

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

June 2004

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Council

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See You in Seattle!

By Ilene Gast, President

Hi everyone. Last week, a group of us were walking back to the office after an early morning meeting. We were looking for the nearest Starbucks, when one of my co-workers happened to mention that the weather here in Washington DC was beautiful—just like the weather in **Seattle** in mid-June—clear, bright, and temperate. Practitioner/Researcher that I am, I decided to check this out on the internet. I learned that, in fact, despite its reputation, statistically Seattle is less likely to get rain in June than Washington, DC, New York City, or Chicago, both in terms of amount of rain and number of rain days. So here's yet another reason to come join us Seattle—for the sun.

Seriously, this year's IPMAAC Conference presents many other compelling reasons for you to visit Seattle June 20-23. First, with six pre-conference workshops and more than 40 presentations within three diverse tracks (Foundations, State of the Science, and Legal and Legislative issues) the program offers something for everyone. But don't take my word for it. Check it out for yourselves (<http://www.ipmaac.org>). Then there is the opportunity to network with like-minded colleagues, both formally and informally. There's a rumor that **Past President Harry Brull** will be reprising his world-famous Cosmos in the Presidential Suite. There is also the promise of another new specialty. Peruvian orange/sugar/coffee/shots may make a guest appearance courtesy of **Ines Fraenkel**. I hope you will all stop by.

Committee News

Two of the IPMAAC committees have recently completed their yearly cycle. First, the University Liaison/Student Paper Committee, chaired by **Lee Friedman** has awarded its 2004 Student Paper Award to Dr. Kevin Bradley, for his paper, *Are Personality Scale Correlations Inflated in Job Applicant Samples?* For those of you who are unable to attend his presentation at the IPMAAC conference, we will make sure that his paper is available on the IPMAAC website. Special thanks go to the academicians and practitioners who made some tough choices among an excellent crop of papers. The academic reviewers were: **Mike Aamodt**, **Mark Agars**, **Dennis Doverspike**, and **Corey Miller**. The practitioners included: **Elliot Lasso**, **Stephen Magel**, **Mike Willihnganz**, and yours truly.

A second round of applause goes to the winner of this year's winner of the Innovations in Assessment Award. The winning nomination was submitted by **Barbara Gates McGrath** on behalf of her staff at the Columbus (Ohio) Civil Service Commission: **Elizabeth Reed**, **Richard Cherry**, **John Swinger**, **Laura Wright**, and **Gloria Urban**. They successfully developed and administered a myriad of video-based, digitally engineered examinations for entry-level and promotional fire examinations. Their project will be highlighted during a special session at the IPMAAC conference and they will be invited to prepare an article for the

(continued on next page)

Practice Exchange in the ACN. Many thanks to Innovations Committee chair **Martin Anderson** and to the members of his committee: **Amy Bauer, Dennis Doverspike, Jennifer French, Paul Kaiser, Pamela Libby**, and **Ron Marmalesfsky**.

Although the IPMAAC year officially begins in January, the president-elect must begin to prepare fairly early in the preceding year. In the coming months, David Hamill (**David.Hamill@dhs.gov**), who begins his Presidential term in January, 2005, will be asking you for help in chairing and staffing IPMAAC's committees, all of which are listed on the last page of the ACN. But why wait for him to ask. He'd love to hear from you

Annual Board Meeting.

The IPMAAC Board of Directors will have one of its two annual meetings on June 20, 2004. We welcome your ideas for improving any and all aspects of IPMAAC's operations, so please, let me or any of the board members know what's on your mind and we'll make sure that it gets on the agenda. Our contact information is listed on the last page of the ACN. Also, you are all invited to attend the Annual Business meeting, which will be held in Seattle on Wednesday, June 23 at 1:30.

Internet Testing at the Forefront

In the April ACN, I mentioned that The American Psychological Association (APA) Task Force on Psychological Testing on the Internet would be publishing its long awaited report, *Psychological Testing on the Internet: New Problems, Old Issues*. This report is now available on the APA website. [http://www.apa.org/science/testing_on_the_internet.pdf] The task force members mix testing expertise from diverse areas (educational, school, employment, forensic, career/vocational, clinical, cross-cultural, and neuropsychological) with practical experience in the challenges and opportunities presented by the internet. We at IPMAAC are fortunate to have one of the authors of this report, Fritz Drasgow, as our keynote speaker at the IPMAAC conference in June. As I read through this report, the magnitude of the paradigm shift that we are now experiencing became increasingly clear. The changeover has been so rapid that it has been so very easy to lose perspective.

As the title of the report suggests, many of the practical, ethical, and professional issues described will sound familiar. However, these issues are magnified because the internet has the potential to increase accessibility to tests, to

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expand and accelerate the production, dissemination and feedback, and offer diverse presentation media. Therefore, although we face many of the same old problems, the solutions we've developed over the years will no longer work. On the positive side, we, as assessment professionals have opportunities for creativity and innovation. For example, the report describes an ingenious method of confirming the results of tests taken over the internet. Dan Segall, a Psychometrician with the Department of Defense, has proposed that individuals could take a full-length version of the Armed Forces Vocational Aptitude Battery (ASVAB) remotely. Applicants could then travel to a secure location where they would take a much shorter confirmatory test. He has developed a statistical method for verifying that test taker's original scores are consistent with those obtained on the shorter test.¹

One thing is certain—we will be experiencing changes the way we deliver assessment services. Here are some of the related issues that my colleagues at **U.S. Customs and Border Protection** are considering as we attempt to move from a paper-and-pencil to computer-based testing environment. This list is by no means exhaustive—just something to get you thinking.

New from IPMA-HR!

IPMA-HR, the experts in public human resource management and test development, offers **Police Detective Exams PDet-1** and **PDet-2**. These new exams provide you with the confidence to hire the right Detective candidates for the job.

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Feasibility

- Given the sensitivity of our measures, is it realistic to consider moving to unproctored internet-based test administration?
- For each occupation under consideration, how large is the applicant pool and where are they located? Are they spread widely through a number of geographic regions? Are their suitable sites for internet-based testing in convenient locations?
- What are the hidden costs or cost savings in moving to internet-based testing? For example, how much does a “no-show” cost the organization under traditional paper and pencil testing versus internet-based testing?
- How familiar is the applicant pool with computers? Does the applicant pool expect to be able to take a pre-employment test via computer? (Recent college graduates have grown up with computer administered PSATs and SATs.)
- How long will it take to realize a financial return on the investment in computer or internet-based testing?

Technology

- What are the minimum system specifications required to implement internet-based testing? What additional equipment might be needed?
- Can the organization's current IT configuration support a changeover to internet-based testing? Should it be expected to do so?
- Who should be on the project team to ensure that IT integration is not neglected? Does the in-house IT staff have the skills required to support the transition?

Privacy/Security

- If outside contractors are to be used, do they have the clearances required for collecting and housing sensitive information (e.g., candidates' demographic information, SSNs, and addresses). If not, how long will it to acquire the necessary security clearances?
- What provisions will be made to protect the security of personal identifying information, test scores, and test related feedback?

¹ Segall, D. O. (2001). *ASVAB testing via the Internet paper*. Unpublished manuscript. Segall, D. O. (1997). *Equating the CAT-ASVAB*. In W. A. Sands, B. K. Waters, & J. R. McBride (Eds.), *Computerized adaptive testing: From inquiry to operation* (pp. 181-198). Washington, DC: American Psychological Association. —ACN

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2004 IPMAAC Innovations in Assessment Award

Martin W. Anderson, Ph.D.
Chair, Innovations in Assessment Awards Committee

Each year, IPMAAC recognizes a person or group of employees for the development and application of an innovative personnel assessment tool or procedure. The selected person or group receives a plaque, an invitation to present at the IPMAAC annual conference, and a waiver of the conference registration fee for one person.

I had the pleasure of chairing the 2004 IPMAAC Innovations in Assessment Award committee. This year's award will be presented at the IPMAAC conference in Seattle June 20-23.

IPMAAC had two wonderful nominees for 2004. Nominated this year were:

- **The Civil Service Commission of Columbus, Ohio** for computer generated video exams
- **The Human Resources Research Organization (HumRRO)** for the reinvention of the performance appraisal system at the Bureau of Alcohol, Tobacco, Firearms and Explosives.


This year, the nominee selected for the award is the computer generated video exams for the Civil Service Commission of Columbus, Ohio.

Congratulations to the Columbus, Ohio Civil Service team on their selection for the IPMAAC 2004 Innovations in Assessment Award. Congratulations as well to the other nominee. I encourage IPMAAC members to seek out information on these innovations. They reflect the many good practices that IPMAAC and IPMAAC members have to offer in the field of personnel assessment.—AGN

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2004 Student Paper Award Competition

The International Public Management Association Assessment Council is pleased to announce the winner of the 2004 Student Paper Award Competition. Dr. Kevin M. Bradley, a graduate of Virginia Polytechnic Institute and State University, will present his paper: "Are Personality Scale Correlations Inflated in Job Applicant Samples?" The paper presentation will occur on **Wednesday, June 23** at the Closing Plenary Session of the IPMAAC 2004 Conference held in Seattle, Washington.

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

International Personnel Management Association (IPMA)

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.

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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 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/ptenc

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 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. 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

Upcoming International, National, and Regional Conferences and Workshops

JUNE

- 3: METRO Dinner Meeting. Seymour Adler, Jerry Kehoe & Jeff Ryer. "Recent Trends & Impacts of HR Outsourcing."
- 9: PTC/MW Breakfast Workshop.
- 10: CIOP Dinner Meeting. Speaker: Fritz Drasgow, Ph.D.
- 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

- 14: PTC/MW Luncheon Meeting.
- 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

- 11: PTC/MW Luncheon Meeting.
- 8-12: American Statistical Association. Annual Convention. Toronto, Canada. Contact: www.amstat.org

SEPTEMBER

- 8: PTC/MW Luncheon Meeting.
- 15: BAAP Meeting - Oakland. Speaker: Dr. Marcia Stone Straehley, "The Aging Workforce: Utilizing & Supporting Older Workers."
- 20-24: Human Factors & Ergonomics Society. Annual Meeting. New Orleans, LA Contact: <http://hfes.org>
- 29: WRIPAC Training. Squaw Valley, CA
- 30-10/1: WRIPAC Meeting. Squaw Valley, CA.

OCTOBER

- 5-8: Development Dimensions International. International Congress on Assessment Center Methods. Las Vegas, NV. Contact: www.assessmentcenters.org
- 7-10: International Test Commission. Annual Conference. "Equitable Assessment Practices: Building Guidelines for Best Practices" Williamsburg, VA. Contact: www.intestcom.org
- 13: PTC/MW Breakfast Workshop.
- 16-20: IPMA Annual Conference. Phoenix, AZ. Contact: www.ipma-hr.org

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

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



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About the ACN

The *ACN* is the official newsletter of the International Public Management Association Assessment Council, an association of individuals actively engaged in or contributing to the professional, academic and practical field of personnel research and assessment. The Council has approximately 700 members.

The *ACN* is published six times a year during the even months of the year. It serves as a source of information about significant activities of the council, a medium of dialogue and information exchange among members, a method for dissemination of research findings and a forum for the publication of letters and articles of general interest.

Submissions for Publication: Assessment Council members and others with letters or articles of interest are encouraged to submit materials for review and publication. Submission deadlines for 2004 are:

August issue is due on July 2

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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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