

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

February 2005

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Presidential News and Views

By David Hamill

Happy New Year IPMAAC! Let me first start by thanking you all for providing me the opportunity to lead IPMAAC in 2005. I am honored to serve as President this year, and am excited to lead an organization whose mission and values I value so highly. I am in the fortunate position to take the helm of an organization whose past leadership has been second to none, thus making my new responsibilities easier.

Thank You 2004 Board Members, Committee Chairs and IPMA Staff

Before talking about 2005 plans, I want to extend deep appreciation on behalf of our membership to IPMAAC's 2004 Officers (**Ilene Gast, Harry Brull, and Paul Kaiser**), Board members (**Jennifer French, Martin Anderson, Donna Terrazas, Dennis Doverspike, and Kathryn Singh**), and Committee Chairs (**Déonda Scott** – ACN, **Ilene Gast** – Bemis Memorial Award Nomination, **Bill Waldron** – ECN, **Julia McElreath** and **Jeanné Makiney** – Conference Program, **Oscar Spurlin** and **Carla Swander** – Conference Host, **Mabel Miramon** and **Kristine Smith** – Training, and **Lee Friedman** – Student Paper. In addition, I would like to thank **Neil Reichenberg, Shannon Adaway, Katie Pierce**, and the rest of the IPMA Staff for their support of our

organization. Without everyone's efforts and dedication IPMAAC would not have been able to accomplish so much in 2004. Thank you!

Vision For 2005

As is customary for Presidents in the beginning of their terms, I want to share my ideas about the direction of IPMAAC in 2005. Essentially, my opinions about IPMAAC's priorities for this year are the same as I indicated in my platform statement when I was nominated to be President. Specifically, I believe that IPMAAC needs to concentrate its efforts in four areas in 2005.

First, like most organizations, IPMAAC's strength and efficacy stem from its active membership. We need to continue to enlist new members from public and private sector organizations both within the U.S. and abroad, as well as from colleges and universities. With an influx of new members come fresh ideas and perspectives that will enable us to anticipate and respond flexibly to novel challenges.

Second, we need to continue to cultivate all members to actively participate in IPMAAC initiatives and e-mail discussions by creating an open and supportive environment. The IPMAAC e-mail list and the Assessment Council News (ACN) have provided an excel-

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lent forum for year-round interaction, while the annual conference provides the personal, face-to-face interaction essential for making new contacts and maintaining existing relationships. I would like to explore how evolving technologies can assist in maintaining and enhancing the communication between members with the goal of maximizing the benefits of IPMAAC membership. This initiative is especially timely given the tightening of organizational budgets.

Third, IPMAAC should continue to galvanize its initiatives. The old model of training (i.e., schedule training, advertise, and hope people register) is simply ineffective, potentially expensive, and outdated. New training paradigms, reflective of today's business practices are needed to meet the needs of our members. At our last Board meeting in Phoenix, AZ, **Harry Brull** suggested offering IPMAAC training for FREE – yes FREE – to a limited number of people as a benefit of IPMAAC membership. Our Training Chairs, **Mabel Miramon** and **Kristine Smith**, are diligently working on strategies to pilot such an initiative. Also, I would like to explore how we can leverage new or existing technologies to help reach our goal of providing training to our members. For instance, IPMA has had

enormous success with audio-conferences in which training was delivered via speakerphone and pre-distributed materials. This kind of delivery method works extremely well for emerging and hot topics. If you are, or your organization is, interested in any of the IPMAAC workshops, including Examination Planning, T&E, and Oral Examinations, please contact either Mabel or Kristine.

The final goal for IPMAAC in 2005 is to organize yet another top-notch conference filled with sessions, panels, workshops, and presentations that are highly beneficial to our members. I am confident that with our 2005 Program Chairs, **Christine Parker** and **Inés Fraenkel**, we will easily achieve this goal.

As you can see, we have an ambitious schedule ahead of us. Much work has already begun, while other initiatives are only in the planning stages. I would like to ask each IPMAAC member to make an extra effort in 2005 to become more active in our community and get the most benefit out of your membership. Whether it is participating on a committee, presenting at our conference, writing an article for the ACN, referring another professional to IPMAAC, or simply joining a discussion on the e-mail list,

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President continued

your participation will help to build a stronger and more unified IPMAAC. To help you get involved today, I am pleased and honored to present to you outstanding individuals who have graciously volunteered to chair our Committees:

- **Christine Parker** and **Inés Fraenkel**: Conference Program Committee
- **Déonda Scott**: Conference Host Committee
- **Anthony Bayless**: Assessment Council News
- **Bill Waldron**: Electronic Communications Committee
- **Martin Anderson**: Innovations in Assessment, Membership and Committee Services
- **Lee Friedman**: University Liaison / Student Paper Competition
- **Ilene Gast**: Nominations/Bylaws Committee
- **Dennis Doverspike**: Professional and Scientific Affairs Committee
- **Mabel Miramon** and **Kristine Smith**: Training/Workshop Committee

I look forward to another exciting year for IPMAAC, and I hope to see you all in Orlando in June.—ACN

Nominations for Candidacy for IPMAAC Office

Each year, IPMAAC members elect a new President-Elect and members of the IPMAAC Board of Directors. Involvement at this level is an education for anyone. It provides the opportunity to learn how a large, national organization operates and for interaction with some of the most accomplished people in the personnel assessment field. We are seeking nominations for **IPMAAC President-Elect** and for two seats on the **IPMAAC Board of Directors**. If you are interested in serving, or know someone who might be interested, please contact Ilene Gast, Chair of the Nominations Committee, by March 1, 2005, so that ballots can be prepared and mailed for the upcoming election. She can be reached by phone at (202) 344-3834, or by e-mail at Ilene.Gast@dhs.gov.—ACN

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Technical Affairs

By Mike Aamodt, Associate Editor

Detecting Deception: Art, Science, or Neither?

There are many human resource contexts in which detecting deception is important. For example, deception might occur when interviewing applicants, evaluating statements in a sexual harassment investigation, listening to absenteeism excuses, and checking references. Though research from forensic psychology indicates that such electronic methods as the polygraph, voice stress analyzer, brain fingerprinting, and brain mapping can detect deception at well above chance levels, very few judgments by HR professionals about the truthfulness of statements are made using these methods. Instead, almost all judgments about the veracity of a verbal statement are made by subjectively analyzing the content of the message and the paralanguage and body language of the person communicating the message.

Are people good at detecting deception?

Unfortunately, the research literature suggests that, in general, people are not highly skilled at using communication cues to detect deception and only slightly exceed chance levels in detecting deception (Vrij, 2000). A recent meta-analysis of deception studies indicated that the average accuracy in identifying a statement as being truthful or deceptive is only 54% when chance is 50% (Aamodt & Mitchell, 2004). Thus, the typical person is not an effective lie detector. These results are important given that most of us make judgments about the truthfulness of statements and then take actions based on those judgments—many of which turn out to be inaccurate.

Are certain types of people better than others at detecting deception?

According to the Aamodt and Mitchell (2004) meta-analysis, the answer is probably not. On the basis of 83 studies covering 11,828 subjects, the results indicated that confidence ($r = .06$, $k = 33$, $N = 3,201$), age ($r = -.02$, $k = 10$, $N = 967$), experience ($r = -.07$, $k = 8$, $N = 696$), and education ($r = .04$, $k = 3$, $N = 442$) were not significantly related to accuracy in detecting deception (in meta-analysis, r = mean correlation, k = the number of studies in the meta-analysis, and N = the number of subjects across the studies). Furthermore, “professional lie catchers” such as police officers, detectives, judges and psychologists ($M = 54.54\%$, $N = 2,315$) were no more accurate at detecting deception than were students and other citizens ($M = 54.08\%$, $N = 9,471$). Interestingly, women were no more accurate than men at detecting deception ($d = -.01$, $k = 26$, $N = 2,626$).

There are two interpretations of these findings. It could be that, in general, people are not good detectors of deception regardless of their age, sex, confidence, and experience. Or, it could be that the artificial situations and tasks

used in most studies do not allow for proper detection of deception. In “real world” situations, judgments about deception are often made on such factors as the story not making logical sense, a person not directly answering the question being asked, and inconsistencies with previous statements or the statements of others. With the tasks used in most studies, such factors could not be used by the subjects attempting to detect deception. Furthermore, deception is best detected when there is a baseline of behavior, responses are spontaneous, and there is a consequence for getting caught (e.g., going to prison, not getting a job). In most, if not all, of the studies in this meta-analysis, such conditions were not met.

Can we be trained to be better lie catchers?

The answer to this question is a qualified, “yes.” A summary of the research indicates that, in general, training can increase accuracy (Vrij, 2000). The qualification to this answer is that it depends on the type of training. Much of the training received by law enforcement personnel and human resource professionals is based on “pop science” which advocates looking at cues such as gaze aversion and fidgeting—cues that research shows are not indicative of deception. In such cases, training can actually decrease accuracy in detecting deception. If the training, however, is based on research, accuracy is increased.

Which cues do science support as being indicators of deception?

It is important to understand that no single cue is an indicator of truth or deception. Though some training workshops and self-help books teach that a person may be lying if the person does not make eye contact or if the person fidgets while talking, research does not support such ideas. Body language and paralanguage are only important when

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they are different from the way a person normally communicates. That is, we all know people who always make eye contact when talking, and we all know others who seldom make eye contact when talking. The way in which a person typically communicates provides information about his or her personality, culture, background, or temperament, whereas a change from normal provides potential information about his or her current state of mind. Thus, it is important to have a baseline to which we can compare a person's current behavior.

For example, a person who normally talks fast might be perceived as having an energetic or creative personality (or being a New Yorker). If one day that same person speaks more slowly than usual, we would probably notice that difference and might infer that he is depressed, not feeling well, or worried. So, any change from a person's normal communication style might be an indication that something is going on. Whether that emotion is deception, fear, shame, embarrassment, or some other emotion is difficult to say. The change merely tells us that something might be going on, and that we should probe more deeply.

With that in mind, are some cues more important than others in detecting deception? The best source to answer this question is an impressive meta-analysis of 120 studies by Bella DePaulo and her colleagues (DePaulo et al., 2003). The meta-analysis found that compared to people telling the truth, liars:

- Provided fewer details in their statements ($d = -.30$, $k = 24$, $N = 883$)
- Were more nervous ($d = .27$, $k = 12$, $N = 571$)
- Made fewer spontaneous corrections ($d = -.29$, $k = 5$, $N = 183$)
- Were less likely to admit a lack of memory ($d = -.42$, $k = 5$, $N = 183$)
- Made statements that were not as plausible ($d = -.23$, $k = 9$, $N = 395$), logical ($d = -.25$, $k = 6$, $N = 223$), or consistent with other statements ($d = -.34$, $k = 7$, $N = 243$)

As noted by DePaulo et al. (2003) and others, combinations of cues are more meaningful than single cues. For example, if a person is nervous but does not exhibit any other "common cues to deception" or any other changes from normal, it would not be prudent to infer that the person is lying. Accuracy can also be increased by objectively observing two people interact rather than by personally interviewing the person.

Final Thoughts

Evaluating statements for potential deception is an important task for human resource professionals. It is important for us to realize that, in general, we are not good at detecting truth from deception and thus, when possible, we should avoid making judgments based solely on body language and paralanguage. However, we can be trained to increase accuracy, and if we stick to systematically using patterns of cues supported by research, and comparing these cues to a baseline of behavior, our judgments will be more accurate.

References

- Aamodt, M. G., & Mitchell, H. (2004, October). Who can *best* catch a liar? A meta-analysis of individual differences in detecting deception. Paper presented at the annual meeting of the Society for Police and Criminal Psychology, Rome, Italy.
- DePaulo, B. M., Lindsay, J. J., Malone, B. E., Muhlenbruck, L., Charlton, K., & Cooper, H. (2003). *Cues to deception*. *Psychological Bulletin*, 129(1), 74-118.
- Vrij, A. (2000). *Detecting lies and deceit: The psychology of lying and the implications for professional practice*. Chichester, England: John Wiley & Sons, Ltd.

HR HUMOR

The following were actual excuses employees reported for missing work in a recent survey by career-builder.com

- I was sprayed by a skunk.
- I tripped over my dog and was knocked unconscious.
- My bus broke down and was held up by robbers.
- I was arrested as a result of mistaken identity.
- I forgot to come back to work after lunch.
- I couldn't find my shoes.
- I hurt myself bowling.
- I was spit on by a venomous snake.
- I totaled my wife's jeep in a collision with a cow.
- A hitman was looking for me.
- My curlers burned my hair and I had to go to the hairdresser.
- I eloped.
- My cat unplugged my alarm clock.
- I had to be there for my husband's grand jury trial.
- I had to ship my grandmother's bones to India. (note: she had passed away 20 years ago) —ACN

9th Circuit Takes a Bite at Gender-Based Grooming Standards and Likes What it Sees

By Inés Fraenkel

It has long been acceptable for an employer to impose job-related requirements on their employees. It is not legal however, to impose different requirements based on gender/sex. On December 28, 2004, the 9th Circuit Court of Appeals¹ ruled that a female casino bartender who was fired for refusing to wear makeup and lipstick at work, could not sue for sex discrimination. *Jespersen v. Harrah's*, 04 C.D.O.S. 11332. Darlene Jespersen lost both her job at the casino and her original case before a federal trial court judge in Nevada. The judge found that the gaming company applied its grooming standards equally to both sexes.

In an opinion that is sure to raise the ire of civil rights and feminist groups, a divided 9th Circuit *affirmed* the trial court on a vote of 2-1. Ms. Jespersen had argued that Harrah's Operating Co. violated her rights when it implemented "Personal Best" image standards requiring women to wear makeup and men to trim their fingernails and keep their hair short.

Ms. Jespersen worked as a sports bartender at Harrah's in Reno, Nevada for nearly two decades and received exemplary performance evaluations. Harrah's encouraged female beverage servers to wear makeup, but it was not required. Jespersen briefly tried wearing makeup but later stopped because she felt it "forced her to be feminine" and to become "dolloed up" like a sex object. The company changed its appearance standards in 2000, announcing the goal of a "brand standard of excellence." It required female bartenders to use nail polish and wear their hair down and either "teased, curled or styled." Later, the rule was amended to add makeup, which Harrah's defined as "foundation/concealer and/or face powder, as well as blush and mascara," plus lip color. Male bartenders, meanwhile, were required to wear their hair above the collar and keep their nails clean and neatly trimmed. Makeup, ponytails and nail polish were banned for men.

Jespersen was terminated in July 2000 after refusing to comply with the makeup requirements. She sued and a local district court granted summary judgment for Harrah's, ruling that its policy did not impose unequal burdens on the sexes.

Sr. Judge Tashima wrote for the 9th Circuit majority and Judge Silverman concurred. He stated that there was "no

evidence in the record in support of [Jespersen's] contention" that cosmetics can cost hundreds of dollars per year and that applying them requires a significant investment in time." Even if we were to take judicial notice of the fact that the application of makeup requires some expenditure of time and money, Jespersen would still have the burden of producing some evidence that the burdens associated with the makeup requirement are greater than the burdens the 'Personal Best' policy imposes on male bartenders."

The dissent, written by Judge Sidney Thomas, made the important point that a jury could have easily found that the makeup requirement illegally requires female employees to conform to *sex stereotypes*, or that it places more of a burden on women than Harrah's male grooming standards. Thomas wrote: "Sex-differentiated appearance standards stemming from stereotypes that women are unfit for work, fulfill a different role in the workplace, or are incapable of exercising professional judgment systematically impose a burden on women, converting such stereotypes into stubborn reality."

In his dissent, Thomas also made a distinction between *white-collar workers and those in service industries*. He said Jespersen should be able to bring her case to a jury, adding that the decision leaves service workers unprotected from discrimination. "The distinction created by the majority opinion leaves men and women in service industries, who are more likely to be subject to policies like the Harrah's 'Personal Best' policy, without the protection that white-collar professionals receive," Thomas said.

In 1989, the U.S. Supreme Court had made a ruling in the case of *Price Waterhouse v. Hopkins*, 490 U.S. 229, where a female associate who was perceived as too "macho" successfully challenged her exclusion from the accounting firm's partnership. The majority in *Jespersen* did not want to deal with the issues of white- or blue-collar employment. Instead, it distinguished *Price Waterhouse* by simply saying that it "did not address the specific question of whether an employer can impose sex-differentiated appearance and grooming standards on its male and female employees."

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Jespersen's attorney claimed that the court erred when defining an unequal burden. "There is a burden in makeup costs. And there's the burden of the message that these female employees are subordinate and unacceptable as workers unless they present an ultra-feminine appearance." She also argued that "male employees must be clean and neat and look professional and women are deemed unprofessional if they are clean and neat, but don't alter their appearance."

Harrah's spokesman asserted that modified appearance standards requiring makeup are still in place at the casino. "We implemented these policies in response to requests from customers accustomed to a level of service and a type of appearance." "This is no different from CBS requiring a female or even a male reporter to wear makeup on television."

Commentary: As a female with many years of personal experience, I must agree, at least with the argument of unequal burden based on expense and time. In my view, the courts should have taken 'judicial notice' of the widely

known fact that makeup is expensive and that putting it on can be an art – in any event, that it takes time, even if applied while driving. Surely, these judges have no idea how much beauty products cost. Without a makeup allowance or higher pay to buy the products and additional time to apply it, the requirements seem unfair. What comes next? Will casinos be allowed to have an 'over-the-top' police squad to check whether too much makeup is being applied? Over-application would ruin the concept, wouldn't it?

But seriously, without knowing precisely what facts or evidence was presented at trial, I will not debate whether the expectation of customers at sports bars in casinos that females have a certain 'appearance' is legitimate enough to impose the challenged standards. However, in my view, if someone can make me a good drink, I don't care if he or she wears any lipstick while preparing it.

¹ The 9th Circuit covers 9 states: Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon and Washington.—ACN

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

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 each 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.metroapppsych.com

Mid-Atlantic Personnel Assessment Consortium (MAPAC)

MAPAC is chartered as a non-profit organization of public sector personnel agencies involved and concerned with testing and personnel selection issues. 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

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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

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 —ACN

Upcoming International, National, and Regional Conferences and Workshops

FEBRUARY

- 9: PTC/MW Luncheon Meeting.
- 10-13: Society of Consulting Psychology. Mid-Winter Conference, "Bridging the Past, Present, & Future." San Antonio. Contact: www.apa.org/divisions/div13
- 28-3/2: Association of Test Publishers. Annual Conference. "Innovations in Testing" Scottsdale, AZ Contact: ATP@DesigningEvents.com

MARCH

- 2-4: American Psychological Association. Conference, "Work, Stress, and Health 2006: Making a Difference in the Workplace." Contact: work-stress-conf@apa.org
- 3-4: American Psychological Association & Human Factors & Ergonomics Society. Annual Symposium. Fairfax, VA. Contact: dbdavis@gmu.edu

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Conferences and Workshops continued

- 9: PTC/MW Breakfast Workshop. Dr. Herman Aquinis, University of Colorado at Denver, "Assessing Test Fairness Using Moderated Multiple Regression."
- 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
- 8: PTC/NC Meeting. Berkeley.
- 11-15: 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
- 14-17: 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

MAY

- 1-4: So. CA Personnel Mgt. Assoc. & IPMA-HR Western Region Conference. Long Beach, CA.
- 11: WRIPAC Training. "Training and Experience Evaluations" Yosemite, CA.
- 12-13: WRIPAC Meeting. Yosemite, CA.
- 20: PTC/NC Meeting. Sacramento, CA.
- 26-29: American Psychological Society. Annual Convention. Los Angeles. Contact: www.psychologicalscience.org

JUNE

- 4-9: American Society for Training and Development. Annual Conference. Orlando, FL. Contact: www.astd.org
- 12-15: IPMA-HR Eastern Region Conference. Harrisburg, PA. Contact: www.haipma.org
- 17: PTC/NC Meeting. Berkeley, CA.
- 19-22: IPMAAC Annual Conference. Orlando, FL
- 19-22: IPMA-HR Central Region Conference. Dayton, Ohio.
- 22: METRO Dinner Meeting. Speaker: Dr. Wanda Campbell, Edison Electric Institute.

(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 2005 are:

April issue due on March 4

June issue due on May 6

August issue due on July 1

October issue due on September 2

December issue due on November 4

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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