

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

December 2005

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Presidential Message

By David Hamill

Moving Forward, While Reflecting Back On an Outstanding Year

(Don't try this at home)

As we move into a new year, I want to take an opportunity to reflect on some of our 2005 accomplishments and to provide important updates on current projects. 2005 has been an exceptional year for IPMAAC in several areas, and this could not have been possible without the extraordinary efforts of many. In particular, I would like to thank each IPMAAC Board member for his/her contribution: **Ilene Gast, Inés Fraenkel, Dennis Doverspike, Donna Terrazas, Roxanne Cochran, Kathryn Singh, Beverly Waldron**, and our representative to the IPMA Executive Council, **Paul Kaiser**.

Without question, the most publicly visible accomplishment of IPMAAC is our annual conference. To me, the conference is the gem of my membership; I look forward to it every year because the Conference Program Committee always pulls together the best of the best personnel assessment and selection professionals who are willing to share their experiences and expertise. This year was no exception because of the tireless efforts of **Christine Parker, Inés Fraenkel**, and the

entire team who pulled this off. This was one of the best programs I've attended. In fact, I've received numerous, nice notes from attendees indicating that it was top-notch. As one attendee wrote, "Great conference this year...there was something in the air this year." We also received compliments from our vendors who participated this year. It is wonderful to hear such positive feedback from people who evaluate things for a living.

One of my platform objectives this year was to bring the conference to professionals who were unable to attend the conference in person. I am happy to report that we achieved this goal through a Webcast (i.e., a live broadcast over the phone lines and the Internet simultaneously). The conference planning committee carefully selected a few presentations to be Webcast and scheduled them on the first day of our conference. As a result, we were able to reach out to another estimated 75 people who could not attend the meeting in person. This was an IPMAAC first. Because of the suc-

(continued on next page)

cess this year with this technology, we will be looking to continue offering Webinars at future conferences and exploring the use of them throughout the year in 2006. I owe a special “thank you” to **Inés Fraenkel** for her work and dedication to manage this initiative, and to the presenters who agreed to participate and act as our “guinea pigs” for this conference.

Another goal we focused on this year was to bolster our membership base. Like many professional organizations around the country, membership numbers have declined in recent years due to a variety of reasons. IPMAAC is fortunate in the sense that we have outstanding retention rates. Building on this strength, we re-implemented a former policy of making non-IPMAAC members who attended the conference members for a year. This strategy has worked in the past to build our membership base, and it worked again this year. As a result of re-implementing this policy, we welcomed 42 new members to IPMAAC this year (see the October 2005 *ACN* for a list). I am confident that we will be able to retain these members for many, many years.

Although it is late in the year, we developed an IPMAAC 2005 directory, which includes our newest mem-

bers. This directory will be distributed via e-mail to each member. If you have not received the 2005 directory by the time you read this note, it means that IPMA does not have an accurate e-mail address for you, or your IPMAAC membership has lapsed. In either case, please contact IPMA at (703) 549-7100 to resolve the issue.

IPMA-HR is also currently exploring how to better structure its membership base. I have been representing IPMAAC at these meetings. The drive behind this initiative is to unite its membership and make IPMA-HR and its Chapters, Regions, and Sections stronger. In my opinion, the direction the team is moving will only bolster IPMAAC membership. I will continue to push for an equitable membership structure for IPMAAC, and one that encourages membership from both public and private organizations. In addition, IPMA has purchased technology to manage memberships online. This should be implemented in the very near future, and should improve the accuracy of our membership data.

A third significant accomplishment that we can highlight this year is the new monograph on situational judg-

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ment tests. This is an outstanding resource for any professional interested in learning the foundations of developing a situational judgment test. IPMAAC is extremely grateful for the efforts of **Dennis Doverspike** in spearheading and developing this monograph. We are currently working on printing this monograph and hope to have it available to members in the near future.

While we have accomplished much in 2005, there continues to be significant work ahead of us. Fortunately, IPMAAC will be in excellent hands next year with long-time member **Beverly Waldron** taking the helm as President. In addition, **Harry Brull** will be assuming the role that **Paul Kaiser** mastered – IPMAAC Representative to IPMA's Executive Council. In addition,

Oscar Spurlin will be taking a seat at the IPMAAC Board as **Dennis Doverspike**'s term ends. As for me, I assume the premier title of Past President and will have the honor of chairing the Nominations/Bylaws Committee. Therefore, if you would like the challenge of a leadership position within IPMAAC, or would just like to become more involved in IPMAAC, I would love to hear from you.

I am extremely grateful to IPMAAC for affording me the opportunity to serve in a leadership position. I have thoroughly enjoyed my presidential term and hope I have helped to make IPMAAC an even stronger organization. I look forward to working with the IPMAAC Board for another year, and I hope to see you all in Las Vegas in 2006!—ACN

2006 Innovations in Assessment Award

Warren Bobrow, Ph.D.,
IPMAAC Innovations Award Committee Chair

The International Public Management Association Assessment Council (IPMAAC) is pleased to announce that nominations for the 2006 Innovations in Assessment Award will be accepted starting February 1, 2006 through March 3, 2006. 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 Las Vegas, Nevada, June 25-28, 2006. 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 in a future issue of the Assessment Council News publication.

Detailed information and a nomination form for the 2006 IPMAAC Innovations in Assessment Award will be available for download at www.ipmaac.org in the near future.

Nominations should be submitted by 5:00 pm EST March 3, 2006 and no earlier than February 1, 2006. For more information about the award, please email Dr. Bobrow at warren@allaboutperformance.biz.—ACN

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Legal Update

By Jeffrey P. Feuquay, Ph.D., Esq.

The Legal Update is a section of the ACN that will appear from time to time as updates are warranted. For more information regarding this article, please contact Dr. Jeff Feuquay, Special Counsel to Russell, Brown and Breckenridge, Nevada, Missouri, drfeuquay@rbbattorneys.com or jeff@feuquay.com.

Transsexual Employees

On November 7, 2005, the U.S. Supreme Court declined to review a case in which a preoperative male-to-female transsexual was awarded \$320,000 in damages and another \$550,000 in attorney fees after failing the police sergeant probationary period. The City sought review of *Philecia Barnes v. City of Cincinnati*, a 6th Circuit Court of Appeals Case (Nos. 03-4110; 04-3320), which affirmed virtually all decisions of the trial court.

When he was demoted, Barnes, a 24-year veteran of the Cincinnati police force, dressed as a man at work but a woman when off duty. Barnes sometimes wore makeup to work, had manicured French nails, and artfully arched eyebrows. The City claimed that Barnes failed probation for professional reasons, including a lack of “command presence.” Unfortunately for the City, its witnesses gave highly disparate, subjective definitions of command presence. Further, Barnes was subjected to daily performance reviews from other sergeants, something required of no other probationers.

Probably most important for public employers is the jury instruction the court used. The City argued that this was a pretext case and therefore under *McDonnell Douglas Corp. v. Green*, 411 U.S. 792, 802, 93 S. Ct. 1817, 36 L. Ed. 2d 668 (1973), the burden of proof shifted back to Barnes to show pretext after the City produced evidence of its allegedly legitimate motive to demote Barnes. Instead, the 6th Circuit confirmed that the trial court’s “mixed motive” instruction was appropriate. That instruction was:

“Your verdict will be for plaintiff if you find that plaintiff demonstrated by a preponderance of the evi-

dence that plaintiff’s failure to conform to sex stereotypes was a motivating factor in defendant’s decision to demote plaintiff, even if other factors...also motivated defendant’s decision. However, if you find that defendant’s treatment of plaintiff was motivated by both plaintiff’s failure to conform to sex stereotypes and lawful reasons, you must decide whether plaintiff is entitled to damages. Plaintiff is entitled to damages unless defendant proves by a preponderance of the evidence that defendant would have demoted plaintiff even if plaintiff’s failure to conform to sex stereotypes had played no role in the decision. Remember that plaintiff is not obligated to show that defendant’s legitimate reasons played no role in the decision to demote plaintiff, nor does plaintiff need to show that the prohibited factor was the sole or principal reason or the true reason.”

The Appeals Court cited a number of cases in support of the proposition that criticism of an employee’s performance, even if true, which is linked to stereotypes associated with a plaintiff’s membership in a protected class is squarely within the rubric of a mixed-motive analysis. Given that, the Court noted that a jury instruction will not automatically be erroneous simply because it does not precisely follow the legal niceties of *McDonnell Douglas*, 411 U.S. 792, 93 S. Ct. 1817. Please read the jury instruction again, carefully, and recognize how easy it is for liability to accrue.

That’s all for now. See you in court.—ACN

IPMAAC Across the Nation – News of the Councils

By Kristine Smith, Associate Editor

American Psychological Association (APA)

Future conferences are currently scheduled for August 10-13, 2006, in New Orleans, and August 16-19, 2007, in San Francisco. For more information, visit their Web site at www.apa.org.

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 Web site at www.baaponline.net for upcoming 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. Generally, CI/OP 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 Web site at www.ciop.net.

Gateway Industrial-Organizational Psychologists (GIOP)

GIOP is a group of psychologists and human resources professionals in the metropolitan St. Louis area. The group consists of over 150 members and offers bi-monthly programs and conferences on a wide range of topics. For more information, visit the GIOP Web site at www.giop.org.

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

The 29th Annual IPMAAC Conference was held June 19-22 in Orlando, FL. Bill Waldron has posted many of the session handouts to the IPMAAC Web site. The 2006 IPMAAC conference will be June 25-28 in Las Vegas, Nevada.

Metropolitan New York Association for Applied Psychology (METRO)

For more information, call the MetroLine at (212) 539-7593 or visit METRO's Web site at www.metroappsych.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 Bob Carroll at RRC@mail3.cs.state.ny.us or visit the MAPAC Web site 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 who meet to encourage an open exchange of information relevant to psychology as applied to work and human resources management. For more information visit the MPPAW Web site at www.mppaw.org.

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 Web site accessible through the IPMAAC Web site 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 Web site at www.ptcmw.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 Web site accessible through the IPMAAC Web site 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, visit the PTC/SC Web site accessible through the IPMAAC Web site at www.ipmaac.org/ptcsc.

Society for Human Resource Management (SHRM)

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

Society for Industrial and Organizational Psychology (SIOP)

The 2006 conference is scheduled for May 5-7 in Dallas, TX. The 2007 conference is scheduled for April 27-29 in New York, NY. The 2008 conference is scheduled for April 11-13 in San Francisco, CA.

Western Region Intergovernmental Personnel Assessment Council (WRIPAC)

WRIPAC comprises 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 a job analysis manual. Additional information may be obtained by visiting WRIPAC's Web site at www.wripac.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 more than 160 agencies nationwide. For more information, contact Bridget Styers at (909) 387-5575 or bstyers@hr.sbcounty.gov.

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Upcoming International, National, and Regional Conferences and Workshops

DECEMBER

- 1: METRO Dinner Meeting. Dr. Anna Marie Valerio, Executive Leadership Strategies. “Executive Coaching Roundtable”
- 14: PTC/MW Luncheon Meeting. Dr. Julia McElreath, U.S. Customs and Border Protection, Department of Homeland Security. PTC/MW Presidential Address. “Development and Implementation of a Cross-Occupational Biodata Measure: What We’ve Done and Where We’re Heading.”
- 16: PTC/NC Luncheon Meeting.

JANUARY

- 11: PTC/MW Luncheon Meeting.
- 25: WRIPAC Training Workshop. “Training and Experience Evaluations.” San Diego, CA.
- 25: WRIPAC Training Workshop. “Workforce Planning.” San Diego, CA.
- 25-26: Association for Research in Personality. Annual Meeting. Palm Springs, CA. Contact: www.personality-arp.org.
- 26-27: WRIPAC Meeting. San Diego, CA.

FEBRUARY

- 6-8: Association of Test Publishers. Annual Conference: “Innovations in Testing.” Kissimmee, FL. Contact: www.testpublishers.org.
- 8: PTC/MW Luncheon Meeting.
- 10: PTC/NC Luncheon Meeting. Sacramento, CA.

MARCH

- 2-4: American Psychological Association. Conference: “Work, Stress, and Health 2006: Making a Difference in the Workplace.” Contact: www.apa.org/pi/work/wsh2006.html.
- 3-4: Society of Psychologists in Management. Annual Conference. San Francisco, CA. Contact: www.spim.org.
- 8: PTC/MW Breakfast Workshop. Speaker: Dr. James Sharf, Sharf & Associates. Topic: “Defending Minimum Qualifications.”
- 16-17: PTC/NC Annual Conference.
- 21: METRO Dinner Meeting. Speaker: Dr. Allen Kraut, Baruch College. Topic: “Getting Action Out of Organization Surveys.” Contact: www.metroappsych.com.

(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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Assessment Council News

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Nominations/Bylaws

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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 2006 are:

February issue due on January 6
April issue due on March 3
June issue due on May 5
August issue due on July 7
October issue due on September 1
December issue due on November 3

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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