

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

December 2006

Inside:

Presidential Message.....	1
2007 Innovations in Assessment Award	3
IPMAAC Across the Nation – News of the Councils.....	4
Upcoming International, National, and Regional Conferences and Workshops	6
Call for Conference Presentation Proposals.....	6
2006 IPMA Assessment Council Officers and Board Members.....	7
2006 IPMAAC Committee Chairs	8
About the ACN	10

IPMAAssessment Council

International Public Management
Association for Human Resources
1617 Duke Street
Alexandria, VA 22314
Phone: (703) 549-7100
Fax: (703) 684-0948

Presidential Message

By Beverly Waldron

Season's Greetings! I trust you had a Happy Thanksgiving and are all ready for the holiday season. My year serving as your president is rapidly drawing to a close, but before I go, I have a couple of items to share.

IPMAAC Conference 2007

The 31st annual IPMAAC conference will be held June 10–13, 2007 in St. Louis, Missouri. Our theme is **The Gateway to Excellence in Assessment**. The call for proposals has been issued and the deadline for submissions is rapidly approaching. December 15th is the deadline, so if you haven't submitted your proposal or if you are still thinking about submitting, it's time to get moving. This year you can submit your proposal online at *IPMAAC Online!* (www.ipmaac.org).

Beginning this year, IPMAAC has a new presenter discount policy. The provisions of the policy are:

1. A presenter who wants to attend the full conference will receive a \$50 discount on the applicable conference fee
2. A presenter who wants to attend the conference only on the day of their presentation will receive a \$50 discount on the applicable conference fee for the day
3. A presenter who will not attend conference sessions other than his/her own presentation will not be charged a conference fee

4. The full conference fee is waived for one leader of each Pre-conference Workshop.

Provisions 1–3 apply to all presenters, not just the lead presenter. Early registrants for the 2007 conference will benefit by paying the same conference fees as those charged for the 2006 conference. Those individuals who register after June 1st or who register on-site at the conference will face slightly higher registration fees (\$50).

Quick Summary: *Get your proposal in, register early, and meet me in St. Louis!*

IPMAAC Board of Directors Fall Meeting

We held our fall Board of Directors meeting on October 8th. It was a productive meeting. In addition to the items mentioned above regarding the 2007 conference, the Board adopted a conflict of interest policy for members of our Board of Directors. Also, we reviewed the 2006 financial status and approved the 2007 budget. Additionally, a report concerning changes in the IPMA-HR section affiliation benefits and membership dues structure was received and discussed. As soon as these changes are finalized and an implementation strategy is developed, we will be sharing the details and explaining the impact to IPMAAC members. Look for information in coming issues of the *ACN* and at *IPMAAC Online!*

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In 2003, **Harry Brull** made a generous contribution and established the IPMAAC Fund at the Community Foundation of National Capital Region. He made an out-right gift of \$50,000 with another \$50,000 available as a challenge grant in which he will match contributions from others. After much talk, discussion, etc., we are finally taking proactive steps to make good use of Harry's generosity and to accept the challenge for matching contributions. Please look for important information in the coming issues of the ACN and answer the challenge.

Quick Summary: *It was a good, productive meeting. Watch for future issues of the ACN for information about changes to the membership structure and the IPMAAC Fund Challenge.*

2006: A Good Year

I may be a bit biased, but I think 2006 for IPMAAC was a very good year. We had a great conference, carried on with regular business, and made some strides toward improvements and new projects. Make no mistake, the credit for this work belongs to the IPMAAC Board of Directors, our Committee Chairs, and committee members. Please join with me in offering thanks and appreciation to:

The Board of Directors—**David Hamill, Déonda Scott, Roxanne Cochran, Inés Vargas Faenkel, Kathryn Singh, Oscar Spurlin, and Donna**

Terrazas. It has been a pleasure working with you!

Past and Future—Past-President **David Hamill.** Thanks so much for coordinating our elections and for your instruction, your advice, and for just listening. May the force be with you! (Deonda, I promise to try and be as helpful to you as David was to me, but he has set pretty high standards.) President-Elect **Déonda Scott.** Thanks for your efforts to make a smooth transition and what I'm sure will be a great 2007. (Folks, any help you can contribute will be appreciated. Don't forget the proposal deadline is December 15th.)

IPMA-HR Executive Council—Thanks to **Harry Brull** for his excellent job of representing IPMAAC and IPMAAC's interest with the IPMA-HR Executive Council.

Communications—**Anthony Bayless** for the wonderful job he does with the ACN. Likewise, to **Bill Waldron** for the Web site, the list serve, and for putting up with me.

Conference—2006 Program Co-Chairs **Martin Anderson** and **Roxanne Cochran** and 2006 Host Committee Chair **Lynne Jantz.** These were demanding jobs and I really do appreciate all your hard work and efforts to produce a great conference. (Presentations and pictures are still being added to the Web site. If you haven't sent yours in, please do. If you haven't visited the site in

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awhile, you might want to check back to see what has been added.)

Innovations—Thanks to **Warren Bobrow** for chairing the Innovations in Assessment Award. He did such a great job in 2006 that he's going to do it again next year. Not too early to start thinking about nominations for 2007. (See the announcement in another part of this issue of the ACN.)

Professional and Scientific Affairs—Thanks to **Dennis Doverspike** for bringing back the IPMAAC monographs and for his contributions to IPMA-HR News. Great job as usual.

Training and Workshops—**Shelley Langan** and **Lelani Yan** did a good job of handling this committee for us. Many thanks. Requests for training have increased some in the last year. If you are interested in our training programs, please visit *IPMAAC Online!*

Student Paper Award—Thanks to **Lee Friedman** for doing another outstanding job serving as our University Liaison and running our Student Paper Competition.

IPMA-HR Staff—A very, very special thank you to **Carrie Hoover** and **Jessica Allen**. There is no way it could have been done without you.

IPMAAC Members—Last, but by no means least, thank you! I truly appreciate the opportunity to serve as IPMAAC President and all of your support and assistance this past year. I'm sure you will show Deonda the same support in the coming year! Just because my year as President is over doesn't mean you are rid of me. As Past-President, I will be seeking your assistance with nominations to serve as President-Elect and on our Board of Directors.

In the meantime, I wish you and yours a joyous holiday season and the best of everything in the coming new year. Till later, take care!—ACN

2007 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 2007 Innovations in Assessment Award will be accepted starting February 6, 2007 through March 2, 2007. 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 savings. 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 St. Louis, Missouri, June 10-13, 2007. 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 2007 IPMAAC Innovations in Assessment Award is available for download at www.ipmaac.org. Nominations should be submitted by 5:00 pm EST March 2, 2007 and no earlier than February 6, 2007. For more information about the award, please e-mail Dr. Bobrow at warren@allaboutperformance.biz.—ACN

IPMAAC Across the Nation – News of the Councils

By Kristine Smith, Associate Editor

American Psychological Association (APA)

The 2007 conference is scheduled for August 16-19 in San Francisco. For more information, visit their Web site at www.apa.org.

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 was held June 25-28 in Las Vegas, Nevada. Check the IPMAAC Web site to view presentation materials. The 2006 IPMA-HR International Training Conference was held on October 7-10 in Las Vegas, Nevada. The 2007 IPMAAC conference will be held in St. Louis, MO, on June 10-13, 2007.

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.

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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. The Fall 2006 MAPAC conference was held November 15-17 in Princeton, NJ. 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 it 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/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 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 and 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, call (909) 387-5575.

Upcoming International, National, and Regional Conferences and Workshops

DECEMBER

- 13: PTC/MW Luncheon Meeting. "PTC/MW Business Meeting and Presidential Address." Presenter: Dr. Ted Hayes, The Gallup Organization, Washington, DC.

JANUARY

- 10: PTC/MW Luncheon Meeting.
- 11: PTC/NC Luncheon Meeting.
- 12: IPMA-HR Workshop. "Managing Classification/Compensation in a Broadbanding Environment." Kansas City, MO.
- 24: WRIPAC Training Workshops: "Item Writing" by Dr. Mike Willihnganz and "Assessment Centers" by Aaron Morgan. Riverside, CA.
- 25-26: WRIPAC Meeting. Riverside, CA.
- 31-2/2: American Society for Training and Development. TechKnowledge Conference. Las Vegas, NV. Contact: www.astd.org.

FEBRUARY

- 5-7: Association of Test Publishers. Annual Conference. "Innovations in Testing." Palm Springs, CA. Contact: www.testpublishers.org.
- 7-8: WRIPAC Professional Development Workshop: "Job Analysis." Presenters: Dr. Mike Willihnganz and Karen Coffee.
- 8: PTC/NC Luncheon Meeting.
- 14: PTC/MW Luncheon Meeting.
- 15-16: IPMA-HR Workshop. "Managing Employee Performance as a Human Resources Business Partner." Denver, CO.

MARCH

- 2-3: Society of Psychologists in Management. Annual Conference. Washington, DC. Contact: www.spim.org.
- 7-9: Personnel Testing Council-Florida. Summit Conference. Pensacola, FL. Contact: www.performancetest.org.
- 7-11: Society for Personality Assessment. Annual Meeting. Arlington, VA. Contact: spaonline.org.
- 12-14: SHRM Employment Law and Legislation Conference. Washington, DC.
- 14: PTC/MW Luncheon Meeting.
- 19-21: SHRM Global Forum Conference. Los Angeles, CA.
- 23-23: PTC/NC Annual Conference. Sacramento, CA.

Call for Conference Presentation Proposals

The 31st Annual IPMAAC Conference on Personnel Assessment will be held June 10-13, 2007, in St. Louis, Missouri. The theme for this conference is, "The Gateway to Excellence in Assessment." Proposals for conference presentations are being accepted online. Please visit the IPMAAC Web site (<http://www.ipmaac.org/conf/07/2007call.html>) for submission details. The deadline for submitting proposals is December 15, 2006.—ACN

(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

2006 IPMA Assessment Council Officers and Board Members

President

Beverly Waldron (2005-2007)

Employment and Testing Manager
Pinellas County Government
400 South Fort Harrison Ave.
Clearwater, FL 33756-5113
Tel (727) 464-3367
Fax (727) 464-3876
bwaldron@co.pinellas.fl.us

President-Elect

Déonda Scott

Employment, Assessment, and
Development Manager
City of Orlando
400 S. Orange Avenue
Orlando, FL 32802-4990
Tel (407) 246-2061
Fax (407) 246-2019
deonda.scott@cityoforlando.net

Past-President

David Hamill (2001-2006)

Director, Workforce Development
Marriott International, Inc.
Marriott Drive, Dept. 52-931.15
Washington, DC 20058
Tel (301) 380-3239
Fax (301) 380-1602
david.hamill@marriott.com

IPMAAC Representative to IPMA Executive Council

Harry Brull

Senior Vice President
Personnel Decisions International
2000 Plaza VII Tower
45 S. 7th Street
Minneapolis, MN 55402
Tel (612) 337-8233
Fax (612) 337-3695
harry.brull@personneldecisions.com

Board Members

Oscar Spurlin (2006-2008)

Co-Owner
Ergometrics & Applied Personnel
Research
115 Skyline Drive
Edmonds, WA 98020
Tel (425) 774-5700
Fax (425) 774-0829
oscar@ergometrics.org

Kathryn Singh (2004-2006)

Senior Human Resources Analyst
Superior Court of Orange County
P.O. Box 1994
700 Civic Center Drive
Santa Ana, CA 92702-1994
Tel (714) 834-2080
ksingh@occourts.org

Donna Terrazas (2004-2006)

Manager of Recruitment &
Classification
East Bay Municipal Utility District
375 11th St
Oakland, CA 94607
Tel (510) 287-0707
Fax (510) 287-0986
donna@ebmud.com

Inés Vargas Fraenkel (2005-2008)

Attorney at Law
1002 Ashmount Avenue
Oakland, CA 94610
Tel (510) 882-1870
inesvf@aol.com

Roxanne Cochran (2005-2008)

Human Resources Analyst
County of San Bernardino HR Department
157 W. Fifth Street, First Floor
San Bernardino, CA 92415-0440
Tel (909) 387-5839
Fax (909) 387-5609
rochran@hr.sbcounty.gov

2006 IPMAAC Committee Chairs

Conference Program

Martin Anderson

Connecticut Department of
Administrative Services
165 Capitol Avenue, Room 404
Hartford, CT 06106
Tel (860) 713-5042
Fax (860) 713-7413
martin.anderson@po.state.ct.us

Roxanne Cochran

Human Resources Analyst
County of San Bernardino HR Dept
157 W. Fifth Street, First Floor
San Bernardino, CA 92415-0440
Tel (909) 387-5839
Fax (909) 387-5609
rcochran@hr.sbcounty.gov

Conference Host

Lynne Jantz

Las Vegas Metropolitan P.D.
Personnel Bureau
101 E. Convention Center Drive
Suite P-200
Las Vegas, NV 89109
Tel (702) 229-3981
L2899J@lvmpd.com

Membership and Committee Services (MCS)

David Hamill

Director, Workforce Development
Marriott International, Inc.
Marriott Drive, Dept. 52-931.15
Washington, DC 20058
Tel (301) 380-3239
Fax (301) 380-1602
david.hamill@marriott.com

University Liaison/Student Paper Competition

Lee Friedman

SpecTal, 13481 Falcon View Court
Bristow, VA 20136
Tel (571) 331-1388
leefriedman1406@yahoo.com

Continuity

Déonda Scott

Employment, Assessment, and
Development Manager
City of Orlando
400 S. Orange Avenue
Orlando, Florida 32802-4990
Tel (407) 246-2061
Fax (407) 246-2019
deonda.scott@cityoforlando.net

Professional/Scientific Affairs

Dennis Doverspike

Professor of Psychology
Psychology Department
University of Akron
Akron, OH 44325
Tel (330) 972-8372
Fax (330) 972-5174
dd1@uakron.edu

Assessment Council News

J. Anthony Bayless

Personnel Research Psychologist
U.S. Dept. of Homeland Security
1300 Pennsylvania Avenue, NW
Washington, DC 20229
Tel (202) 863-6295
Fax (202) 863-635
anthony.bayless@dhs.gov

Electronic Communications Network

Bill Waldron

Waldron Consulting Group
4111 Canoga Park Drive
Brandon, FL 33511-7986
Tel (813) 689-8196
bill@bwaldron.com

Training/Workshop

Shelley Langan

Senior Consultant
CPS Human Resource Services
241 Lathrop Way
Sacramento, CA 95815
Tel (916) 263-3624, ext. 3367
slangan@cps.ca.gov

Lelani Yan

Human Resources Department
West Palm Beach County
50 S. Military Trail
West Palm Beach, FL 33415
Tel (561) 616-6878
lyan@pbcgov.com

Innovations in Assessment Award

Warren Bobrow

All About Performance, LLC
5812 W. 76th Street
Los Angeles, CA 90045-1616
Tel (310) 670-4175
warren@allaboutperformance.biz

Nominations/Bylaws

David Hamill

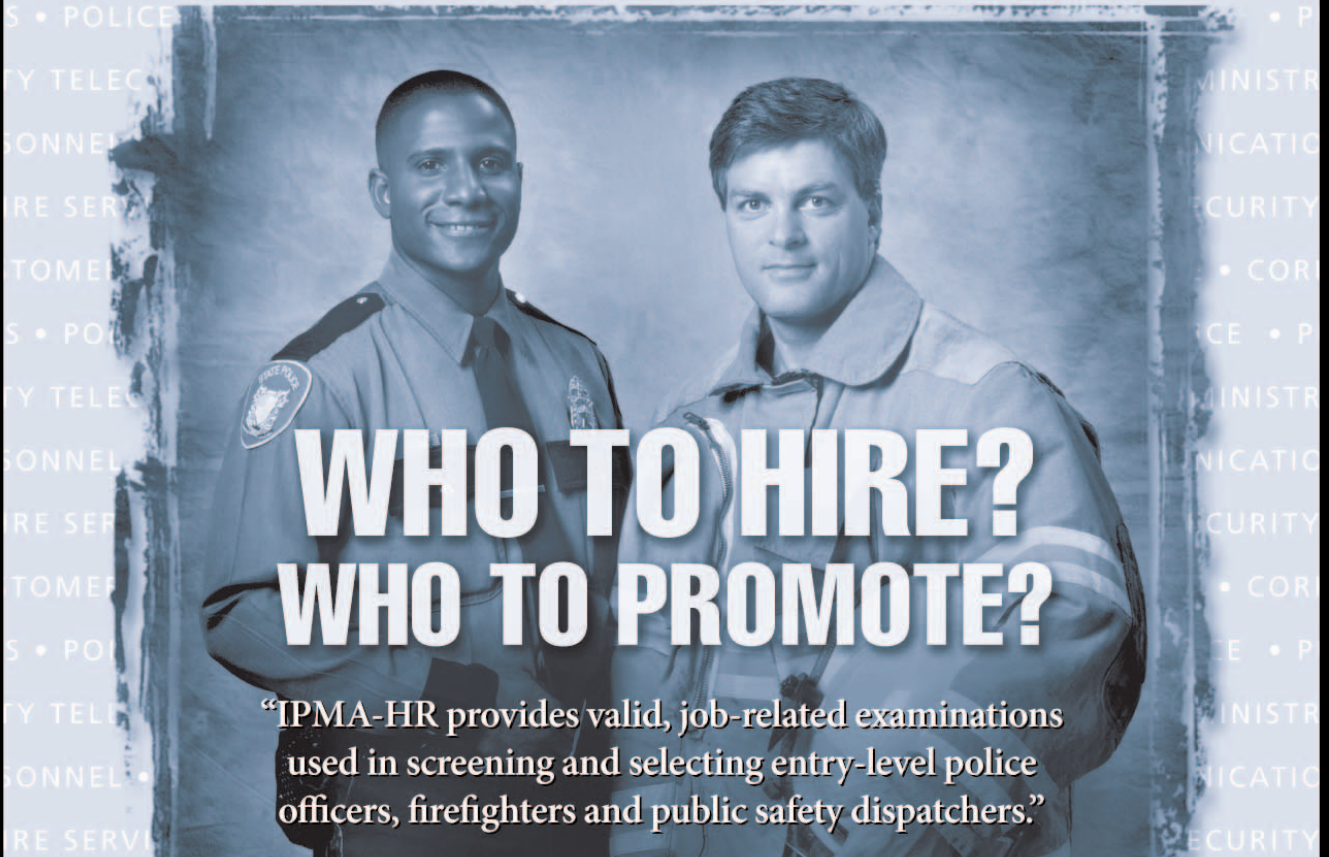
Director, Workforce Development
Marriott International, Inc.
Marriott Drive, Dept. 52-931.15
Washington, DC 20058
Tel (301) 380-3239
Fax (301) 380-1602
david.hamill@marriott.com

Bemis Award-Nomination

Beverly Waldron (2005-2007)

Manager, Employment and Testing
Pinellas County Government
400 South Fort Harrison Ave.
Clearwater, FL 33756-5113
Tel (727) 464-3367
Fax (727) 464-3876
bwaldron@co.pinellas.fl.us

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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 2007 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.

Editor

J. Anthony Bayless

Personnel Research Psychologist
U.S. Department of Homeland
Security
1300 Pennsylvania Avenue, NW
Rm. 2.5B
Washington, DC 20229
Tel (202) 344-3833
Fax (202) 344-3052
Anthony.Bayless@dhs.gov

Associate Editors

Assessment Council Affairs

Kristine Smith

Senior Associate, Darany and Associates
1250 San Pablo Ave.
Redlands, CA 92373
Tel: (909) 798-4475
Smithk1@earthlink.net

Technical Affairs

Mike Aamodt

Professor, Radford University
Department of Psychology
Box 6946, Radford University
Radford, VA 24142
Tel: (540) 831-5513
Fax: (540) 831-6113
maamodt@runet.edu

Practice Exchange

Kathryn Singh (Paget)

Senior Human Resources Analyst
Superior Court of Orange County
P.O. Box 1994
700 Civic Center Drive
Santa Ana, CA 92702-1994
Tel (714) 834-2080
ksingh@occourts.org

Bridget A. Styers

County of San Bernardino
Senior Human Resource Analyst
Manager, Western Region Item
Bank
Tel (909) 387-5575
Fax (909) 387-5792
bstyers@hr.sbcounty.gov

IPMAAssessment
Council

**International Public
Management Association –
Human Resources
1617 Duke Street
Alexandria, VA 22314
Phone: (703) 549-7100
Fax: (703) 684-0948**

IPMA-HR

1617 Duke Street
Alexandria, VA 22314
Phone: (703) 549-7100
Fax: (703) 684-0948