

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

April 2004

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Presidential News and Views

By Ilene Gast, President

It is nearly half-past March. By the time you read this, it will be spring and all of the ice will have melted from my driveway (finally). My New York friends, however, remind me that the Great Blizzard of '88 (that would be 1888—it made a BIG impression on the BIG Apple) occurred in the middle of March. I'm keeping my fingers crossed.

Seattle Bound—The 2004 IPMAAC Conference

I look forward to seeing all of you at IPMAAC's Annual Conference in Seattle from June 20-23. Please visit me in the "Presidential Suite" at the Renaissance Madison Hotel. There you will find a full range of libations and with your help, stimulating company.

I am thrilled with the way that the 2004 IPMAAC Conference is coming together. Program Chairs **Julia McElreath** and **Jeanné Makiney** have put together a top-notch program. Their Call for Proposals certainly attracted a wealth of high quality, interesting presentations. For more details, read their article in this edition of the ACN and watch IPMAAC Online's 2004 conference web page for future developments. Program Host Committee co-chairs **Oscar Spurlin** and **Carla Swander**, assisted by **Neil Davidson**, have worked hard to put together ample opportunities for networking. I keep getting in trouble for referring to these activities as the "Salmon Chanting Evenings."

IPMAAC conference planner par excellence, **Shannon Adaway** has been hard at work, too. In addition to her work with our host hotel, the Renaissance Madison Hotel, she has negotiated discounts on airfare and car rentals. Shannon asked me to remind

you that the deadline for registering at the hotel at the IPMAAC rate is May 21, 2004. Please call the hotel directly to make your reservations. The phone number is (206) 583-0300.

Membership and Committee Services (MCS)

The MCS committee, formerly known as the Marketing Committee, under the able leadership of **David Hamill**, is currently redesigning its mission in an effort to provide better services and support to IPMAAC's membership. In addition to improving services to IPMAAC's current membership, MCS will be exploring avenues to increase membership so other assessment professionals can benefit from IPMAAC membership. If IPMAAC can be of more assistance to you or our organization, or if you have ideas on how IPMAAC can improve its services, please contact David Hamill, MCS Chair at david.hamill@dhs.gov or (202) 305-1746.

IPMAAC's Training Committee

Training Committee co-chairs, **Mabel Miramon** and **Kris Smith** are working on a strategic plan for revitalizing IPMAAC's training function. As input, they are relying on results from the recently conducted training needs survey. As I write this, we have received feedback from 51 respondents and we hope for more. The preliminary results of the survey support the need for training in the core assessment-related skills addressed by IPMAAC's training courses (See <http://www.ipmaac.org/training.html>). IPMAAC courses are available through Penn State's *Center for Personnel Assessment and Selection* (<http://app.outreach.psu.edu/>)

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CPAS). In addition, IPMAAC can provide offerings that are customized to your organization's needs. If you are interested in hosting or attending these courses, please contact Mabel (mmiramon@spb.ca.gov) or Kris (smithk@earthlink.net).

The Stephen E. Bemis Award

Howard Fortson has agreed to represent IPMAAC on the Bemis Board again this year. In this capacity, he will vote (along with representatives from the other Bemis sponsoring agencies) for the 2004 award recipient. As in the past, the award will be presented at the IPMAAC in Seattle conference.

We would like your input on the Bemis Award process. Please help us to decide who will be IPMAAC's nominee for the award. Last year, under **Harry Brull**'s direction the nominations process became simpler and infinitely easier. Now, all you have to do to have someone considered for IPMAAC's nomination is to forward their name to me. The IPMAAC board will then consider all names submitted, select one to put forward, and prepare the nomination packet. You can call me (202-305-0590) with your recommendations or e-mail them to me (Ilene.Gast@DHS.GOV). Please submit your recommendations no later than Friday, April 17.

News from the American Psychological Association

Those of you who attended Conference in Chicago in 1998 may remember **Dr. Diane Halpern**'s interesting and informative keynote address, "Thinking Critically About Critical Thinking Assessment." Dr. Halpern is now the president of APA. In a recent conversation with **Marianne Ernesto**, IPMAAC's former Director of Assessment Services, Dr. Halpern remembered IPMAAC as a "great group." Changing topics a bit, Marianne, who is now APA's Director of Testing and Assessment wanted to make sure that her IPMAAC friends knew that the long awaited report of the APA task force on Psychological Testing on the Internet, *Psychological Testing on the Internet: New Problems, Old Issues*, is scheduled to be published in the April edition of the *American Psychologist* (AP). Although a condensed version of the 75 page report will be published in AP, the entire report will be available for downloading from the Science Directorate website (<http://www.apa.org/science>) shortly after publication of the condensed (35 pages) report.

Happy Birthday, DHS

On a more personal note, March 1 was the first anniversary of my employing agency, the Department of Homeland Security (DHS—not to be confused with HHS). We have already seen many changes here, but are well aware that the pace of change will continue to accelerate—at least for the foreseeable future. The creation of DHS is the biggest Federal Government reorganization since the Department of Defense was created in the late 1940s. It combines more than 20 different agency components and 180,000 employees who now share the same mission and focus. We will also be sharing a newly overhauled human resources system. The proposed regulations governing our redesigned

HR system were published for comment in the *Federal Register* on February 20. Ultimately, six HR subsystems will be affected: basic pay, job classification, performance management, labor relations, adverse actions, and employee appeals.

Changes to two of these subsystems, performance management and job classification, will have tremendous implications for us as assessment professionals. The proposed regulations merely outline the features of the new systems. Concepts must be turned into workable systems. As assessment professionals, we need to be front and center in the design and implementation of these new systems.

A new pay for performance system will replace the time-based General Schedule (GS) system of promoting individuals. Many promotion decisions, which have been dependent upon time in grade, will now be based on measures of job performance. Valid and reliable assessment procedures will become more important than ever.

In addition, DHS will be revamping its new system for classifying jobs to determine their relative value to the organization. Occupational clusters will replace "job series" and pay bands will replace grades. Exactly how we move from the familiar 15-grade GS classification and qualifications system into uncharted territory has yet to be determined. This is where sound job analysis skills will really prove their worth! However, we must move beyond what we know and adjust our methods to handle the challenges that the new system provides.

As we are working with organizational members to design and implement the new systems, we cannot lose sight of our role as 'change agents,' a role that is clearly defined in IPMA-HR's competency model. As HR professionals, we will be called upon to use our skills to help others through the change process—helping them adapt to new systems and procedures and to sustain change within their organizational units.

Recently, I found myself wearing the change agent hat for a while. A colleague and I were working with subject matter experts (SMEs) to develop an in-basket exercise for one of the new DHS components. All of the SMEs came from the same occupational series within this component. However, they came two distinct "legacy" organizations. Historically, each organization had distinctly different mission requirements, organizational structures, ways of conducting business, and organizational climates. We were attempting to develop a single exercise that would be seen as realistic by all.

Two days later (on schedule) we achieved our goal, but not without a few lessons learned (or at least reinforced).

1. Mediation and negotiation skills are important. We need to keep them fresh.
2. Panels like this one can serve an important role in the change process. They provide managers from differing backgrounds the opportunity to talk to each other about common issues associated with the change.
3. Finally, we must not lose sight of the fact that although we are part of the change process, we are also affected by the changes and therefore, subject to the same stresses as the individuals we are trying to help.—ACN

Technical Affairs

By Mike Aamodt, Associate Editor

This month's column contains some thoughts on using arbitrary passing scores as well as another attempt at HR humor. If you have a technical question you want answered or a piece of HR humor you want published, please submit it via email (maamodt@radford.edu).

The Danger of Arbitrary Passing Scores

At a recent conference, I had the opportunity to have dinner with two other professors who are current or past directors of I/O master's programs. During dinner, the conversation drifted to how frustrating it can be when you want to use established selection techniques to select new graduate students but the rest of the department wants to use invalid or untested methods. The three of us use regression equations to select new graduate students to our programs and have had to overcome resistance from faculty who believe that minimum scores are the way to go.

One of the program coordinators recalled a recent battle in which one of his colleagues insisted that they adopt a minimum score on each section of the GRE. When the coordinator replied, "The regression is working great. Why would we want to adopt a minimum score that you pull out of thin air (not the exact location of where the score was pulled from)?" To which his colleague replied, "Not one that we pull out of thin air, I'm thinking of 410 on each section." Where 410 came from, nobody knew but the proposal for using 410 started to gain momentum in the department.

To stem the momentum, the program coordinator went into his database of former students to determine which students would have been eliminated by the 410 passing score. Much to his surprise, he discovered that 30% of students who successfully completed the program would never have been admitted, including some of the best students the program produced. Even more troubling was the finding that 63% of the minority students who successfully completed the program would have been denied admission had the 410 cutoff been used.

What does this story tell us? The first is the importance of determining whether a passing score or a compensatory system makes sense in any given situation. Clearly in the situation described above, an arbitrary passing score would have been a disaster.

Passing scores should be used when there is a minimum level of something that is needed for an employee to be successful. For example,

- If a firefighter can't lift 75 pounds, he/she will be unable to lift the equipment needed to perform the job.
- If a restaurant server is not 21, he/she can't serve alcohol
- If a police cadet can't do basic math, he/she will not survive the academy
- If a clerk can't do at least 50 keystrokes per minute, he/she will not be able to input enough data for an organization to make money on his/her efforts.

Compensatory systems (usually using regression) should be used when higher levels of one competency can make up for lower levels on another competency. As an example, let's look at graduate school applicants. Most I/O master's degree programs use some combination of GRE scores and undergraduate GPA, with the average GRE score being around 1,050 and the average GPA being around a 3.4. When a regression equation is used, an applicant with a below average GRE of 900 (400 on the verbal section, 500 on the quantitative section) and an above average GPA of 3.8 might be considered as would an applicant with an above average GRE of 1200 and a below average GPA of 2.8. If a score of 410 or higher on each section of the GRE and a 3.0 GPA were required, both applicants would have been eliminated.

In selecting applicants for graduate school, a compensatory system makes sense because the elements of the battery (GRE, GPA, letters of recommendation) are somewhat interrelated. That is, the three elements of the battery are essentially tapping a student's ability and motivation to learn and apply material. A high score on the GRE indicates that a student has taken and comprehended lots of math and English courses. A low score is harder to interpret. It may be that the student hasn't taken many of these courses or it may indicate that they took the courses but didn't learn much (low ability and/or motivation). A high GPA demonstrates some combination of cognitive ability and academic motivation. A low GPA is harder to interpret as it might indicate low cognitive ability, a low level of

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motivation, personal constraints (e.g., full-time work, illness, raising a family), or some combination of the three (it certainly can't represent bad teaching).

The quandary in using passing scores occurs when a student has a low GRE but a high GPA. Using a passing score on the quantitative section would imply that there is a minimal level of math knowledge that a student must have to be successful in a master's degree program. While few would argue that students must have some degree of quantitative aptitude to be successful in graduate school to pass courses in statistics and psychometrics, one must question whether there is really a minimum level of algebra, geometry, and trigonometry needed to be successful in those classes. If there is not a minimum level, and my colleague's data suggest there may not be for a master's program, then a passing score on the quantitative section doesn't make sense. If however, the GRE score is a proxy for cognitive ability and academic motivation, a compensatory strategy that would include GPA, GRE scores, and letters of recommendation in a regression equation makes more sense.

With that being said, there may be plenty of situations in which cutoff scores can be successfully used in academic settings. The key to using cutoff scores is whether there is a true minimum level of something that is needed to be successful and whether the cutoff is set using an appropriate method (e.g., Angoff) rather than pulling one out of...the air.

HR HUMOR

A man in a hot air balloon realized he was lost. He reduced altitude and spotted a woman below. He descended a bit more and shouted, "Excuse me, can you help me? I promised a friend I would meet him an hour ago, but I don't know where I am."

The woman below replied, "You're in a hot air balloon hovering approximately 30 feet above the ground. You're between 40 and 41 degrees north latitude and between 59 and 60 degrees west longitude."

"You must be an engineer," said the balloonist.

"I am," replied the woman, "How did you know?"

"Well," answered the balloonist, "everything you told me is technically correct, but I've no idea what to make of your information, and the fact is I'm still lost. Frankly, you've not been much help at all. If anything, you've delayed my trip."

The woman below responded, "You must be in Management."

"I am," replied the balloonist, "but how did you know?"

"Well," said the woman, "you don't know where you are or where you're going. You have risen to where you are due to a large quantity of hot air. You made a promise which you've no idea how to keep, and you expect people beneath you to solve your problems. The fact is you are in exactly the same position you were in before we met, but now, somehow, it's my fault."—ACN

Call for Nominations

It's time to choose IPMAAC's president and board members for terms beginning in 2005. Our by-laws call for a ballot to be distributed at least 60 days before the annual business meeting (Wednesday, June 23 at the IPMAAC Conference in Seattle) and received back no less than 30 days before the business meeting.

The Nominations Committee, chaired by **Harry Brull** as past president of IPMAAC, is charged with the responsibility of putting the ballot together. We want your input! We are seeking nominations for both IPMAAC president and board terms. Please forward your nominations (indicate your nomination is for president-elect or one of the board member positions) to Harry by **Friday, April 9**. Then be on the lookout for your **electronic ballot** somewhere around **April 26**. Balloting will close **Friday, May 21**. If you are unable to vote electronically, please let Katie Pierce know as soon as possible so that we can make alternative arrangements.

Remember, we want to hear from you. Please get your nominations to Harry at harry.brull@personneldecisions.com or (612) 337-8233 by Friday, April 9. Your nominations ensure the continuity and capable leadership of IPMAAC. We thank you in advance for your thoughts.—ACN

Practice Exchange

By Bridget Styers and Kathryn Singh, Associate Editors

This month, the ACN features an article from the New York State Department of Civil Service. Many thanks to Willard Merwin for sharing the following information on developing, implementing and administering a web-based T & E examination system. If you are conducting a project that would interest the ACN readers, or if you know someone who is, please contact one of us. Bridget can be reached by e-mail at bstyers@hr.sbcounty.gov or by phone at (909) 387- 5575. Kathryn can be reached by e-mail at ksingh@hr.sbcounty.gov or by phone at (909) 387-5583.

New York State's Web-based Training and Experience Examination System

by Willard Merwin, Director, Testing Service Division

The New York State Department of Civil Service is New York State government's central personnel agency. One of its major functions is to provide testing services and technical assistance to over 100 municipalities throughout the state. These include cities (with the exception of New York City), towns, counties and other jurisdictions. An important service the Department provides to the municipalities is developing and scoring training and experience (T&E) examinations for municipal civil service titles. Each municipality has its own civil service agency, rules, regulations, positions, and needs. Minimum qualifications for civil service positions with the same or similar title may vary significantly from municipality to municipality. Although diverse, each of these municipalities has a common need—a T&E examination program that is easy to administer, is cost-effective and produces lists of eligible candidates quickly.

What did we do?

To address this need, the NYS Department of Civil Service developed an innovative testing system which is used to construct training and experience questionnaires, administer them over the Web, manage applicant information, score applicant results, and provide lists of eligible candidates to municipalities, all on-line. This system was developed by a team of individuals led by Frank Dumin from the Department's Testing Services Division, Mike Short from the Information Resources Management Division and Will Martin from the Municipal Service Division.

What were some of the problems?

Computer expertise and Internet capabilities vary widely among municipalities. In order for Web-based T&E testing to be successful, the Department had to devise a system which would provide every municipality with equal access to an integrated, automated system which could be used to administer and manage T&E examinations—without user

dependence on advanced technical equipment or staff expertise.

With this in mind, the Department produced a Web-based T&E system that allows the Department testing staff to construct title-specific T&E questionnaires, post them on the Internet, collect applicant responses, check applicant minimum qualifications, immediately rate applicant training and experience, and produce personalized rating sheets for applicant review. The Web-based system is a significant improvement over cumbersome manual practices. It can be easily used by non-IT Department testing staff to develop T&E examinations, and by non-IT municipality staff to administer T&E examinations.

How are the T&Es constructed?

Implementation of the new T&E system involved a shift from constructed-response T&Es to structured-response T&Es. Simply put, the constructed-response model required candidates to provide narrative descriptions of their relevant training and experience. Under the previous system, narrative based T&E questionnaires were scored by raters who applied a pre-determined rating scale to information presented by applicants. Under the new system, candidates are presented with a set of structured-response questions about their training and experience which are answered via a pull down menu or a "check-off" box from among the options presented. The previous system was akin to an essay test—the new system is more like a multiple-choice test. And, like computer-administered multiple-choice tests, the candidates' responses can be scored instantaneously.

A fundamental difference for the test developers between the traditional model and the Web-based system is where the test developers spend their time and use their expertise. The constructed-response model requires substantial 'after' work—comparing the sometimes difficult

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to decipher information provided by the candidate to the rating scale. This process is subject to error and can be very laborious; the workload is highly dependent on the number of candidates. The structured-response approach requires more time and rigor in the front end in developing interrelated questions which reliably capture information about candidate competencies. However, once the questionnaire and scale are developed, the process is much more efficient and the workload is much less dependent on the number of candidates.

To help construct this new type of T&E questionnaire, a program called the Instrument Builder is used. This Web-based application contains a catalog of custom, pre-programmed T&E questionnaire entry-fields. To construct the questionnaire, testing staff 'drag' the desired entry-fields from the catalog, and 'drop' them into the T&E questionnaire. Each entry-field is linked to relevant scoring parameters and scoring instructions. With this easy-to-use authoring application, non-programmers can produce Web-based T&E questionnaires for any number of civil service titles. Equally important is that over time, a library (or test item bank if you will) of T&E questions will become available to all examiners. Examiners will be able to utilize questions developed for one title that are appropriate to another. This will make the construction of future T&E questionnaires easier and more efficient.

How are the T&Es administered?

The heart of the automated T&E system is the Web-based Administration Module. This program enables Human Resource staff in each municipality to electronically manage the entire T&E process from initial application review to final eligible list production. Once Department testing staff construct the T&E questionnaire, staff in the municipality enter applicant names, identification numbers, examination numbers, and any seniority or veterans' credits to which applicants are entitled into the Administration Module. The municipality then notifies approved applicants of the T&E Web-site address. T&E questionnaires are available to applicants, for completion and submission via Internet, for a pre-determined period. After applicants submit their questionnaires, the municipality retrieves applicant T&E scores in the Administration Module and generates eligible lists of final scores which include any additional credits to which the applicants were entitled. Using the Administration Module, the municipality can also print and review candidate questionnaires for verification purposes or generate computational review records for candidates who wish to verify that their scores have been computed correctly.

What are the measurement implications?

The automated Web-based T&E examination system provides increased measurement rigor over previous manual procedures. As mentioned above, under previous procedures, narrative-based T&E applications were scored by raters who applied a pre-determined rating scale to information provided by applicants. This procedure relied heavily on rater interpretation and on the variable information provided by different applicants. Also, it was often very difficult to verify statements made by candidates. In contrast, the Web-based T&E system uses a T&E questionnaire, designed specifically for the particular title involved, to gather the same information from all applicants. This information is then uniformly computer scored against the rating scale. Standardizing the information collected from applicants, and removing rater interpretation from the scoring process, has increased the reliability and objectivity of the T&E measurement. The Web-based T&E system has also improved the process of verifying applicant claims. For each scorable element of training and experience an applicant claims on the questionnaire, the applicant must also provide a specific reference of an individual who can verify the specific claim.

Several automated scoring features also enhance the rigor of the T&E measuring device. The T&E scoring program prevents applicants from receiving credit more than once for a single period of employment, yet allows applicants to receive credit for overlapping periods of acceptable part-time employment. Since T&E scoring is programmed into the system, municipalities do not have to rely on staff expertise for scoring accuracy. In addition, the automated program can quickly and accurately score hundreds of T&E questionnaires. This is a great improvement over the time-consuming, error-fraught process of manual scoring large volumes of T&E questionnaires.

What are the results?

The Web-based T&E examination system now makes constructed response T&E development and administration easier and more efficient. The more T&E examinations that are moved from the manual system to the automated system, and the more years they run, the greater the savings in professional staff time that will accrue to the Department from the investment to develop the Web-based program. In addition, the Administration Module can be decentralized to any municipality with access to the internet, regardless of IT proficiency. The system's design, flexibility, and utility enable the Department of Civil Service to provide an integrated, uniform T&E system to all users. This significantly improves the efficiency and effectiveness of the Department's T&E service function, as well as the municipalities' T&E capabilities. —ACN

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Participate in the development of new Entry-Level Correctional Officer Examinations and receive a 20% discount off your first order of the new examination!

The International Public Management Association for Human Resources (IPMA-HR) is currently in the process of developing new Entry-Level Correctional Officer Examinations. IPMA-HR is presently looking for departments interested in participating in the next phase of the exam development, the concurrent validity study.

The validation study includes two phases: 1) administering the new Correctional Officer Examination to current Correctional Officers, and 2) having supervisors evaluate the correctional officer's job performance.

Data from correctional facilities around the country will be combined with the data you provide, and an item analysis will determine the best questions to include on the exam. The examination and performance evaluation data will then be used to conduct the statistical analysis to ensure that exam performance predicts job performance.

All participating departments will receive a discount of 20% off of their first order of the new correctional examination and a large discount may be offered depending on the number of participating officers from a department.

If you are interested in participating in this study, please tear out the form below and return it to IPMA-HR by fax or mail. If you have any further questions, please feel free to contact Kathleen Pierce at kpierce@ipma-hr.org or 703.549.7100, toll free 800.381.8378.

Correctional Officer Examination Development Participation Form

Yes, I would like to participate in the validation study for the correctional officer examination development project.

Please send me materials to test _____ (Fill in number) Correctional Officers.

Contact Person: _____

Title: _____

Agency: _____

Address: _____

City/State/Zip Code: _____

Telephone: _____

Fax: _____

Email: _____

Please return to:



IPMA-HR
Kathleen Pierce
1617 Duke Street
Alexandria, VA 22314
Phone: 703.549.7100
Fax: 703.684.0948

IPMAAC 2004 Conference News

by Jeanné Makiney & Julia McElreath

Haven'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 new contacts.

The program will kick off on Monday June 21, 2004, with an address by Fritz Drasgow entitled "Computerized Testing and the Internet: Opportunities and Challenges." This session will include a discussion of new item types and types of tests that are made possible via computerized testing, information on the APA Task Force on Internet Testing, discussion of an empirical study of proctored vs. unproctored testing, and other key issues regarding internet testing.

The focus of our MAPAC invited speaker session on Tuesday will be "Citizenship Performance: Its Nature, Antecedents, and Measurement" presented by Wally

Borman. To complete our invited speaker series on Wednesday, Dennis Joiner will give a WRIPAC-sponsored presentation entitled "Assessment Center Trends."

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 20, 2004:

Full Day Workshops

- Job Analysis
- Oral Examination
- Assessment Centers
- Best Practices in Test Administration

Half-Day Workshop

- Setting Minimum Qualifications
- Developing Competencies and Competency-Based Selection Procedures

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In addition, there are over 40 presentations during the conference on a number of topics in a variety of formats including paper sessions, tutorials, symposia and panel discussions. Topics range from tutorials on performance assessment and evaluation in the 21st century and lessons learned in selection practice to symposia on legal, psychometric, and practical considerations of adverse impact. Paper topics range from perceptions of test fairness and recruitment and applicant tracking systems to strategic human capital needs and implementation of video-based testing. Please see www.ipmaac.org for more information on the conference.

There is so much to do and see in Seattle, and our Host Committee, chaired by Oscar Spurlin and Carla Swander, 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, Seattle has something to offer! For example:

- Pike Place Market, with its jubilant, open-air celebration of fresh regional fruits and vegetables, seasonal flowers, herbs, seafood, spices, cheeses, hand-crafted work by artisans, eclectic shops, and fine restaurants and eateries
- The best in urban recreation can be found around Seattle —spectacularly scenic golf, kayaking and

canoeing, fishing and clamming, hiking, urban parks including Discovery Park (Magnolia neighborhood), Seward Park (Lake Washington) and Woodland Park Zoo and Rose Gardens.


- A short drive out of the city leads to skiing, snowboarding, river rafting, hiking and some of the most scenic parks around: Mt. Rainier National Park, Mount St. Helens National Volcanic Monument, North Cascades National Park, Olympic National Park and Rainforest, and Columbia River Gorge National Scenic Area.
- Seattle also has nationally respected opera, ballet, art galleries, museums, festivals, and theater
- For more information on things to do in and around Seattle, visit www.seeseattle.com.

Thank you to Shannon Adaway, Greg Beatty, Harry Brull, Roxanne Cochran, Ray Colangelo, Donna Denning, Ines Fraenkel, Jennifer French, Lee Friedman, Ilene Gast, Ben Gossard, David Hamill, Ted Hayes, Kristina Hui, Paul Kaiser, Reid Klion, Rose McKinney, Mabel Miramon, Christine Parker, Kristine Smith, Oscar Spurlin, and Carla Swander for reviewing proposals! And another special thanks to Christine Parker for helping with the conference program schedule! **See you in Seattle!**—ACN

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IPMAAC Across the Nation – News of the Councils

By Kristine Smith, Associate Editor

American Psychological Association (APA)

The 2004 convention will be in Honolulu, Hawaii from July 28-August 1. Future conferences will be 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 as it is updated.

Bay Area Applied Psychologists (BAAP)

The BAAP sponsors a speaker once a quarter. 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 discussion. Check their website at www.baaponline.org for the most current information on upcoming events, speakers, and topics.

Chicago Industrial/Organizational Psychologists (CI/OP)

CI/OP is a society of human resources professionals from the Greater Chicago area who meet to discuss current issues in I/O psychology. CI/OP generally has Friday afternoon sessions from 1:00 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/

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

IPMA-HR Assessment Council (IPMAAC)

The 28th Annual IPMAAC Conference, "Moving from Valleys to Vistas: Discovering Creative Solutions to Assessment Challenges" is scheduled for June 20-23 at the Renaissance Seattle Hotel in Seattle, WA. Jeanne Makiney and Julia McElreath are the Program Committee Co-chairs and Oscar Spurlin and Carla Swander are the Host Committee Co-chairs.

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.metroapppsy.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. For details on MAPAC, contact Amy Bauer at 410-545-5609, or visit the MAPAC website at www.ipmaac.org/mapac/

Minnesota Professionals for Psychology Applied to Work (MPPAW)

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

Personnel Testing Council of Arizona (PTC/AZ)

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

Personnel Testing Council of Metropolitan Washington (PTC/MW)

PTC/MW offers monthly luncheon programs and publishes an informative newsletter. See the 2004 calendar for scheduled luncheon speakers or visit the PTC/MW website accessible through the IPMAAC website at www.ipmaac.org

Personnel Testing Council of Northern California (PTC/NC)

PTC/NC offers monthly training programs addressing top-
(continued on next page)

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

Personnel Testing Council of Southern California (PTC/SC)

PTC/SC serves as a forum for the discussion of current issues in personnel selection and testing; encourages education and professional development in the field of personnel selection and testing; advocates the understanding and use of fair and non-discriminatory employment practices; and encourages the use of professionally sound selection and testing practices. For more information regarding luncheon meetings, workshops, upcoming conferences, or membership, please contact Mike Wheeler at MWheeler@PER.LACITY.ORG or visit the PTC/SC website accessible through the IPMAAC website at www.ipmaac.org/ptcsc

Society of Human Resource Management (SHRM)

Contact www.shrm.org/education/ for a current listing of seminars and conferences.

Society of Industrial/Organizational Psychology (SIOP)

The 2004 conference is scheduled for April 2-4, 2004 in Chicago, Illinois at the Sheraton Chicago Hotel & Towers. The 2005 conference is scheduled for 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 be held May 12-14 at the Riviera Resort and Racquet Club in Palm Springs, and will include special events to celebrate WRIPAC's 25th anniversary. Additional information may be obtained by visiting WRIPAC's website accessible via the IPMAAC's website at www.ipmaac.org

Western Region Item Bank (WRIB)

WRIB is a cooperative organization of public agencies using a computerized test item bank. Services include draft test questions with complete item history, preparation of "printer ready" exams, and exam scoring and item analysis. Membership includes 190 agencies nationwide. For more information, contact Bridget Styers at (909) 387-5575 or bstyers@hr.co.san-bernardino.ca.us —ACN

Upcoming International, National, and Regional Conferences and Workshops

APRIL

1-4: Society for Industrial and Organizational Psychology. Annual Conference. Chicago, IL. Contact: www.siop.org

12-16: American Educational Research Association. Annual Conference. San Diego, CA. Contact: www.aera.net

13-15: National Council on Measurement in Education. Annual Conference. San Diego, CA. Contact: www.ncme.org

14: PTC/MW Luncheon Meeting. Dr. Jose Cortina, George Mason University. "Self-Report Measurement of Personality: Not Much More Than Gee Wiz!"

19-21: Employment Management Association. Annual Conference. Washington, D.C. Contact: www.shrm.org

25-28: IPMA Southern Region Conference. Atlanta, GA. Contact: Brenda.Whitehead@co.fulton.ga.us

(continued on next page)

Calendar continued

25-28: Human Resource Planning Society. Conference. Phoenix, AZ. Contact: www.hrps.org

28: PTC/SC Luncheon Meeting.

28-30: MAPAC Meeting. Washington, D.C.

MAY

6: PTC/SC Spring Conference. "Looking Ahead: New Trends in Selection And Organizational Development" Brea, CA.

12: WRIPAC Pre-conference Workshops. "Selection Planning" & "Pass Point Setting" Palm Springs, CA.

13-14: WRIPAC Meeting and 25th Anniversary Celebration. Palm Springs, CA.

18-21: Organization Development Institute. Annual Conference. "What is New in Organizational Development and Human Resources Development" Chicago, IL. Contact: DonWCote@aol.com

20: MPPAW Meeting. Panel Discussion: "What Have You Done For Me Lately? An open discussion between MPPAW members and executives regarding the role of psychology in business."

21-27: American Society For Training and Development. Annual Conference. Washington, D.C. Contact: www.astd.org

26: BAAP Member Panel: "Discovering Your Unique Consulting Niche"

27-30: American Psychological Association. Annual Convention. Chicago, IL. Contact: www.psychologicalscience.org

JUNE

9: PTC/MW Luncheon Workshop.

13-16: IPMA Cental Region Conference. Grand Rapids, MI

13-16: IPMA Eastern Region Conference. New Haven, CT.

14-17: APA Advanced Training Institute. "Meta-Analytic Procedures" Riverside, CA. Contact: www.apa.org/science

20-23: IPMAAC Conference. Seattle, WA. Contact: www.ipmaac.org

27-30: Society for Human Resource Management. Annual Conference. New Orleans, LA. Contact: www.shrm.org

JULY

28-8/1: APA Annual Convention. Honolulu, HI. Contact: www.apa.org

AUGUST

6-11 Academy of Management. Annual Meeting. New Orleans, LA. Contact: www.aomonline.org

8-12 American Statistical Association. Annual Convention. Toronto, Canada. Contact: www.amstat.org

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

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



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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 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**
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- **Paramedic**
- **Online Exam Purchase, Administration, and Scoring**
- **Online Employment Applications**
- **Online Public Safety Morale and Community Surveys**
- **Job Analysis and Customized Exam Programs**

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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 deadlines for 2004 are:

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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