

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

June 2006

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Presidential Message

By Beverly Waldron

They say the flow of time appears relative; the older you become, the quicker time seems to move. Well, I'm here to tell you that I must be ancient because time is just zipping by. As I write this article, we are just 36 days away from this year's conference. By the time you read this, we will be just a few weeks away. See? Time does fly! I hope I get everything done that needs to be done.

Conference

This is our 30th year and we have all been working hard to make this one of our best conferences ever. I hope you have made plans to join us. If you have, I really look forward to seeing you there. If you haven't made plans, it is not too late to join us. Please check out the conference information through *IPMAAC Online!* at ipmaac.org and make your plans to come to the conference. Between the conference program, the social events, and the city, I'm sure everyone will have a profitable trip.

Webinars

If you just can't join us in Las Vegas, you can still join us for some of Monday's sessions via the Web. We are offering four sessions as Webinars. The four sessions are:

Dr. Paul Sackett's Keynote Address on Measuring and Predicting Counterproductive Work Behavior

This session will provide an overview of issues in conceptualizing and mea-

suring counterproductive work behavior (CWB), discuss the relationship between CWB and other facets of job performance, address the long-standing debate over the role of personal and situational factors as determinants of CWB, describe a range of approaches to the use of integrity tests as a job applicant screening device for predicting CWB, and evaluate the research evidence on the use of integrity tests.

Biodata Scale Validity: How Do We Know How Well It's Working?

This presentation will discuss some of the kinds of biodata scales that can be evaluated, criteria and correlates associated with biodata measures, and other considerations in evaluating the effectiveness of biodata measures for selection.

2006 Legal Update

This session will discuss the current state of employment law generally, and will take a detailed look at recent administrative and case law, as well as judicial trends affecting personnel

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assessment. It will also discuss the proposed and final definitions issued by the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP) regarding who is an "Internet Applicant" for purposes of federal reporting, recordkeeping, and compliance with anti-discrimination provisions.

Succession Planning: Identifying & Developing High Potential Leadership Talent

This tutorial discusses the Georgia Merit System's model of succession planning and the automated tools and support offered to her customer agencies. It addresses the concepts of leadership levels, the demands of each level, and capacity to meet those demands. It highlights the assessment of bench strength and other pre- and post-measures of succession planning success.

For more information, follow the conference link at ipmaac.org, click on "2006 Annual Conference," and then click on the link for additional information available from IPMA-HR. The deadline for signing up for the Webinars is June 21st. It is the next best thing to being there.

Student Paper Competition

Lee Friedman has done another excellent job with the University Liaison/Student Paper Committee. This year's award winner is **Rustin Meyer**, a graduate student in Industrial/Organizational Psychology at Purdue University. His paper, *Situational Moderators of the Conscientiousness-Performance Relationship: An Interactional Meta-Analysis*, will be presented at this year's conference (another reason to attend). Rustin's paper was selected from an outstanding group of submitted papers through the hard work of our academic (**Mike Aamodt, Mike Agars, Dennis Doverspike, and Corey Miller**) and practitioner (**Ilene Gast, Elliot Lason, Stephen Magel, and Mike Willihnganz**) reviewers. We thank them for their work. Special thanks also go to **Elizabeth Kirkland**, Publication Manager for IPMA-HR, for her assistance in announcing the competition. We will have a copy of Rustin's paper available online at ipmaac.org following the conference.

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Monograph

Thanks to the dedicated work of **Dennis Doverspike**, Chair of the Professional & Scientific Affairs Committee, and the generosity of **Paul Kaiser** (for printing), we now have available IPMAAC's first monograph in a number of years. The monograph title is *Situational Judgment Tests in Personnel Assessment*. It was authored by **Michael A. McDaniel, Deborah L. Whetzel, and Nhung T. Nguyen**. Thanks also go to **Leilani Yan** for editing and to the editorial reviewers: **Dennis Joiner, Harry Brull, Mike Aamodt, and Einfred Arthur, Jr.** Copies of the monograph will be provided at the conference to attendees and will be mailed to IPMAAC members who are unable to attend the conference later this summer. Thanks to all for a great product, with hopes for more monographs in the future.

Board Meeting

The IPMAAC Board of Directors will be meeting on Sunday, June 25. If you have any matters that need to be brought to the Board's attention, please contact me or another Board member. The Board exists to serve the needs of the organization and the membership. Your input is critical to our doing a good job and the health of our organization. A report on the Board meeting and other business items will be made at the Business Meeting in Las Vegas on Tuesday, June 27, at 1:30 PST. Hope you will be there.

Again, hope to see you at the conference. If you can't be there, please consider joining us for the session on Monday via the Web. The next issue of the ACN will also contain a report on this year's conference.

As always, I welcome any suggestions or assistance that you are willing to offer. I look forward to seeing you in Las Vegas!—ACN



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IPMAAC Across the Nation – News of the Councils

By Kristine Smith, Associate Editor

American Psychological Association (APA)

Future conferences are 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. 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 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 2006 IPMAAC conference will be June 25-28 in Las Vegas, Nevada. The 2006 IPMA-HR International Training Conference will be held on October 7-10 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.metroapppsych.com.

Mid-Atlantic Personnel Assessment Consortium (MAPAC)

MAPAC is a non-profit organization of public sector personnel agencies involved and concerned with testing and personnel selection issues. For details on MAPAC, contact Roberta Ames, Pennsylvania Civil Service Department, at rames@state.pa.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. On October 6, 2006, PTC/AZ will present "ROI and the Metrics of Staffing." Speakers include Dr. Wayne Cascio and Ted Darany of Darany and Associates. 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/ptca.

Personnel Testing Council of Metropolitan Washington (PTC/MW)

PTC/MW offers monthly luncheon programs and publishes an informative newsletter. See the 2006 calendar for scheduled luncheon speakers or visit the PTC/MW Web site accessible through the IPMAAC Web site 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

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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.

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/Organizational Psychology (SIOP)

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 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.

IPMAAC 2005 Student Paper Competition

by Lee Friedman, University Liaison/Student Paper Competition

I wanted to take this opportunity to report to you the results of the IPMAAC 2006 Student Paper Competition. Following is information regarding the winning paper:

Awardee:
Rustin D. Meyer, Ph.D.

Paper Title:
**Situational Moderators of the Conscientiousness-Performance Relationship:
An Interactional Meta-Analysis**

Graduate School where the Paper Was Done:
Purdue University

Upcoming International, National, and Regional Conferences and Workshops

JUNE

- 11-14: IPMA-HR Central Region Training Conference. Milwaukee, WI.
- 18-21: IPMA-HR Eastern Region Conference. Washington, D.C.
- 20: PTC/MW Breakfast Workshop. Speakers: Dr. Kathleen Lundquist, Applied Psychological Techniques, Lawrence Ashe, Esq., Ashe, Rafuse & Hill. Topic: "Current Legal Challenges in Employment Testing."
- 21: METRO Meeting. Speaker: Dr. Kathleen Lundquist, Applied Psychological Techniques. Topic: "Latest Issues in Employment Litigation."
- 25-28: IPMAAC Conference. Las Vegas, NV.
- 25-28: SHRM Annual Conference. Washington, D.C.
- 27: Bay Area Applied Psychologists Meeting.

JULY

- 12: PTC/MW Luncheon Meeting. Speaker: Dr. Lia Meyer, U.S. Postal Service. Topic: "A Comparison of Tests of Adverse Impact on a Cognitive Ability Test."

AUGUST

- 6-10: American Statistical Association. Annual Convention. Seattle, WA. Contact: www.amstat.org.
- 9: PTC/MW Luncheon Meeting. Speakers: David Hamill, Marriott International, Drs. Shannon Fox and David Pollack, Sodexo. Topic: "On-Line Performance Management Processes in Two Private Sector Organizations."

- 10-13: American Psychological Association. Annual Convention. New Orleans, LA. Contact: www.apa.org.

- 11-16: Academy of Management. Annual Meeting. Atlanta, GA. Contact: www.aomonline.org.

- 16-18: 2006 National Labor-Management Conference. Chicago, IL.

SEPTEMBER

- 5-6: IPMA-HR Federal Section Annual Conference. Washington, D.C.

- 13: PTC/MW Luncheon Meeting.

- 20-22: IPMA-HR Central California Chapter Conference. Bass Lake, CA.

- 20: WRIPAC Training Courses. "Selection Planning" and "Interpreting and Applying Item Analysis Data." Berkeley, CA.

- 21-22: WRIPAC Meeting. Berkeley, CA.

(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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Innovations in Assessment Award

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Nominations/Bylaws

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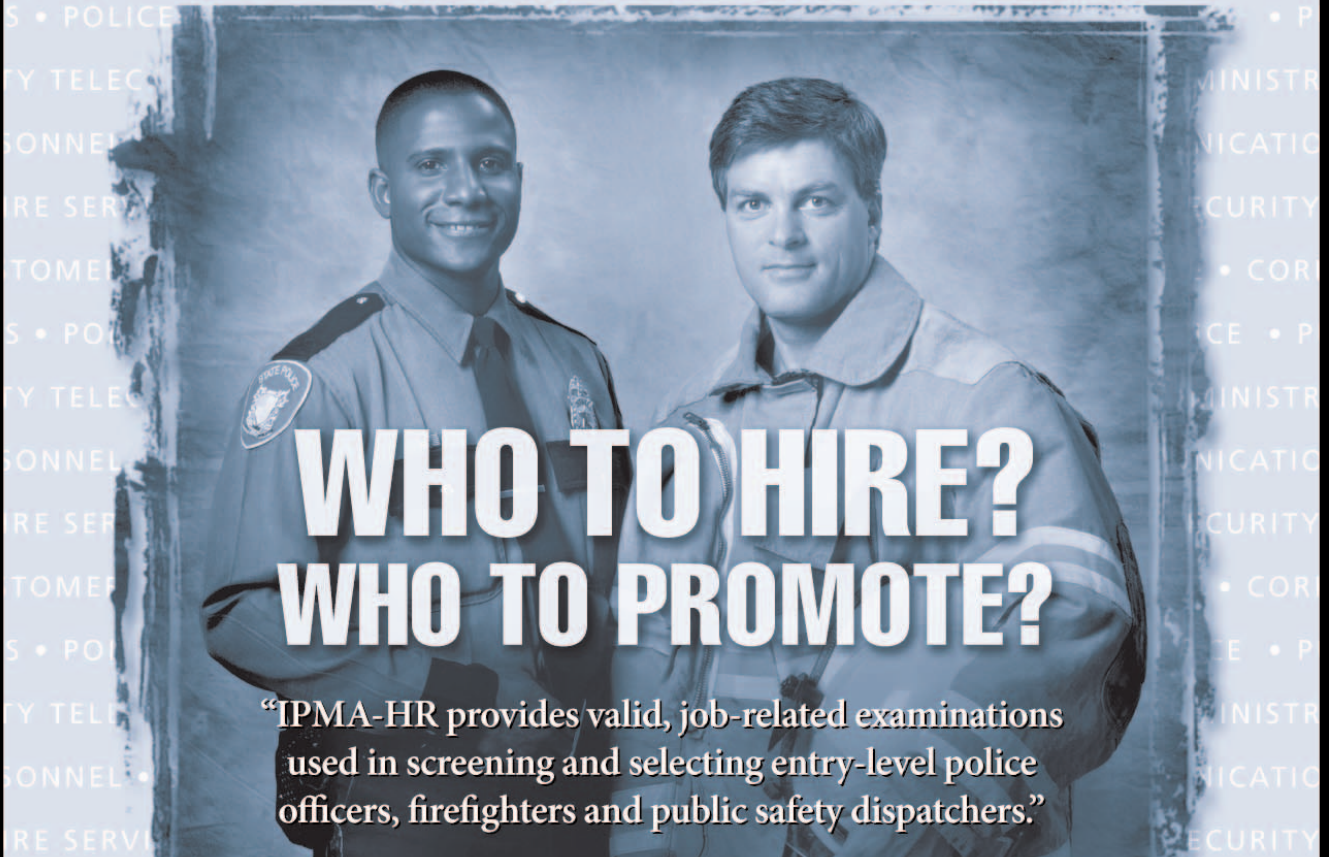
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About the *ACN*

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:

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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