Professor, Harvard University. Topic: Teams and Teamwork. New York, NY.
- 12: PTC/MW. Luncheon Meeting. Dr. Suzanne Tsacoumis will present the Presidential Address "Performance Appraisal: The Case of a Working System."
- 18: BAAP. Evening Meeting. Jack Wiley, Gantz Wiley Research, "Using Strategic Employee Surveys to Drive Business Results."
- 20: MPPAW Meeting: Michael A. Sheppeck, Ph.D., University of St. Thomas, "Strategic Business Configurations."
- 24-26: Association of Test Publishers. Annual Conference. Amelia Island, FL. Contact ATP 9410)751-7171 or testpublishers.com.
- 27-2: Society of Psychologists in Management. Annual Conference. Tampa, FL. Contact Lorraine Rieff (312)655-1150 or spim.org.
- 13-19: Institute for Professional Education seminar: "Applied Statistics" Contact: www.ipeseminars.org
- 20: MPPAW Meeting: Angelo DeNisi, Texas A&M, "Performance Appraisal and Feedback."
- 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.
- 25-28: Institute for Professional Education seminar: "Designing Effective Surveys" Washington, D.C. Contact: www.ipeseminars.org.

April

- 6-9: Human Resources Planning Society: Annual Conference. Rancho Mirage, CA. Contact: www.hrps.org
- 9: PTC/MW Luncheon Meeting. Dr. James Outtz, "High Stakes Testing in Employment, Prospects in a Post-Affirmative Action Era: A Rejoinder to Sackett, et al. 2001"
- 11: PTC/NC Luncheon Meeting (Bay Area)
- 10-13: SIOP Conference. Orlando, FL.
- 21-23: IPMA Western Region Conference. Denver, CO.
- 21-25: American Educational Research Association annual convention. Chicago, IL. Contact: www.aera.net.
- 21-25: National Council on Measurement in Education annual convention. Chicago, IL. Contact: www.ncme.org.
- 23-25: SHRM Employment Management Association Conference. Las Vegas, NV.

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May

- 1-2: WRIPAC Meeting. Sacramento, CA.
- 14: PTC/MW Luncheon Meeting. Dr. Jane Arabian, Department of Defense, "Testing and Screening Applicants for Enlistment in the U.S. Military."
- 14-16: MAPAC Meeting. Rehoboth Beach, DE.
- 16: PTC/NC Luncheon Meeting. Sacramento, CA.
- 22: METRO. Dinner meeting: W. Warner Burke, Professor, Colombia University, "Organization Change is NOT a Linear Process." New York, NY.

June

- 1-4: IPMA Southern Region Conference. Tampa, FL.
- 1-4: IPMA Central Region Conference. St. Louis, MO.
- 11: PTC/MW Luncheon Meeting.
- 13: PTC/NC Luncheon Meeting. (Bay Area)
- 15-18: IPMA Eastern Region Conference. Atlantic City, NJ.
- 17: METRO. Dinner meeting: George Hollenbeck, Principal, Hollenbeck Associates, "Executive Coaching." New York, NY.
- 22-25: SHRM Conference. Orlando, FL.
- 22-25: IPMAAC Conference. Baltimore, MD.

July

- 11: PTC/NC. Luncheon Meeting. Sacramento, CA.

August

- 1-6: Academy of Management. Annual Meeting. Seattle, WA. Contact: aom.pace.edu
- 3-7: American Statistical Association. Annual Convention. San Francisco, CA. Contact: www.amstat.org
- 7-10: APA Conference. Ontario, Canada.
- 15: PTC/NC Luncheon Meeting (Bay Area)

September

- 12: PTC/NC Luncheon Meeting (Sacramento)
- 10-13: IPMA Conference. Chicago, IL.
- 29-2: Development Dimensions International. International Congress on Assessment Center Methods. Atlanta, GA. Contact: assessment centers.org

October

- 13-17: Human Factors and Ergonomics Society. Annual Meeting. Denver, CO. Contact: hfes.org
- 17: PTC/NC. One-half Day Training Program. San Francisco, CA.
- 17-19: MAPAC Meeting. Washington, D.C.
- 21-25: International Association of Chiefs of Police. Annual Conference. Philadelphia, PA. Contact: Theiacp.org

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

Kristine Smith is a Senior Associate with Darany and Associates in Redlands, California. If you have regional organization news or an item to add to the calendar, please contact her by e-mail at smithk1@earthlink.net or by telephone at (909) 798-4475.—ACN

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About the *ACN*

The *ACN* is the official newsletter of the International Public 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:

April: *February 28*

June: *May 2*

August: *July 3*

October: *September 5*

December: *October 31*

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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