

# ACN

## Assessment Council News

### Newsletter of the IPMA-HR Assessment Council

December 2003

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IPMAAssessment  
Council

International Public Management  
Association for Human Resources  
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## Brull's Ramblings

**W**inter has come to Minnesota (our fall, both days of it, was lovely). A highlight for me was a visit to Ithaca, New York to watch my daughter play rugby for Cornell. Whatever happened to the ballet dancer?

No huge IPMAAC news to report. The Board is preparing for its second meeting of the year to be held in early December. Usually we hold our second board meeting at the IPMA-HR conference. However, the Chicago IPMA-HR conference was earlier than usual and it didn't make much sense to meet again so soon.

For those of you who were at IPMAAC Baltimore (and stayed to the end), you undoubtedly remember my closing comments. I'm now ready to move forward on my promise. For those of you who weren't there or who have short memories, here's where things stand:

- I am prepared to make a \$100,000 contribution to IPMAAC.
- Half of it will be in the form of an outright gift, while the other half is a challenge grant which will match contributions from others.
- I have planned on using either the National Philanthropic Trust or the

Community Foundation for the National Capital Region as the vehicles for the funds.

- The IPMAAC board will have primary responsibility for allocation of funds.
- There are no strings attached.

Most importantly, we will be asking you to contribute to the fund. I personally hope to leverage every single one of the remaining \$50,000. I, or someone from the IPMAAC board, will be contacting you in the near future to consider a current gift to IPMAAC and/or to consider IPMAAC in your planned giving strategy. My goal is to help IPMAAC continue to deliver the quality professional development, support, and camaraderie from which we have all benefited. I'm asking you to join me now in giving back to this organization.

If you have any questions or comments, please feel free to contact me at 612/337-8233 or [Harry.Brull@personneldecisions.com](mailto:Harry.Brull@personneldecisions.com).

Thanks for the opportunity to be your 2003 president. I look forward to many continued years of association.

Harry Brull  
Minneapolis, Minnesota—ACN

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# Innovations in Assessment Award

**Martin W. Anderson, Ph.D., IPMAAC Innovations Award Committee Chair & Board Member**

**T**he International Public Management Association Assessment Council (IPMAAC) is pleased to announce that the nomination form for the 2004 Innovations in Assessment Award is now available. This award recognizes an individual or team of individuals for the development and application of an innovative personnel assessment tool or procedure. The award is open to any individual or group of employees in the personnel assessment field responsible for developing and applying an innovative assessment tool or procedure within recent years.

The Innovations in Assessment Award will be presented formally at the upcoming IPMAAC Conference that will be held in Seattle, WA June 20-23, 2004. The winner will

receive an engraved plaque to commemorate their accomplishment and a waiver of the conference registration fee for one person. In addition, award recipient(s) will be invited to share their innovation with the IPMAAC membership during a scheduled presentation at the conference and in an Assessment Council News article next year.

The nomination deadline is 5:00 pm EST March 5, 2004. Detailed information is available for the 2004 IPMAAC Innovations in Assessment Award in the nomination form that is available for download at [www.ipmaac.org](http://www.ipmaac.org).

For more information about the award, please email Dr. Anderson at [martin.anderson@po.state.ct.us](mailto:martin.anderson@po.state.ct.us)—ACN

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## From the Editor

*by Déonda Scott*

### Season's Greetings!

**T**his year went by quickly for me and it's hard to believe it's time for the last issue of the newsletter. I'd like to thank the people who made the newsletter possible this year. Harry Brull, thank you for presidential messages that never failed to keep us up to date. Associate Editors contribute the majority of newsletter content - there would literally be no ACN without them. Mike Aamodt continues to provide us with illuminating articles in his Technical Affairs column and his HR Humor columns always bring a smile. Kris Smith made sure you were in the know about developmental opportunities nationwide through her News of the Councils and Calendar section. Ilene Gast let us in

on the true success stories in our field through her Practice Exchange column. I am very grateful to be able to report that both Mike and Kris will return as Associate Editors next year. Ilene Gast will be serving IPMAAC as President next year and she will be focusing on that role. We are still looking for someone to fill her shoes as Associate Editor of the Practice Exchange column. If you're willing, or know of someone who would be good in that role, please contact me.

Thanks also to the IPMA-HR staff members and Greg Tinius of Tinius-Arts who publish and distribute the ACN.—ACN

## International Public Management Association Assessment Council

# Innovations in Assessment Award – 2004

**...to recognize the development of an innovative assessment tool or procedure**

Nominations should be submitted by 5:00 pm EST March 5, 2004 and no earlier than February 1, 2004

Mail nomination forms to:

Dr. Martin W. Anderson  
Connecticut Dept of Administrative Services  
165 Capitol Ave., Room 404  
Hartford, CT 06106

E-mail nomination forms to:

[martin.anderson@po.state.ct.us](mailto:martin.anderson@po.state.ct.us)

Fax nomination forms to:

(860) 622-2964

For more information, call:

(860) 713-5042

### Purpose

The purpose of this award is to recognize a person or group of employees for the development and application of an innovative personnel assessment tool or procedure.

### Recognition

The person or team selected to receive the Innovations in Assessment Award will receive a plaque, an invitation to present at the IPMAAC annual conference, and a waiver of the conference registration fee for one person. The award will be presented at the IPMAAC conference that will be held June 20 – 23, 2004, at the Renaissance Seattle Hotel, Seattle, Washington.

### Eligibility and Nomination

This award is open to any individual or group of employees in the personnel assessment field who has developed and applied an innovative personnel assessment tool or procedure within recent years. Both for-profit and not-for-profit tools or procedures may be nominated to receive this award. Nominations must be made or endorsed in writing on the cover sheet by an official in the agency or organization in which the assessment nominated was applied.

### Nomination Format

Nominations must be received by 5:00 EST March 5, 2004 regardless of format. Please do not submit nominations prior to February 1, 2004. Nominations may be submitted

as hard copy, by fax, or by electronic mail. A completed description sheet (see pages 4 and 5) must accompany each copy. Please include a narrative describing the specific contribution forming the basis for the nomination, not to exceed two single-spaced typed pages. Persons completing this form as an MS Word document may enter requested information in the gray text fields.

### Criteria for Nomination

Nominations will be reviewed to determine the extent to which they meet the criteria below. The assessment tool or procedure:

- Represents a significant extension of past practices or the development of new procedures or practices.
- Embodies sound measurement procedures.
- Results in improved efficiency and/or effectiveness of organizational functions.

Please make certain that your responses can be evaluated against these criteria.

### Restrictions

The purpose of this award is to promote the sharing of innovative techniques in personnel assessment. For that reason, the nomination for or receipt of this award may not be mentioned or used to endorse a for-profit tool, procedure, or product. In addition, it is required that any winners share their methodology with the public. Refusal to meet these conditions will result in immediate disqualification from consideration.

## Nominee Description Sheet

### Nominee(s)

(For group nominations, please attach separate sheet with the following information for group members and indicate group contact)

Name: \_\_\_\_\_

Position Title: \_\_\_\_\_

Organization (*spell out acronyms please*): \_\_\_\_\_

Street Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

### Name of Person Submitting the Nomination

Name: \_\_\_\_\_

Position Title: \_\_\_\_\_

Organization (*spell out acronyms please*): \_\_\_\_\_

Street Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Signature: \* \_\_\_\_\_

\*For electronic submissions, the submitter's e-mail address will substitute for the signature.

### Nominee Narrative

[illegible]



# LCR

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THE INTERNATIONAL PUBLIC MANAGEMENT  
ASSOCIATION ASSESSMENT COUNCIL  
(IPMAAC)

*ANNOUNCES*

**THE ANNUAL STUDENT PAPER COMPETITION (2003 -2004)**

IPMAAC is offering a student award that will recognize the achievements of students in the field of personnel management. Graduate, undergraduate, and former students are invited to submit research papers to be judged on the basis of their contribution to the field. The award winner will present the winning paper at IPMAAC's Annual Conference in Seattle, June 20-23, 2004. The winner will receive up to \$600.00 in conference related travel expenses, free conference registration, one-year membership in IPMAAC, and recognition in the widely read IPMAAC and International Public Management Association for Human Resources newsletters. In addition, the University Department where the student's research was completed will receive a \$500 grant and a plaque commemorating the student's IPMAAC award achievement.

**Competition Rules**

Papers must be theses, dissertations, or other student papers that describe original research conducted by the author while a student. Papers submitted must have been written within two years of the entry deadline, may not have been previously submitted to this competition, and must have been written as a student. Papers should address either substantive or methodological issues in areas such as the following:

- Personnel Selection
- Employment Tests
- Job Analysis
- Employee Performance Evaluation
- Assessment of Productivity or Organizational Effectiveness
- Assessment of Training Outcomes
- Other Related Topics

**Deadline**

All entries for the **2003-2004** competition must be **e-mailed** no later than **February 6, 2003** to:

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

**Entry Form**

An entry form can be found on our website at <http://www.ipma-hr.org/index.cfm?navid=157>



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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 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. 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. For more information and to confirm meeting dates and topics visit their website at [www.iit.edu/~ciop/](http://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. For more information, visit the GIOP website at [www.giop.org](http://www.giop.org)

## **International Public Management Association for Human Resources (IPMA-HR)**

Mark your calendars for the 28th Annual IPMAAC Conference, "Moving from Valleys to Vistas: Discovering Creative Solutions to Assessment Challenges." Plans are already underway for IPMAAC 2004 at the Renaissance Seattle Hotel in Seattle, WA, June 20-23. Jeanne Makiney and Julia McElreath are the Program Committee Co-chairs and Oscar Spurlin and Carla Swander are the Host Committee Co-chairs. The Call for Proposals has been issued and the deadline for submissions is December 12th.

## **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 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 next meeting will be held in April of 2004. The program will be the one that was planned for the September meeting which was canceled due to hurricane Isabel. For details on MAPAC, contact Amy Bauer at 410-545-5609, or go to the MAPAC 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 MPPAW 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/ptnc](http://www.ipmaac.org/ptnc)

*(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)**

Contact [www.shrm.org/education/](http://www.shrm.org/education/) for a current listing of seminars and conferences.

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

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. The spring meeting will mark WRIPAC's 25th anniversary. A special meeting and celebration is being planned for May 13-14 at the Riviera Resort and Raquet Club in Palm Springs, CA. 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 Singh, (909) 387-5575.

## **When Hiring The Best Matters**



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# Upcoming International, National, and Regional Conferences and Workshops

## JANUARY 2004

- 14: WRIPAC Pre-Conference training programs: "Internal Consulting" and "How to Hire Superstars" Orange County, CA.
- 15: MPPAW Meeting. Gordy Curphy, President, Curphy Consulting Services. "Leaders, Transitions, and Teams: Implications for Assessment and Development."
- 15-16: WRIPAC Meeting. Orange County, CA. Hyatt Regency Orange County.

## FEBRUARY

- 2-4: Association of Test Publishers. Annual Conference. "Technology in Testing: Advancements in Best Practices" Palm Springs, CA. Contact: [testpublishers.org/conference.htm](http://testpublishers.org/conference.htm)
- 7-11: American Society for Training and Development. Conference. "Techknowledge 2004" Anaheim, CA. Contact [astd.org](http://astd.org)
- 19: MPPAW Meeting. Frank Landy, CEO, SHL Litigation Support Services. "Can we protect psychology from the law? What's new in employment litigation."

## MARCH

- 4-6: Society of Psychologists in Management. Annual Conference. San Francisco, CA. Contact: [spim.org](http://spim.org)
- 18: MPPAW Meeting. Scott Brooks, Executive Consultant, Director of Research and Development, Gantz Wiley Research. "Employee attitudes: Ethics, the economy, and links to customer and business results."
- 22-24: SHRM "Global Forum" Bal Harbour, FL. Contact: [shrm.org](http://shrm.org)
- 31-4/2: IPMA Western Region Conference, "eHR: Are We Ready for The 21st Century?" Oakland Marriot City Center. Contact: [nccipma.org](http://nccipma.org).

## APRIL

- 2-4: Society for Industrial and Organizational Psychology. Annual Conference. Chicago, IL. Contact: [www.siop.org](http://www.siop.org)
- 12-16: American Educational Research Association. Annual Conference. San Diego, CA. Contact: [www.aera.net](http://www.aera.net)
- 13-15: National Council on Measurement in Education. Annual Conference. San Diego, CA. Contact: [www.ncme.org](http://www.ncme.org)
- 19-21: Employment Management Association. Annual Conference. Washington, D.C. Contact: [www.shrm.org](http://www.shrm.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



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Phone: **1.888.784.1290** Fax: **708.410.1558**

E-mail: **info@iosolutions.org**.

Web site: **http://www.iosolutions.org**.

**I/O Solutions is excited to present our new expanded line of products and services! Please contact us for more information on any of the following:**

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- **National Firefighter Selection Inventory**
- **National Correctional Officer Selection Inventory**
- **National Public Safety Dispatcher Selection Inventory**
- **Video-based Law Enforcement Examination**
- **Entry-level Oral Board Interview Programs**
- **Mechanical Reasoning Ability Test**
- **Personnel Report (Integrity/Ethics)**
- **In-depth Law Enforcement and Firefighter Personality Examinations**
- **Physical Ability Testing Programs**
- **Law Enforcement Supervisor I and II**
- **Law Enforcement Investigator**
- **Fire Service Supervisor I and II**
- **Firefighter Driver/Engineer**
- **Promotional Oral Board Interview Programs**
- **Assessment Centers or 'Standalone' AC Components**
- **EMT Basic**
- **EMT Intermediate**
- **Paramedic**
- **Online Exam Purchase, Administration, and Scoring**
- **Online Employment Applications**
- **Online Public Safety Morale and Community Surveys**
- **Job Analysis and Customized Exam Programs**

# 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  
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### *President-Elect*

**Ilene Gast (2003-2005)**  
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### *Past-President*

**Donna L. Denning**  
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### *IPMAAC Representative to IPMA Executive Council*

**Paul Kaiser (2003-2005)**  
Director of CSC Operations  
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### *Board Members*

**Martin Anderson (2002-2004)**  
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**Dennis Doverspike (2003-2005)**  
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Psychology Department  
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### **David Hamill (2001-2003)**

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david.g.hamill@dhs.gov

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

Civil Service/Testing Manager  
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Orlando, FL 32801-3302  
Tel 407.246.2061, Fax 407.246.2019  
deonda.scott@cityoforlando.net

## Committees

### *Conference Program*

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Senior Research Psychologist  
Immigration and Naturalization Service  
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Tel 202.305.0590, Fax 202.305-3664  
ilene.gast@dhs.gov

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### *Conference Host*

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### *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  
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### *Continuity*

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Tel 202.305.0590, Fax 202.305-3664  
ilene.gast@dhs.gov

### *Professional/Scientific Affairs*

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### *Electronic Communications Network*

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Tampa Electric Company  
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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  
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### *Innovations in Assessment Award*

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# About the *ACN*

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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 deadlines for 2004 are:

February issue is due on January 2

April issue is due on March 5

June issue is due on May 7

August issue is due on July 2

October issue is due on September 3

December issue is due on November 5

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-HR.

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