

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

June 2003

Inside:

News of the Councils	3
Upcoming Events	6
Board of Directors and Committee Chairs	10
About the ACN	11

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Brull's Ramblings

By now you've received Julie Galli's exhortation to book your rooms in Baltimore. I'm adding whatever influence I can muster to have you join us for IPMAAC 2003 annual conference.

I realize that many of you are in situations where your agency will not financially support training or travel. I'm hoping that conference attendance is important enough to consider paying your own way. As Microsoft used to say to its employees, "We don't guarantee you employment, but we guarantee you will be employable." Where else but IPMAAC can you obtain state-of-the-art tools, developments, and information necessary to maintain your professional cutting edge? And if the worst case happens, where else but the IPMAAC annual conference can you network with assessment professionals who are aware of opportunities? And I guess my last argument is to invite you to share stories, woeful or gleeful, over cosmopolitans in the Presidential Suite. I hope you make it to Baltimore.

On a lighter – but actually scarier – note, Minnesota has done it again! You

remember us, the state with the goofy governor? Well, Ventura is history but the goofiness isn't over.

Our legislature and governor has just enacted the Minnesota Citizens' Personal Protection Act of 2003. In a nutshell, this bill allows individuals to conceal and carry a pistol or other firearm anywhere except where specifically prohibited by statute. Where is that, you might ask? Well, interestingly, one place it is not permissible to prohibit is the parking facility or parking area of any private establishment. You think that's crazy? Another place where, by statute, handguns are permissible is sports facilities. So, without being sexist about it, women's purses are searched upon entering the Metrodome (football Vikings and baseball Twins). If bottled water is discovered, it is confiscated. However, handguns are perfectly o.k. Our governor claims it will make people safer. And this isn't the goofy governor, this is a Republican.

Stay tuned, who knows what will happen by the time we meet in Baltimore.—ACN

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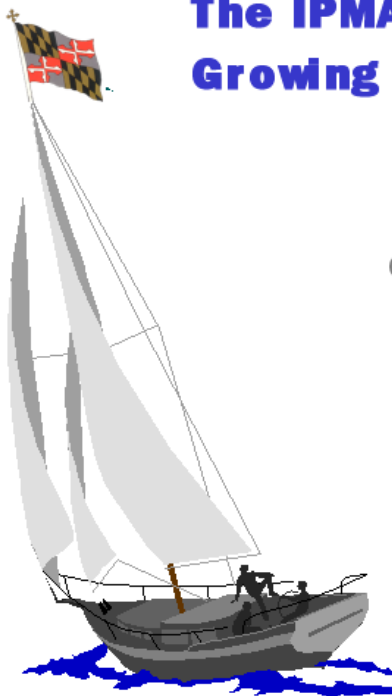
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IPMAAC Across the Nation – News of the Councils

By Kristine Smith, Associate Editor

American Psychological Association (APA)

The 2003 Convention will be in Toronto 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 Web site at 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 May meeting topic was "The Future of Work: New Jobs, New People, New Organizations" presented by Dr. Charlie Grantham and Dr. Jim Ware of the Future of Work Project. Check the Web site 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 p.m. to 5:00 p.m. featuring several speakers addressing a topic. For more information and to confirm meeting dates and topics visit their Web site at www.iit.edu/~ciop/

Gateway Industrial-Organizational Psychologists (GIOP)

GIOP is a group of psychologists and human resources professions in the metropolitan St. Louis area. The group consists of over 150 members and offers programs and conferences on a wide range of topics. Recent programs have been on needs analysis and best practices in mentoring relationships and processes. For more information, visit the GIOP Web site at www.giop.org

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-HR 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.

Mid-Atlantic Personnel Assessment 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 was held on May 14-16 in Rehoboth Delaware and included sessions on the development of a web-based training and experience system, developing biodata items for public sector selection, motivating employees in the public sector, current theory and practice in the measurement of experience, and developing hybrid situational judgment and knowledge and ability based examinations. The fall meeting will be held on September 17 - 19 in Washington, D.C. For details on MAPAC, contact Amy Bauer at 410-545-5609, or go to the MAPAC Web site 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. MPPAW is currently planning its meeting schedule for fall 2003. Information on MPPAW programs may be obtained from Sidney Teske at Sid.Teske@co.hennepin.mn.us

(continued on next page)

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 Web site accessible through the IPMAAC Web site at 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 Web site accessible through the IPMAAC Web site at 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 Web site accessible through the IPMAAC Web site 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. The PTC/SC Spring Conference, "Maximizing Resources in Challenging Times" was held on May 15th. 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 Web site accessible through the IPMAAC Web site at www.ipmaac.org/ptcsc

Society of Human Resource Management (SHRM)

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 was held in Orlando, Florida on April 10 - 13, 2003. Future SIOP conferences are scheduled for 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 preceded by a training offering. Additionally, WRIPAC has published a monograph series and job analysis manual. WRIPAC's spring meeting was held on May 1-2 in Sacramento, CA.. The fall meeting will be held on September 4-5 in Yosemite, CA. Training offered in conjunction with the fall meeting includes a two-day workshop on job analysis on September 2nd and 3rd and a one-day workshop on assessment centers on September 3rd. WRIPAC is also planning a 25th Anniversary celebration for its meeting in May 2004. Additional information may be obtained by visiting WRIPAC's Web site accessible via the IPMAAC's Web site 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



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Upcoming International, National, and Regional Conferences and Workshops

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. Dr. Mike Willihnganz, CPS, "Strategies for Managing an Organizational Downsizing: Emphasizing the People vs. the Process"
- 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, FLA.
- 22-25: IPMAAC Conference. Baltimore, MD.
- 25: PTC/SC Luncheon Meeting.

JULY

- 9: PTC/MW Luncheon Meeting. Dr. Shaobang Sun, HumRRO, "Selection Testing in China"
- 11: PTC/NC Luncheon Meeting.
- 23: PTC/SC Luncheon Meeting.

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. Toronto.
- 15: PTC/NC Luncheon Meeting.
- 27: PTC/SC Luncheon Meeting.

SEPTEMBER

- 3-5: WRIPAC Training and Meeting. Yosemite, CA.
- 10: PTC/MW Luncheon Meeting. Dr. Cassie Fields, Fields Consulting Group. Topic TBA.
- 12: PTC/NC Luncheon Meeting.
- 10-13: IPMA Conference. Chicago, IL.
- 17-19: MAPAC Fall Meeting. Washington D.C.
- 18: BAAP Meeting. East Bay. Dr. Mitchell Marks, "Charging Back Up The Hill: Workplace Recovery After Mergers, Acquisitions, and Downsizing."
- 22-24: Center for the Study of Work Teams Annual Conference. Dallas, TX Contact: workteams.unt.edu
- 9/29- International Congress on Assessment Center
- 10/2: Methods. Atlanta, GA. Contact: assessmentcenters.org

(continued on next page)

OCTOBER

13-17: Human Factors and Ergonomics Society. Annual Meeting. Denver, CO. Contact: hfes.org

17: PTC/NC _ Day Training Program

21-25: International Association of Chiefs of Police. Annual Conference. Philadelphia, PA. Contact: Theiacp.org

23-24: PTC/SC Fall Conference and 50th anniversary celebration. Long Beach, CA - Queen Mary.

NOVEMBER

5: BAAP Meeting. Member panel on succession planning.

5-8: American Evaluation Association. 18th Annual Conference. Reno, NV.

Contact: <http://eval.org>

14: PTC/NC Luncheon Meeting.

(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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Saying Goodbye to a Friend

IPMAAC member David Orr, is retiring effective May 3, 2003. His 32-year federal career included assignments with the Navy Department, Defense Mapping Agency, ACTION, the Customs Service, Federal Election Commission and most recently, at the Court Services and Offender Supervision Agency as Associate Director for Human Resources. He is joining the firm of Gene Rouleau & Associates and will also do free lance consulting and training.

David is also a long-time IPMA-HR member and former Federal Section President. He intends to stay active with both the Federal Section and the Assessment Council.—ACN



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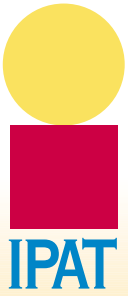
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About the *ACN*

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:

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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