

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

December 2004

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IPMAAssessment
Council

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Presidential News and Views

By Ilene Gast

So Long and Thanks!

My term as IPMAAC President is nearing its end and it is time to wax philosophical. It is unbelievable how fast time can pass when you are caught up in the flow of something as amazing as this organization! And I would like to express my gratitude to the membership for placing their confidence in me this past year. For me, it has been a year of accomplishment and a year of learning.

Throughout this year, the advice of Past President and good friend **Paul Kaiser** has served me well. His approach to getting the work of IPMAAC done was to, "Find good people, point them in the right direction, and get out of the way!" In his farewell column seven years ago, Paul noted that the advice served him well. Happily, I can report, that it still holds true. We have had an extremely productive year, thanks to an abundance of good, dedicated, and hard-working folks, and I would like to single a few of them out and recognize them publicly. I would like to begin with the members of the IPMAAC Executive Board—starting with Paul. Paul has been the IPMAAC representative to the IPMA-HR Council. Not only has he made sure that assessment issues and topics remain at the forefront of IPMA-HR's agenda, but he has also

done an excellent job of keeping us informed of new developments on the IPMA-HR front.

I would also like to thank Past President **Harry Brull** for his generosity and sound fiscal management during his term as IPMAAC President in 2003. Harry established the IPMAAC Fund with a \$50,000 outright donation to IPMAAC and has offered another \$50,000 in matching funds. At the IPMAAC Executive Board meeting in October, the Board decided to use some of this money to make training available to IPMAAC members free of charge at selected locations. We have not yet worked out the details, but please stay tuned. Nor have we worked out the details of the Capital Campaign, but Harry has agreed to head a steering committee that will launch our efforts to raise the matching funds.

My gratitude extends to President-Elect, **David Hamill**. He was always there to lend an ear and a hand when needed. In addition, as Chair of Membership and Committee Services (MCS) Committee, he has helped us to develop a coherent, automated membership database, which was no small feat, and has improved our procedures for

(continued on next page)

attracting, supporting, and retaining members. David is also serving as the IPMAAC representative IPMA-HR Membership Restructuring Committee.

IPMAAC's two outgoing board members, **Martin Anderson** and **Jennifer French**, deserve special recognition. Although Martin Anderson is leaving the Board, he will continue to remain heavily involved in IPMAAC affairs. Martin opted to wear two hats next year—he will be taking over the MCS committee from David Hamill. In addition, will continue as chair of the Innovations in Assessment Committee. Jennifer French is responsible for bringing Form B of the IPMA-HR certification to fruition. Jennifer and the members of her task force have completed Form B of IPMA-HR Certification Exam. The team is now carrying out an equating study to ensure comparability to Form A of the exam.

I am grateful to continuing Board member **Dennis Doverspike**, for being such an effective spokesperson on assessment issues. In his regular columns in the IPMA-HR News, Dennis presents topical issues in assessment clearly, cogently, and concisely. Also, as the chair of the Professional and Scientific Affairs Committee, Dennis has been shepherding an upcoming IPMAAC monograph on *Situational Judgment Tests* by **Mike McDaniel**. In addition, I would like to thank continuing Board Members **Kathryn Paget** and **Donna Terrazas** for their responsiveness and for their readiness to pitch in and tackle sticky issues.

Also contributing to this year's accomplishments are the committee chairs and members. I would like to recognize a few of the key players and spotlight some of their achievements of their respective committees.

Training Committee Chairs, **Mabel Miramon** and **Kristine Smith**, had challenging but productive year. We've seen a revitalization of IPMAAC training, with our partnership with the Pennsylvania State University Center for Personnel Assessment and Selection (CPAS.) In addition, Kris and Mabel have been responsible for developing a strategic plan to meet changing training needs with changing technology.

The 2004 Conference Dream Team was responsible for making a conference in an untraditional location a smashing success. Program Chairs **Jeanné Makiney** and **Julia McElreath** ensured a topical, informative program while Host Committee **Oscar Spurlin** and **Carla Swander** provided entertaining opportunities for interaction. **Neil** and **Carolyn Davidson** tirelessly supported attendees with pre-conference and onsite information about Seattle events and attractions.

For the past several years, **Lee Friedman** has continued to serve as the chair of the University Liaison/Student Paper Committee. He brings enthusiasm and joy and to this role—which is reflected in an enduringly successful program.

Under IPMAAC Webmaster **Bill Waldron**'s watchful eye, IPMAAC Online and the IPMAAC Listserve continue to thrive. Bill has moved the site to a new server machine at our provider with a higher service level. According to Bill, "We've more than doubled our bandwidth and storage allowances, and should be fine at this level for years to come...barring some event which sends traffic absolutely through the roof.

Special thanks go to **Déonda Scott** for taking the helm of the ACN for these past three years—this will be her last issue. Under her leadership, the ACN has sustained the high quality that we have come to expect. I have it on good authority that getting the Presidents to submit their columns in a timely manner is one of the biggest challenges of the job—and she has met the challenge with skill and tact. I have truly enjoyed working with her.

Finally, IPMAAC owes a great deal to the dedicated staff at IPMA-HR. I am grateful to IPMA-HR Executive Director **Neil Reichenberg** who has played an active role in IPMAAC Executive Board Meetings offering his expertise and legal advice and analysis; to **Shannon Addaway** for her impeccable logistical support in conference site selection and management, and to **Katie Pierce** for her continual support.

Beginning on January 1, I get a new hat. Don't worry. It won't look like the one I wore at the IPMAAC Conference in 1999. (See <http://www.ipmaac.org/conf99photo/62.html>. I'm second from the right, David Hamill is on the left.) I become Past President. One of the duties of Past President is to serve as the chair of the Elections and Bylaws Committee. I will be responsible for presenting names to the nomination committee for consideration. So, speaking of hats, please think about whether you would like to throw your hat into the ring. The IPMAAC Elections may seem like they are a long way off, but May will be here before we know it. So if you are interested in running for one of the two vacant IPMAAC Executive Board Positions, please let me know. Meanwhile, have a wonderful holiday, and I'll see everyone at the 2005 IPMAAC Conference in Orlando in June.

— Ilene Gast —ACN

From the Editor

By Déonda Scott

It is with some sadness that I tell you this is my last newsletter as editor. Next year's IPMAAC conference will be here in Orlando and I'll be chair of the host committee. They tell me I volunteered.

I've really enjoyed being Editor because the people who did the writing were so wonderful. **Ilene Gast**'s informative Presidential News and Views let us in on happenings in IPMAAC and she often added insights into such subjects as APA initiatives, the Department of Homeland Security, and military testing. Associate Editors **Bridget Styers** and **Kathryn Singh (Paget)** provided us with true success stories in our field through the Practice Exchange column. **Kristine Smith** scoured the web and other sources to bring you news of I/O-related developmental opportunities in your area – wherever that might be. **Mike Aamodt** had the hardest job in my opinion – coming up with a new, substantive Technical Affairs column that would satisfy the likes of this crowd. He made us think

and then smile with his HR humor section. Without these individuals, there would be no newsletter. They contributed their hard work and talent to this publication and I am deeply grateful to each and every one.

Looking forward to 2005 — best wishes to **Anthony Bayless** who will be the new editor. I'm happy to announce that all the associate editors will continue in their respective roles next year. I'd also like to thank **Beverly Waldron** for her support when I started as an associate editor and later as editor. Her amazing six years as editor was true dedication to IPMAAC.

One of the great things about being editor is that you get to write whatever you want and no one will edit you. In the last few months leading up to the election I realized what an unparalleled opportunity that presented. So now I'd like to delve into my political views... [Remainder of text deleted by IPMA staff due to anticipated lack of readership interest and just general good sense.] —ACN

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IPMA-HR To Begin New Firefighter Examination Project

Any agency that participates will be granted a 15% test discount.

IPMA-HR is about to embark on a 10-month project to develop and validate a new entry-level firefighter examination. The goal of this project is to develop a new firefighter examination with high validity and maximized fairness to all groups tested. The new examination will attempt to test not only cognitive (intellectual) abilities but many other abilities required to succeed on the job, such as alertness and powers of observation; ability to function as part of a team; interest in community service; stress-tolerance, achievement-mindedness and other traits important to success. In addition to these non-cognitive abilities, the test will assess the ability to learn in training, to read, interpret and understand technical material, reasoning and problem solving ability, situational judgment and “common sense.”

Developing a test that attempts to assess all these abilities is only part of the project. The most time-consuming phase will be ascertaining whether the test does what it claims. This is the process of validation, and we plan to accomplish this by administering the test to 300 or more firefighters and comparing their test scores to actual job performance ratings. Test components that show a significant relationship to actual job performance ratings will be

retained, while test components that do not show a true relationship to job performance will be dropped from the final version of the test.

In these first stages of the project, we are looking for fire departments willing to participate in the validation project. Any department that is willing and able to volunteer 10 or more firefighters to complete the test is invited to become a sponsoring department. Participating firefighters will be required to complete 2-3 hours of testing. The supervisors of these firefighters will also be required to submit *confidential* performance evaluations on the firefighters tested. To help assure objectivity, these performance evaluations will never be shared with the firefighters or the department. These testing and performance rating phases are anticipated for January and February of 2005. Any agency that participates will be granted a 15% test discount.

If you are interested in participating in this project, please contact Katie Pierce at 703-549-7100 or e-mail kpierce@ipma-hr.org. IPMA-HR never offers a test for use by our clients until it has undergone thorough validation, and only your cooperation can make this possible. Thank you for your cooperation!—ACN

Announcing the 2004-2005 IPMAAC Student Paper Award Competition

IPMAAssessment
Council

The International Public Management Association for Human Resources Assessment Council (IPMAAC) is sponsoring its annual Student Paper Award Competition in order to recognize the contributions of students in the field of personnel assessment. The winner of the 2004-2005 competition will be invited to present his or her paper at the 2005 IPMAAC Conference to be held in Orlando, June 19-22. The winner will receive up to \$600.00 in conference-related travel expenses, free conference registration and a one-year membership in IPMAAC. In addition, the University Department in which the student completed his or her research will be awarded a \$500 grant, as well as a plaque commemorating the student's IPMAAC award achievement.

Submission may be based on any type of student paper including a thesis or dissertation. The deadline for receipt of entries is February 11, 2005. Papers should be submitted via e-mail to Dr. Lee Friedman at the e-mail address below. IPMAAC Student Paper Competition cover sheets should be mailed hard copy directly to Dr. Friedman at the work address below.

NOTE: Students do not need to be a member of IPMAAC to enter.

For further information or for submission materials, please visit <http://www.ipmaac.org/> or contact Dr. Lee Friedman, SpecTal, 13481 Falcon View Court, Bristow, VA 20136. Phone: (571) 331-1388 E-mail: leefriedman1406@yahoo.com—ACN

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Call for Proposals Shaping the Future through Excellence in Personnel Selection

Twenty-ninth Annual IPMAAC Conference on Personnel Assessment

June 19-22, 2004
Orlando, Florida

Proposal Due Date: January 10, 2005

All topics within the area of personnel assessment and selection are welcome at the conference, as are related topics within the field of personnel management. Examples of topics include:

1. Challenges/Innovations in Personnel Assessment
2. Programs and Practices Demonstrating Excellence in Assessment
3. Strategies/Techniques for Managing the Assessment Function
4. Information Technology in Personnel Assessment
5. Responses to Environmental Changes/Role of Assessment Professionals
6. Assessment Related Research

For more information about submitting a proposal and to download the Call for Proposals, please visit: www.ipmaac.org

2005 Innovations in Assessment Award

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

The International Public Management Association Assessment Council (IPMAAC) is pleased to announce that the nomination form for the 2005 Innovations in Assessment Award is now available. This award recognizes an individual or a work group for the development of an innovative personnel assessment tool, the use of an existing assessment tool in an innovative manner, or general innovations in assessment policies or procedures which resulted in improved effectiveness, efficiencies, or cost saving. Individuals and work teams are invited to nominate themselves for this award.

The Innovations in Assessment Award will be presented formally at the upcoming IPMAAC Conference that will be held in Orlando, Florida June 19 - 22, 2005. 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.

Detailed information is available for the 2005 IPMAAC *Innovations in Assessment Award* in the nomination form that is available for download at www.ipmaac.org.

Nominations should be submitted by 5:00 pm EST March 4, 2005 and no earlier than February 1, 2005. For more information about the award, please email Dr. Anderson at martin.anderson@po.state.ct.us —ACN

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"Being a new Fire Chief and needing new test material for hiring purposes my search lead me to CPS and I must say that from my very first contact I was able to create two firefighter entry exams that fit our needs perfectly. The staff was helpful and made my job easy. I look forward to working with CPS in the future."

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Law Enforcement Captain
Correctional Officer
Correctional Sergeant
Police Technician/Community Services Officer

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Fire Captain
Battalion Chief
Fire Service/Incident Command Supplements
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Human Resource Services

California Wisconsin Washington, D.C.

IPMAAC Across the Nation – News of the Councils

By Kristine Smith, Associate Editor

American Psychological Association (APA)

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- Human Resources (IPMA-HR)

The 29th Annual IPMAAC Conference is scheduled for June 19-22 in Orlando, FL. Check the IPMAAC website for the call for proposals.

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.metroapppsyh.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 2005 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/ptcnc

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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

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- * Conduct item and test analyses (item analysis statistics, test reliability, etc.)
- * Analyze cutoff score options for **adverse impact** using the 80% test, statistical significance, and practical significance

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Upcoming International, National, and Regional Conferences and Workshops

DECEMBER

- 17: PTC/NC Annual Holiday Program. Donna Terrazas, "Workforce Planning Results"

JANUARY

- 12: PTC/MW Luncheon Meeting.
- 20: METRO: Dinner Meeting. Speaker: Dr. William Byham, Development Dimensions International
- 21: PTC/NC Luncheon Meeting. Sacramento, CA. Speaker: Anne Quigley, Department of Homeland Security.
- 25-26: WRIPAC Job Analysis Training Workshop. Santa Barbara, CA
- 27-28: WRIPAC Meeting. Santa Barbara, CA

FEBRUARY

- 28-3/2: Association of Test Publishers. Annual Conference. "Innovations in Testing" Scottsdale, AZ
Contact: ATP@DesigningEvents.com

MARCH

- 3-4: American Psychological Association & Human Factors & Ergonomics Society.

Annual Symposium. Fairfax, VA. Contact: dbdavis@gmu.edu
- 10-11: PTC/NC Spring Conference. Lake Natoma Inn, Folsom, CA
- 10-11: IPMA-HR Arizona Chapter Spring Conference. Sedona, AZ
- 10-13: Society of Psychologists in Management. Annual Conference. Dallas, TX
Contact: spim@irieff.com
- 14-15: SHRM Employment Law & Legislative Conference. Washington, D.C.
Contact: www.shrm.org

APRIL

- 2-5: American Society for Public Administration. Portland, OR Contact: www.aspanet.org
- 6: IPMA-HR Oregon Chapter Spring Conference. Wilsonville, OR
- 11-13: SHRM Global Forum. Annual Conference. Chicago, IL Contact: www.shrm.org
- 11-15: American Educational Research Association. Annual Meeting. Montreal, Canada
Contact: www.aera.net
- 12-14: National Council on Measurement in Education. Annual Meeting. Montreal, Canada
Contact: www.ncme.org
- 15-17: SIOP Annual Conference. Los Angeles, CA
Contact: www.siop.org
- 20-22: SHRM Employment Management Association. Annual Conference. Chicago, IL
Contact: www.shrm.org
- 24-27: IPMA-HR Southern Region Training Conference. Charlotte, NC

(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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- **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**

2004 IPMA Assessment Council Officers and Board Members

President

Ilene Gast (2003-2005)

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