

# ACN

## Assessment Council News

### Newsletter of the IPMA-HR Assessment Council

April 2003

#### Inside:

|  |    |
|--|----|
| Bemis Award .....  | 2  |
| IPMAAC Conference News .....   | 3  |
| Technical Affairs .....  | 5  |
| HR Humor .....   | 7  |
| Practice Exchange .....  | 9  |
| Penn State Establishes Center<br>for Personnel Assessment and<br>Selection ..... | 11 |
| News of the Councils .....   | 13 |
| Upcoming Events .....  | 15 |
| Board of Directors and Committee<br>Chairs .....                                 | 17 |
| About the ACN .....  | 18 |

### IPMAAssessment Council

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

## BRAMBLIN'S (Brull Ramblings)

**H**ello again from Minneapolis. I'm just back from a skiing mini-vacation with Paul and Sue Kaiser. (Yes, Virginia, even busy consultants get away occasionally.) I've now lived in the Midwest for 25 years; I still can't understand why people would live where there's cold and snow but no mountains. Speaking of snow, New York City, in the big snowfall of a few weeks ago, got more snow than we have had all winter. Go figure.

These are clearly uncertain times. On the global level, we have impending (Update: not impending any more) war and the Japanese stock market reaching an all-time low. Closer to home, virtually every state is wrestling with severe financial shortfalls. This in turn puts cities and counties in great difficulty. Both my son and daughter-in-law are Minneapolis firefighters; at the moment, it appears that they will both be laid off (then again, this may all be posturing by the mayor to force the state to lighten up). Seems like there's a parallel in Washington, but that's just my biased political view (or maybe optimism).

Unlike me, Paul Kaiser was actually out in California to do some productive work. He was addressing the Northern California Personnel Testing Council on the subject of merit. He began by tracing the history of meritocracy from ancient Greek origins. If you've followed the IPMAAC listserve recently, you will also see a discussion of merit. This one involves the use of the

Internet for testing, with all its potential, pitfalls, and perils. It has evoked some thoughtful comments and, on occasion, some excellent humor. If you haven't already, read Neil Davidson's comments on spousal pressure as a potential Internet testing factor.

Sense of humor is one of those "soft" factors that we in the public sector rarely assess. Yet I think both our colleagues and our clients would appreciate individuals who possess this trait. Recently, I orchestrated a city manager selection process. Included in the process was an oral board comprised of employee representatives from all city departments. They had the opportunity to submit questions to me before the oral, which I then used to design the format. Sense of humor did emerge from the job analysis, and a secretary submitted the following question: "How often, on average, on a given day at work, do you laugh out loud?"

Interestingly, the successful candidate admitted to me after the interview that he lied in his response. What he said to me was, "I wanted to say 1,000, but I was afraid they'd think I was a complete flake. Instead, I told them 100."

I still consider the question to be the best interview question I have ever seen.

The combination of Paul's talk and the listserve posting got me thinking again about what we are measuring in our assessments. It seems that a lot of

*(continued on next page)*

what we do is tied to what we did in the past. It would be interesting to begin a discussion that said, "Suppose you had a blank slate and could use any instrument/tool/procedure you wanted to assess candidates for a particular job. What would that assessment look like and what prevents you from moving toward optimal selection procedures?"

The listserv also contains a stimulating discussion of structured versus unstructured interviews. Clearly, some degree of flexibility is required; if for no other reason than having the interview panel feel that they are actually contributing something to the process. In our zeal for consistency, we sometimes move too far into the rigid category.

I'm interested in what budget cuts

are doing to our profession (besides necessitating hiring freezes). I'm afraid that the pain of compromised selection will not be felt until later. Are we finding that organizational fiscal constraints are curtailing our ability to carefully select individuals for jobs in our agencies?

I hope to see as many of you as possible in Baltimore. For those of you presenting, it would be helpful to focus on cost efficiency as an even more salient aspect of the selection process. The private industry has long quoted the mantra, "better, cheaper, faster." Clearly, in our world, all three are important.

Finally, I wrote in the last ACN about the issue of IPMAAC's potential

name change. Thank you to those of you who responded. While there was great passion (and some quite good humor) in the responses, it looks like a vote of the full membership will be in order. If we can pull it off, I would like to engineer a process that would allow this to be completed prior to the annual conference in Baltimore. At that point, we could report the results at the business meeting.

So long for now from Minneapolis. I've got some work to do. Talk to you next month. In the interim, please feel free to call me (612/337-8233) or e-mail me (Harry.Brull@pdi-corp.com) if there are issues you think we should be considering. —ACN

---

## Bemis Award

I am writing about two things connected with the 2003 Bemis Award. First, Howard Fortson has agreed (again) to serve as IPMAAC's representative to the Bemis Board. In this capacity, he will vote (along with representatives from the other Bemis sponsoring agencies) for the 2003 award recipient. As in the past, the award will be presented at IPMAAC's Baltimore conference.

Secondly, we need your assistance to decide IPMAAC's nominee for the award. We have made the process not only simpler, but also infinitely easier. All you have to do to have someone considered for IPMAAC's nomination is forward their name to me. The IPMAAC board will then consider all names submitted and decide on a nominee and ensure that the nomination packet is completed. Please call me (612/337-8233) or e-mail me (Harry.Brull@personneldecisions.com) with the name of someone you think worthy of this award. Please submit names no later than Monday, April 14.

### IPMAAC Board: Call for Nominations

It's time to choose IPMAAC's president and board members for terms beginning in 2004. Our by-laws call for a ballot distributed at least 60 days before the annual business meeting (Wednesday of our conference in Baltimore) and received back no less than 30 days before the business meeting.

The Nominations Committee, chaired by Donna Denning as past president of IPMAAC, is charged with the responsibility of putting the ballot together. We need your input regarding nominations for both IPMAAC president and board terms. Please forward your nominations (indicate whether it is for president of board member) to Donna Denning by **Friday, April 11**. Then be on the lookout for an electronic ballot somewhere around April 25. Balloting will close Friday, May 23.

Please get your nominations to Donna at [ddenning@per.lacity.org](mailto:ddenning@per.lacity.org) or 213/847-9134 by Friday, April 11.

Your nominations ensure the continuity and capable leadership of IPMAAC. Thank you in advance for your thoughts.

— Harry Brull

---

# IPMAAC Conference News

by Amy Bauer & Ilene Gast

**H**aven't made your reservation yet for this year's IPMAAC Conference? Well act now to take advantage of this year's exciting program. If this is your first IPMAAC conference this is an ideal opportunity to meet and talk with other selection professionals, share ideas and establish contacts.

The program will kick off on Monday June 23, 2003, with an address by Dr. Nancy Tippins entitled "Technological Change on the Horizon: Adapting Personnel Assessment to Incorporate New Technology." This session will include a discussion of common technological innovations used in individual and organizational assessment, the advantages and disadvantages of using technology, and the changes that may be required in assessment practice. Nancy will close with practice tips for assessment professionals. The focus of our keynote session Tuesday will be "The Determinants of Leadership: Genetic, Personality, and Cognitive Factors" presented by Dr. Richard Arvey and to complete our conference on Wednesday, Dr. Donna Denning will chair a forum entitled "Employment Testing: Prospects in a Post-Affirmative Action World," which was presented at last year's conference. Dr. Robert Ployhart, Dr. David Kravitz and Dr. James C. Sharf will participate in the forum.

You will want to be sure to book in advance for one or more of the following pre-conference workshops that will be held on Sunday, June 22, 2003:

## Full-Day Workshops

- How to Develop Valid Assessments Using Logic Based Measurement
- Identifying and Developing Predictors of Job Performance
- Oral Exam Planning

## Half-Day Workshop – Morning

- How to Build a Situational Judgment Test

## Half-Day Workshop – Afternoon

- Practical Applications of Statistical Analysis in Test Design and Validation

In addition, there are over 60 presentations during the conference on a number of topics in a variety of formats including paper sessions, tutorials, symposiums and panel discussions. Topics range from tutorials on workforce planning and competency-based in basket development to symposia on web-based assessment. Paper topics range from current practices of online application processing, development of competencies using subject matter expert focus groups, and developing tests to screen candidates for multiple positions. There will be a panel discussion on job analysis in the real world.

There is more to do and see in "Charm City" than meets the eye and our Host Committee will be on hand to provide you with the information you need to get started. Whether it's museums, restaurants, shows, shopping, art or nightspots, Baltimore has something to offer. Seafood lovers will definitely get their fill by visiting Obrycki's for crabs, Bertha's for mussels, or Cross Street Market for fresh fish and oysters. If seafood is not to your taste, there are an abundance of restaurants and eateries to suit anyone's palette. Guided walking tours are available through some of Baltimore's most historic neighborhoods including Fells Point and Federal Hill and these neighborhoods offer some of the best nightspots around as well. If you choose to stay close to the hotel, you can walk or shop at the Inner Harbor, visit the National Aquarium, or catch a movie at the IMAX Theatre. Sports fans shouldn't miss this opportunity to take a tour of Camden Yards, visit the Babe Ruth Museum, or eat and play games at the ESPN Zone. Baltimore also has a plethora of museums, theatres and galleries for those who want to take in a little culture or learn about Baltimore history. And let's not forget our traditional night-out. This year, we will feast on crabs as we cruise around Baltimore's famous Inner Harbor. So, get ready to learn how to pick crabs Baltimore style and bring your dancin' shoes as well for the party after the feast!

Thank you to Harry Brull, Roxanne Cochran, Ray Colangelo, Michelle Collins, Donna Denning, Howard Fortson, Ines Fraenkel, Jennifer French, Lee Friedman, Ben Gossard, David Hamill, Ted Hayes, Paul Kaiser, Jeanne Makiney, Rose McKinney, Mabel Miramon, Christine Parker, Kristine Smith, and Kathy Tinios for reviewing proposals! Special thanks to Julia McElreath for helping with the conference program schedule! —ACN

---

# Technical Affairs

---

## And the Survey Says...

By Mike Aamodt, Associate Editor

In the February edition of the *ACN*, I included a table showing the wide variability in estimates of resume fraud found in 15 surveys. If you recall from the last Technical Affairs Column, the survey estimates ranged from 11% to 67% with a median of 25%. Because survey estimates are used for a variety of needs assessment and planning activities, I thought I would look into the consistency of some other commonly used human resource surveys.

### Absenteeism Rates

The most commonly reported surveys on absenteeism are those conducted by BNA and CCH. As shown in Table 1, the rates reported in the two surveys differ tremendously. For example, the conclusion from the CCH data is that absenteeism declined sharply from 1998 to 1999 whereas the conclusion from the BNA data is that absenteeism increased from 1998 to 1999. The BNA figures seem to be fairly stable over the years whereas the CCH figures vary greatly from year to year. Because of the variability across years, it would be wise to compare an organization's absenteeism rate with national rates over several years rather than the rates from only the most recent survey.

**Table 1: Absenteeism Rates**

|                             | 1994  | 1995  | 1996  | 1997  | 1998  | 1999  | 2000  | 2001  | 2002  |
|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Absenteeism rate (U.S.)     |       |       |       |       |       |       |       |       |       |
| CCH survey data             | 2.69  | 2.80  | 2.80  | 2.85  | 3.25  | 2.70  | 2.10  | 2.20  | 2.10  |
| BNA data                    |       |       | 1.60  | 1.50  | 1.60  | 1.70  | 1.70  | 1.70  |       |
| Annual cost per employee    | \$593 | \$662 | \$603 | \$572 | \$757 | \$602 | \$610 | \$755 | \$789 |
| Reason for missing work (%) |       |       |       |       |       |       |       |       |       |
| Employee illness            |       | 45    | 28    | 26    | 20    | 21    | 40    | 32    | 33    |
| Employee stress             |       | 6     | 11    | 12    | 16    | 19    | 5     | 19    | 12    |
| Personal needs              |       | 13    | 20    | 22    | 24    | 20    | 20    | 11    | 21    |
| Family issues               |       | 27    | 26    | 26    | 21    | 21    | 21    | 21    | 24    |
| Sense of entitlement        |       | 9     | 15    | 14    | 19    | 19    | 14    | 9     | 10    |
| Other (e.g., bad weather)   |       |       |       |       |       |       |       | 8     |       |

*(continued on next page)*

### Work-Life Programs

There are three commonly cited surveys reporting the percentage of organizations that offer work-life programs: CCH Unscheduled Absenteeism Survey, SHRM Benefits Survey, and the Hewitt and Associates Survey. As shown in Table 2, the surveys can at times produce very different results. For example, in 2002, the CCH survey reported that

26% of organizations have an on-site child care center whereas the SHRM survey reported that only 6% of organizations offer such a benefit. As another example, the SHRM survey indicates that the use of flextime in 2002 was at the highest level in four years whereas the CCH survey indicates flextime is at the lowest level in four years.

**Table 2: Percentage of Organizations Offering Work Life Programs**

|                              | 1999 | 2000 | 2001 | 2002 |                                    | 1999 | 2000 | 2001 | 2002 |
|------------------------------|------|------|------|------|------------------------------------|------|------|------|------|
| <b>Child Care Referrals</b>  |      |      |      |      | <b>Job Sharing</b>                 |      |      |      |      |
| CCH Absenteeism Survey       | 16   | 14   |      |      | CCH Survey                         |      | 25   | 33   | 37   |
| SHRM Benefits Survey         | 15   | 17   | 20   | 20   | SHRM Survey                        | 22   | 23   | 26   | 24   |
| Hewitt and Associates Survey | 42   | 43   | 43   |      | Hewitt and Associates Survey       | 28   | 28   | 28   |      |
| <b>On-Site Child Care</b>    |      |      |      |      | <b>Employee Assistance Program</b> |      |      |      |      |
| CCH Survey                   | 16   |      | 26   | 25   | CCH Survey                         | 61   | 73   | 57   | 68   |
| SHRM Survey                  | 6    | 3    | 5    | 6    | SHRM Survey                        | 64   | 68   | 68   | 68   |
| Hewitt and Associates Survey |      | 10   |      |      | Hewitt and Associates Survey       | 88   |      |      |      |
| <b>Flexible Scheduling</b>   |      |      |      |      | <b>Telecommuting</b>               |      |      |      |      |
| CCH Survey                   | 58   | 66   | 63   | 53   | CCH Survey                         |      | 20   | 42   | 47   |
| SHRM Survey                  | 54   | 52   | 59   | 64   | SHRM Survey                        | 29   | 27   | 38   |      |
| Hewitt Associates            | 57   | 58   | 59   |      | Hewitt and Associates Survey       | 29   | 30   |      |      |
| Hay Benefits Report          |      | 48   |      |      | Hay Benefits Report                |      | 18   |      |      |
| <b>Compressed Work Week</b>  |      |      |      |      | <b>Wellness Programs</b>           |      |      |      |      |
| CCH Survey                   | 29   | 28   | 42   | 49   | CCH Survey                         |      | 41   | 50   | 54   |
| SHRM Survey                  | 26   | 28   | 32   | 33   | SHRM Survey                        | 57   | 51   | 53   | 58   |
| Hewitt and Associates Survey | 20   | 21   | 21   |      | <b>On-Site Health Services</b>     |      |      |      |      |
|                              |      |      |      |      | CCH Survey                         |      | 23   | 31   | 36   |
|                              |      |      |      |      | SHRM Survey                        | 49   | 42   | 38   | 42   |

### Why the Differences?

Survey differences can be the result of many factors including the size of the sample, characteristics of the organizations responding to the survey, the randomness of the survey method, and the wording of the questions. For example,

- The sample for the Hewitt Associates survey is medium to large organizations whereas the SHRM survey consists of small to large organizations.
- Differences in absenteeism rates could be due to the way absenteeism was measured: percentage of

employee absent in a given period versus the percentage of work time lost.

- Differences in telecommuting rates can be due to phrasing differences (e.g., work at home versus telecommute) or to the inclusion of separate questions for telecommuting part-time versus full-time.

Regardless of the reason for the survey differences, the results discussed here demonstrate that care should be taken when drawing conclusions from survey data. As mentioned previously, considering data from multiple surveys across multiple years would be a wise practice.

(continued on next page)

## HR Humor

The following was sent by an ACN reader who says this is an actual job application submitted by a 17-year old boy to a McDonald's in Florida. As legend has it, he was hired because of his honesty and humor.

**Name:** Greg Bulmash

**Sex:** Not yet. Still waiting for the right person

**Desired Position:** President or vice-president. But seriously, whatever is available. If I was in a position to be picky, I wouldn't have applied here in the first place.

**Desired Salary:** \$185,000 a year plus stock options and a Michael Ovitz style severance package. If that's not possible, make me an offer and we can haggle.

**Education:** Yes.

**Last Position Held:** Target for middle management hostility.

**Salary:** Less than I'm worth.

**Most Notable Achievement:** My incredible collection of stolen pens and post-it notes.

**Reason for Leaving:** The job sucked.

**Hours Available to Work:** Any

**Preferred Hours:** 1:30-3:30 p.m., Monday, Tuesday, and Thursday.

**Do you have any special skills?** Yes, but they're better suited to a more intimate environment.

**May we contact your current employer?** If I had one, would I be here?

**Do you have any physical conditions that would prohibit you from lifting up to 50 pounds?** Of what?

**Do you have a car?** I think the more appropriate questions here would be, "Do you have a car that runs?"

**Have you received any special awards or recognition?** I may already be a winner of the Publishers Clearing House Sweepstakes.

**Do you smoke?** On the job, no. On my breaks, yes.

**What would you like to be doing in five years?** Living in the Bahamas with a fabulously wealthy dumb sexy blonde super model who thinks I'm the greatest thing since sliced bread. Actually, I'd like to be doing that now.

**Sign Here:** Aries —ACN

**DENNIS A. JOINER & ASSOCIATES**  
**Specialists in Supervisory and Management Assessment Since 1977**

**Situational Judgment Tests Available for Rent or Lease:**

**Supervisory Practices Instrument (Form B) - First Level Supervisor / Team Leader**

**Management Situations Test - Second Level Supervisor / Manager**

**Administrative Situations Test - Program or Division Manager**

**Supervisory Situations Test for Law Enforcement - Sergeant**

**Management Situations Test - Law Enforcement (Lieutenant or Captain)**

**Company Officer Situations Test - Fire Service (Lieutenant or Captain)**

**Human Relations / Interpersonal Skills / Customer Service (multiple levels)**

Also now available: Office Assistant and Account Clerk Written Tests (multiple levels).

**For More Information or to Order Review Copies Contact:**

**DENNIS A. JOINER & ASSOCIATES**

**4975 Daru Way, Fair Oaks, CA 95628**

**Phone: (916) 967-7795**

**Toll free: (877) 623-7432**

**E-mail: [joinerda@pacbell.net](mailto:joinerda@pacbell.net)**



---

# 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 authors, Michi Vonnegut and Frank Dumin are members of a team that received honorable mention for their work in revamping New York State's Information Technology testing program.

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

## New York State's Automated Information Technology Testing System (ITTS)

**By Michi Vonnegut and Frank Dumin**

**B**ackground: The Department of Civil Service is New York State's central personnel agency. One of the Department's major responsibilities is to provide testing services and technical assistance to over 100 New York State municipalities (cities, towns, counties, etc.). Over recent years, to deal with the demands of the information age, municipalities have created increasing numbers of information technology (IT) positions. This, in turn, generated an increased demand for IT testing services from the Department. Very rapidly, the Department found that the old way of doing business did not meet the municipalities' IT testing needs.

Under the old IT testing system, the Department would accumulate requests for IT examination assistance from municipalities all over the state and would administer a municipal IT test series once a year. Depending on the timing of the requests, municipalities might have to wait up to a year for an examination to be scheduled. Additionally, municipalities would have to wait up to two months more for the Department to process and report the test results. All too frequently, by the time a municipality could finally offer jobs to successful IT test candidates, many had already found jobs elsewhere. This would force the municipality to appoint a non-tested individual on a provisional basis, pending the next annual IT test. If the provisional appointee subsequently failed the IT test, the municipality would then have to replace that individual, resulting in personnel and program disruption.

### **An Automated, Web-based Selection Device:**

To address this problem, the Department developed the IT Testing System (ITTS) which municipalities can use to

develop and administer their own IT tests via personal computer and the Web. ITTS enables municipalities to craft job-specific, IT examinations via automated modules. ITTS will generate a multiple-choice test for cognitive skills, a written simulation test for interpersonal and problem-solving skills, and an evaluation of training and experience (T&E). The multiple-choice and simulation tests are qualifying; the T&E test is weighted. All selection devices can be computer-administered and scored. Using ITTS, municipal personnel can conduct job analysis, craft test plans, announce tests, prepare test materials, administer tests, and score tests, as needed, all electronically.

### **IT Job Analysis Questionnaire:**

First, municipal personnel identify the critical functions of the job. A Department-developed IT Job Analysis Questionnaire is used to select from a list of twenty-one IT functions and 156 associated tasks. Municipal personnel then identify the relative importance of and % of time spent on each of the selected functions, and weight the relevant functions for the particular job.

### **IT Exam Planner Module:**

The job analysis information is then entered into the Exam Planner Module. Using this information, the Exam Planner Module crafts a customized Training and Experience (T&E) questionnaire and rating scale, and a job-specific qualifying test, using test components that are hard-coded into the system. The Exam Planner Module also produces electronic and hardcopy versions of the examination description for municipalities to use on examination announcements.

*(continued on next page)*

### **IT T&E Questionnaire Module:**

The IT T&E Questionnaire Module presents a customized T&E questionnaire in either electronic or hard copy form. The T&E questionnaire can be administered via Internet. Candidates enter job-relevant activities, formal degrees, and IT-related training courses and certifications. Candidates must also provide contact information for people who can verify the education, achievements, and experiences they have claimed.

### **IT T&E Scoring Module:**

The IT T&E Scoring Module ranks candidates on their self-reported, job-relevant activities. Credit is based on the level and depth of experience, rather than time-in-job, with weights determined by information from the job analysis. Seniority and veterans' credits are included where applicable. Following simple instructions, municipalities run the scoring module to produce instant, detailed score reports and summaries for each candidate. One summary shows how many points the candidate earned for each T&E entry so the candidate can check that information was captured and scored correctly. Another summary presents the candidate's T&E information in résumé format.

### **IT Qualifying-Test Module:**

The IT Qualifying-Test Module administers and scores the qualifying test. To maintain test security, the qualifying test is PC-administered in a secure, centralized environment — typically the municipal personnel office. The municipality can administer the qualifying test to all candidates at the time they take the weighted T&E, to groups of candidates as they become reachable on the eligible list, or to individual candidates when they receive a conditional offer of employment. The qualifying test is instantly PC-scored and the score notice provides a breakdown of how candidates did on each part of the test. ITTS allows for the banking of qualifying-test scores. Candidates who take different IT examinations that use the same qualifying test, can use banked, passing scores instead of having to re-take the qualifying test each time.

### **Administration Module:**

The heart of ITTS is the Web-based Administration Module. This module enables municipalities to electronically manage their IT examinations, from initial application review, through final eligible list production. Once an IT test is created on ITTS, the municipality uses the

Administration Module to enter applicant names, identification numbers, examination numbers, and any seniority and/or veterans' credits to which candidates might be entitled, into the database. The municipality then notifies approved applicants of the examination Web-site address. After applicants submit their IT questionnaires via the Internet, the municipality retrieves the information via the Administration Module. The municipality can then generate lists of eligible candidates and final scores that include due seniority and/or veterans' credits. Using the Administration Module, municipalities can also print and review candidates' questionnaires for verification purposes, or generate computational review records for candidates who wish to verify that their scores have been computed correctly.

### **Additional Features:**

In addition to the features listed above, ITTS offers:

- compatibility between Web-based and PC-based modules for flexible test administration
- easy-to-follow instructions for PC and Web set-up and administration
- user guide in hardcopy and electronic form
- regional training sessions for users across the state
- Help Desk service for users across the state
- attractive and easy to understand computer graphics
- integrated, on-screen computer preparation exercises and practice tests for candidates
- automated generation of T&E resumes which managers can use for the interview process

### **Summary:**

With the implementation of ITTS, New York State municipalities no longer have to tolerate the inefficient delay between when they need to fill an IT position and when they can offer the position to a qualified candidate. Now, municipalities can hold IT examinations on their own, via PC-based or Web-based modules, as soon as the need arises. If desired, candidates can be tested and offered a job on the same day. In addition, the Job Analysis Module has made it much easier for municipalities to accurately describe and classify IT positions, resulting in much more job-related IT examinations.

For more information, contact Frank Dumin by phone at (518) 457-7007 or by e-mail at [fpd@cs.state.ny.us](mailto:fpd@cs.state.ny.us).



---

# Penn State Establishes Center for Personnel Assessment and Selection

## **IPMAAC, MAPAC, and Penn State enter into agreements to make personnel assessment seminars more widely available**

**P**ennsylvania State University (Penn State), the International Personnel Management Association Assessment Council (IPMAAC), and the Mid-Atlantic Personnel Assessment Consortium (MAPAC) have entered into agreements which will make IPMAAC and MAPAC personnel assessment seminars more accessible to practitioners. As a result of the agreements, Penn State established the Center for Personnel Assessment and Selection (CPAS) under the Justice and Safety Institute of the College of Liberal Arts. The Center will be offering personnel assessment seminars in a variety of locations nationwide.

The following three-day seminars will be offered by the Penn State Center for Personnel Assessment and Selection under the agreements with IPMAAC and MAPAC. Additional seminars may be added in the future.

### **IPMAAC Seminars**

- Examination Planning (Planning Hiring and Promotional Assessments)
- Ratings of Training and Experience (T&E's)
- Structured Employment and Promotional Interviewing (Oral Examinations)

### **MAPAC Seminars**

- Job Analysis for Content Validation
- Written Test Item Writing
- Statistics for Personnel Selection Specialists

Details on the above six seminars are available on the IPMAAC and MAPAC web sites (see training web pages under [www.ipmaac.org](http://www.ipmaac.org) and [www.ipmaac.org/mapac](http://www.ipmaac.org/mapac)). The Penn State CPAS web site is [www.outreach.psu.edu/cpas](http://www.outreach.psu.edu/cpas).

The agreements will help to accomplish the purpose of providing personnel assessment education and assistance to public and private organizations, promote professional assessment practice, and provide income for our professional organization which will be used to help keep training content current and develop additional needed training.

Following are some of the elements of the written and oral agreements between the organizations:

- Penn State will serve as a delivery unit for IPMAAC and MAPAC seminars and workshops. IPMAAC and MAPAC will serve as the content experts for the development and update of personnel assessment training, and maintain copyright ownership of all training materials.
- Penn State will grant continuing education unit (CEU) credits to those who complete each of the seminars.
- IPMAAC and MAPAC will continue to offer training directly to individual member organizations wishing to host the training. Penn State will focus on making the training more widely available by scheduling seminars in urban areas, and offering the training to a variety of public and private organizations and interested individuals.
- Seminar instructors will be provided by IPMAAC and MAPAC, and must be approved by Penn State.
- Penn State will share revenues from the training with IPMAAC and MAPAC.
- The organizations will coordinate training offerings to avoid duplication.
- Penn State will actively market the seminars by use of brochures, emails, a web site, and other promotional activities. Penn State CPAS will handle training arrangements, such as duplication of materials, obtaining equipment and facilities, registration, and budget management.
- IPMAAC, IPMA, and MAPAC will include information about scheduled CPAS training offerings in their newsletters and web sites.
- Penn State will provide feedback to IPMAAC and MAPAC on seminar and instructor effectiveness.

The agreements were established as a result of proposals made to the three organizations by Charley Sproule, Director of Sproule and Associates. Charley is a past IPMAAC and MAPAC President. He has focused his consulting business on the development and conduct of personnel assessment training. Over the past three years Charley led the update of the three IPMAAC personnel assessment seminars, and worked with MAPAC to assist in

*(continued on next page)*

the update or development of the three MAPAC seminars. Nancy Abrams of the Partnering Group, Bruce Davey, President, Bruce Davey Associates, and Jim Johnson, Director of Research, Department of Personnel, State of Tennessee, each worked with Charley on one or more of the IPMAAC seminar updates. Radford University students of Mike Aamodt prepared some of the updated course materials for two of the seminars.

The partnership between these entities began when Leo Dadigan, a former Pennsylvania State Police Officer, independent consultant and Penn State faculty member contacted Sproule & Associates and Donald Zettlemoyer, the Director of the Penn State Justice and Safety Institute. The evolution of the meeting to a new partnership and implementation plan involved IPMAAC and MAPAC Presidents Donna Denning, Harry Brull and Elliot Lasson, and Training Committee Chairs Mabel Miramon and Amy Bauer, as well as an ad hoc committee of IPMAAC members including Mike Willihnganz and Jim Johnson, and IPMA staff Sara Shiffert and Julie Galli. Avis Kunz of the Penn State outreach office leads the implementation planning effort for CPAS. Laura Miller of Penn State has done graphic design and marketing work.

Since the agreements were signed, originals and electronic copies of all IPMAAC seminars and the MAPAC job analysis seminar have been provided to Penn State. The two remaining MAPAC seminars are being updated, and will soon be provided to Penn State. IPMAAC has established criteria for seminar instructors and identified a pool of qualified instructors. A national web-based training needs survey is being developed by Jim Johnson and Tony Perry of the State of Tennessee to help determine the location of future seminars, and to help identify the need for additional seminars. Penn State has initiated the marketing effort by developing a brochure on available training, creating a CPAS web site, and creating targeted marketing lists. A conference session related to this effort has been proposed for the June 2003 IPMAAC Annual Conference. The first CPAS course offerings will be in the summer of 2003.

For further information concerning the agreements or the training programs, contact Mabel Miramon, IPMAAC Training Chair at [mmiramon@spb.ca.gov](mailto:mmiramon@spb.ca.gov) phone 916 653-1401, or Elizabeth Silberg, MAPAC Training Committee Chair at [esilberg@dbm.state.md.us](mailto:esilberg@dbm.state.md.us), or Avis Kunz Pennsylvania State University outreach office at [alm2@outreach.psu.edu](mailto:alm2@outreach.psu.edu) phone 814 863-6725. —ACN

**IPMAAC and Pennsylvania State University have entered into an agreement to allow Pennsylvania State University to offer IPMAAC training programs at locations throughout the Country. The seminars are three days each and topics cover Examination Planning, Oral Examinations, and Training and Experience Evaluations. They will also offer MAPAC's Job Analysis, Item Writing, and Essential Statistics for Selection seminars. For further information contact Mabel Miramon, IPMAAC Training Chair at [mmiramon@spb.ca.gov](mailto:mmiramon@spb.ca.gov) or Avis Kunz with Pennsylvania State University's Outreach Office of Program Resources at [alm2@outreach.psu.edu](mailto:alm2@outreach.psu.edu).**

---

# 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](http://www.apa.org) as it is updated.

## **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. The February meeting topic was the strategic value of employee surveys and featured a presentation by Jack Wiley, Ph.D., CEO of Gantz Wiley Research. 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 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 p.m. to 5:00 p.m. featuring several speakers addressing a topic. Tentative meeting dates for 2003 are 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/](http://www.iit.edu/~ciop/)

## **International Public Management Association for 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.

## **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](http://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 Delaware. For details on MAPAC, contact Amy Bauer at (410)545-5609, or go to its website at [www.ipmaac.org/mapac/](http://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 MAPAC programs may be obtained from Sidney Teske at [Sid.Teske@co.hennepin.mn.us](mailto: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](mailto:vspackma@srpnet.com) or visit the PTC/AZ website accessible through the IPMAAC website at [www.ipmaac.org/ptcaz](http://www.ipmaac.org/ptcaz)

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

## **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](http://www.ipmaac.org/ptcnc)

*(continued on next page)*

### **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](mailto:bstyers@hr.co.san-bernardino.ca.us) or visit the PTC/SC website accessible through the IPMAAC website at [www.ipmaac.org/ptcsc](http://www.ipmaac.org/ptcsc)

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

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 is comprised of public agencies from the western region of the United States who have joined together to promote excellence in personnel selection practices. WRIPAC has three meetings each year that are typically preceding by a training offering. Additionally, WRIPAC has published a monograph series and job analysis manual. WRIPAC's spring meeting is scheduled for May 1-2 in Sacramento, CA. The WRIPAC training workshops "Item Writing" and "Easier, Speedier and Still Valid" will be offered on April 30th. Additional information may be obtained by visiting WRIPAC's website accessible via the IPMAAC's 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



## Book your room now!

### 27th Annual Conference on Personnel Assessment

Holiday Inn Inner Harbor  
301 W. Lombard St.,  
Baltimore MD 21201.

For more information or to reserve a room,  
please contact the Holiday Inn:  
410-685-6169 or 1-800-HOLIDAY or  
[www.holiday-inn.com/bal-downtown](http://www.holiday-inn.com/bal-downtown).

When making a reservation,  
please use our group code (IPM)  
to get the IPMAAC room rate of \$139.00.  
This special rate ends May 20, 2003.

*Exploring New Horizons  
in Assessment*

For information, contact Julie Galli:  
703-549-7100 x252 or [jgalli@ipma-hr.org](mailto:jgalli@ipma-hr.org)

---

# Upcoming International, National, and Regional Conferences and Workshops

## APRIL

- 6-9: Human Resources Planning Society: Annual Conference. Rancho Mirage, CA. Contact: [www.hrps.org](http://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, FLA. Contact: [siop.org](http://siop.org)
- 21-23: IPMA Western Region Conference. Denver, CO.
- 21-25: American Educational Research Association annual convention. Chicago, IL. Contact: [www.aera.net](http://www.aera.net)
- 21-25: National Council on Measurement in Education annual convention. Chicago, IL. Contact: [www.ncme.org](http://www.ncme.org)
- 23: PTC-SC meeting: Adverse Impact.
- 23-25: SHRM Employment Management Association Conference. Las Vegas, NV.
- 30: WRIPAC Training Workshops. Item Writing; Easier, Speedier, and Still Valid.

## 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, DE, Atlantic Sands Hotel
- 15: MPPAW Meeting. Panel of local business leaders presenting their experiences with mid-life career changes.
- 16: PTC/NC Luncheon Meeting (Sacramento)

- 21: BAAP Meeting. Charlie Grantham, Ph.D. and Jim Ware, Ph.D., "The Future of Work: New Jobs, New People, New Organizations"
- 22: Metro NY Association for Applied Psychology dinner meeting: W. Warner Burke, Professor, Columbia University, "Organization Change is NOT a Linear Process"
- 28-6/1: American Psychological Society Annual Conference. Atlanta, GA. Contact: [psychologicalscience.org](http://psychologicalscience.org)

## 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 NY Association for Applied Psychology dinner meeting: George Hollenbeck, Principal, Hollenbeck Associates, "Executive Coaching"
- 22-25: SHRM Conference. Orlando, FL.
- 22-25: IPMAAC Conference. Baltimore, MD.

## JULY

- 11: PTC/NC Luncheon Meeting (Sacramento)

## AUGUST

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

*(continued on next page)*



**SEPTEMBER**

- 3-5: WRIPAC Training and Meeting. Yosemite, CA.
- 12: PTC/NC Luncheon Meeting (Sacramento)
- 10-13: IPMA Conference. Chicago, IL.
- 17-19: MAPAC Fall Meeting. Washington D.C.
- 18: BAAP Meeting. East Bay.
- 22-24: Center for the Study of Work Teams Annual Conference. Dallas, TX Contact: [workteams.unt.edu](http://workteams.unt.edu)

29-10/2: Development Dimensions International. International Congress on Assessment Center Methods. Atlanta, GA. Contact: [assessmentcenters.org](http://assessmentcenters.org)

**OCTOBER**

- 13-17: Human Factors and Ergonomics Society. Annual Meeting. Denver, CO. Contact: [hfes.org](http://hfes.org)
- 17: PTC/NC 1/2-Day Training Program (Bay Area)
- 21-25: International Association of Chiefs of Police. Annual Conference. Philadelphia, PA. Contact: [Theiacp.org](http://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](mailto:smithk1@earthlink.net) or by telephone at (909) 798-4475.—ACN

# When Hiring The Best Matters



Assessment • Selection • Testing Services



CPS knows that when it comes to hiring, your public agency deserves the best. For more than half a century, we've been perfecting our services to ensure this happens.

**Put our team to the test.  
Let us help you make the  
*right* choice.**

**916.263.3600**

Offices in California, Wisconsin, and Washington, D.C.

# 2003 IPMAAC Board of Directors and Committee Chairs

## IPMAAC Board of Directors

### *President*

**Harry Brull (2003-2005)**  
Sr. VP, Public Sector Services  
Personnel Decisions International  
2000 Plaza VII Tower  
45 S. 7th Street  
Minneapolis, MN 55402  
Tel 612.337.8233, Fax 612.337.3695  
harry.brull@personneldecisions.com

### *President-Elect*

**Ilene Gast (2003-2005)**  
Senior Research Psychologist  
Immigration and Naturalization Service  
HQHRD-R&D  
800 K Street NW, Suite 5000  
Washington, DC 20536  
Tel 202.305.0590, Fax 202.514.4200  
ilene.f.gast@usdoj.gov

### *Past-President*

**Donna L. Denning**  
Personnel Research Psychologist  
City of Los Angeles  
700 East Temple Street, Rm. 320  
Los Angeles, CA 90012  
Tel 213.847.9134, Fax 213.847.9189  
ddenning@per.lacity.org

### *IPMAAC Representative to IPMA Executive Council*

**Paul Kaiser (2003-2005)**  
Director of CSC Operations  
NYS Dept. of Civil Service  
State Campus Building #1  
Albany, NY 12239  
Tel 518.457.2575, Fax 518.457.9491  
pdk@cs.state.ny.us  
dye\_david@bah.com

### *Board Members*

**Martin Anderson (2002-2004)**  
Connecticut Dept of Administrative Services  
165 Capitol Avenue, Room 404  
Hartford, CT 06106  
Tel 860.713.5042, Fax 860.713.7413  
martin.anderson@po.state.ct.us

**Dennis Doverspike (2003-2005)**  
Professor of Psychology  
Psychology Department  
University of Akron  
Akron, OH 44325  
Tel 330.972.8372, Fax 330.972.5174  
dd1@uakron.edu

### **Jennifer French (2002-2004)**

Sr. Associate  
Darany and Associates  
P.O. Box 6037  
Kingman, AZ 86402-6037  
Or  
229 Deloris Ave  
Kingman, AZ 86401  
Tel 928.757.7783, Fax 928.757.2967  
jfrench@ctaz.com

### **David Hamill (2001-2003)**

Immigration and Naturalization Service  
Research & Development Branch  
800 K Street, NW, Room 5000  
Washington, DC 20536  
Tel 202.305.1746, Fax 202.305.3664  
david.g.hamill@usdoj.gov

### **Deonda Scott (2001-2003)**

Civil Service/Testing Manager  
City of Orlando  
400 S. Orange Avenue  
Orlando, FL 32801-3302  
Tel 407.246.2061, Fax 407.246.2019  
deonda.scott@cityoforlando.net

## Committees

### *Conference Program*

**Ilene Gast**  
Senior Research Psychologist  
Immigration and Naturalization Service  
HQHRD-R&D  
800 K Street NW, Suite 5000  
Washington, DC 20536  
Tel 202.305.0590  
Fax 202.305.3664  
ilene.f.gast@usdoj.gov

### **Amy Bauer**

MD State Hwy Administration  
707 N. Calvert St Room C602  
Baltimore, MD 21202  
Tel (410) 545-5609  
Fax (410) 333-6023  
abauer@sha.state.md.us

### *Conference Host*

**Christine Parker**  
Testing Department  
6 St. Paul St. 5th Floor  
Baltimore, MD 21202  
Tel (410) 767-0710  
Fax (410) 333-0689  
cparker@mdot.state.md.us

### *Marketing/Publicity*

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

### *University Liaison/Student Paper Competition*

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

### *Continuity*

**Ilene Gast**  
Senior Research Psychologist  
Immigration and Naturalization Service  
HQHRD-R&D  
800 K Street NW, Suite 5000  
Washington, DC 20536  
Tel 202.305.0590  
Fax 202.305.3664  
ilene.f.gast@usdoj.gov

### *Professional/Scientific Affairs*

**Dennis Doverspike**  
Professor of Psychology  
Psychology Department  
University of Akron  
Akron, OH 44325  
Tel 330.972.8372  
Fax 330.972.5174  
dd1@uakron.edu

### *Assessment Council News*

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

### *Electronic Communications Network*

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

### *Training/Workshop*

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

### *Innovations in Assessment Award*

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

### *Nominations/Bylaws*

**Donna L. Denning**  
Personnel Research Psychologist  
City of Los Angeles  
700 East Temple Street, Rm. 320  
Los Angeles, CA 90012  
Tel 213.847.9134  
Fax 213.847.9189  
ddenning@per.lacity.org

### *Bemis Award-Nomination*

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

---

# 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:

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.

## *Editor*

### **Deonda Scott**

Civil Service/Testing Manager  
City of Orlando  
400 S. Orange Avenue  
Orlando, FL 32801-3302  
Tel: (407) 246-2061  
Fax: (407) 246-2019  
deonda.scott@cityoforlando.net

## *Associate Editors*

### *Assessment Council Affairs*

#### **Kristine Smith**

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

### *Technical Affairs*

#### **Mike Aamodt**

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

### *Practice Exchange*

#### **Ilene Gast**

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

## **IPMA**Assessment Council

**International Public  
Management Association –  
Human Resources**  
1617 Duke Street  
Alexandria, VA 22314  
Phone: (703) 549-7100  
Fax: (703) 684-0948

---

## *IPMA Staff*

### **Julie Galli**

Director of Assessment Products  
jgalli@ipma-hr.org

### **Debbie Booze**

Association Services Coordinator  
dbooze@ipma-hr.org

### **IPMA-HR**

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