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!](http://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!](http://www.ipmaac.org).

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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 outright 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 Faenkkel, 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! (Déonda, 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 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

(continued on next page)
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!—AACCNN

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.
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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News of the Councils continued

**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 orvspackma@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.
News of the Councils continued

Upcoming International, National, and Regional Conferences and Workshops

DECEMBER

JANUARY
10: PTC/MW Luncheon Meeting.
11: PTC/NC Luncheon Meeting.
24: WRIPAC Training Workshops: “Item Writing” by Dr. Mike Willihnganz and “Assessment Centers” by Aaron Morgan. Riverside, CA.
25-26: WRIPAC Meeting. Riverside, CA.

FEBRUARY
8: PTC/NC Luncheon Meeting.
14: PTC/MW Luncheon Meeting.

MARCH
12-14: SHRM Employment Law and Legislation Conference. Washington, DC.
14: PTC/MW Luncheon Meeting.

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/07/2007 call.html) for submission details. The deadline for submitting proposals is December 15, 2006.—AS

(The 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.—AS
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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.

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