

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

February 2007

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IPMA Assessment
Council

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Presidential Message

By *Déonda Scott*

Happy New Year IPMAAC! Thank you for the opportunity and honor of serving as President. I'm grateful for the many accomplishments of Past President **Beverly Waldron**; the board and all the committee chairs. Their skilled leadership ensured the success of IPMAAC in 2006 and provides a solid base for the upcoming year. As a volunteer organization, IPMAAC relies on the efforts of its members for the work required to turn our objectives into reality. We are all very lucky that talented and dedicated individuals have volunteered to serve as board members and to chair a committee this year. Their work is what makes this organization tick and provides so many benefits to our members. They deserve our thanks and support. If you're already volunteering – thank you. If you're waiting in the wings, I'd like to invite you to make a New Year's resolution to become more involved by choosing at least one committee described below and contacting the chair to offer your assistance. Their contact information appears at the end of this newsletter and on our Web site.

Continuing on the IPMAAC Board are **Roxanne Cochran** and **Oscar Spurlin**. **Inés Fraenkel** was a board member with one year remaining in her term when she was elected as President-Elect, thereby creating a vacancy. In recognition of **David Hamill's** extraordinary contributions to IPMAAC, the board invited him to complete Inés's term and he graciously accepted. **Warren Bobrow** and **Julia McElreath** have both been highly active in IPMAAC for

years and I'm delighted to welcome them as newly elected board members.

The Program and Host committees are striving to make this year's conference one you'll be talking about with your colleagues who weren't lucky enough to be there in person. Our theme is "The Gateway to Excellence in Assessment" and the conference will be held in St. Louis, Missouri, on June 10-13. I sincerely hope to see you there. You and your career deserve this, so save the dates. **Kurt Wilkening** and **Reid Klion** are the chairs for the Program Committee. They have been working for months to ensure a terrific program and already have several exciting invited speakers lined up. Thank you to the members of the committee who are reviewing presentation proposals.

Debbie Cranmer is Host Committee Chair and has been coordinating with IPMA-HR staff to ensure we have a great time in St. Louis. We IPMAAC'ers always enjoy getting together to network and socialize. Consider volunteering to assist her and I'm sure the rewards will be worth the effort.

Anthony Bayless has agreed to continue as Editor for the *Assessment Council News* for 2007. He has done an excellent job and I'm sure he'll continue to inform us all. Please contact Anthony if you have an idea for an article or information to share.

Also continuing is **Dennis Doverspike** as the chair of the

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Presidential Message Continued

Professional/Scientific Affairs Committee. This committee was responsible for the monograph titled *Situational Judgment Tests in Personnel Selection* distributed to all 2006 conference attendees and IPMAAC members. The committee is also available to work with other organizations on joint projects and the organizing of speakers for conferences.

Shelley Langan will continue in her role as chair of the Training and Workshops Committee. This committee provides training opportunities to members and other organizations.

Julia McElreath will chair the Membership and Committee Services Committee which is responsible for identifying opportunities to improve the value of and to increase our membership.

Bill Waldron will continue in his role of many years as Electronic Communications Network Chair. If it has been awhile since you checked out the IPMAAC Web site, I invite you to take another look. There are articles, pertinent legal cases, and conference presentations available which make the Web site a valuable research tool.

IPMAAC promotes sound and innovative practices in personnel assessment and recognizes the contributions of assessment professionals. The following three committees are charged with this goal:

- ◆ University Liaison/Student Paper Committee – **Lee Friedman** will return for another year as chair. Lee has

done an excellent job of reaching out to deserving students and recognizing their work.

- ◆ Innovations in Assessment Award Committee – **Warren Bobrow** will also continue as chair. This award recognizes a person or group of employees for the development and application of an innovative personnel assessment tool or procedure. Submissions will be accepted from February 5 to March 2. If you know of an innovative project, please visit IPMAAC Online (www.ipmaac.org) for more details and the submission form.
- ◆ Bemis Memorial Award Committee – IPMAAC also nominates a candidate to receive the Stephen E. Bemis Memorial Award, so please contact me if you have a recommendation.

As Past-President, **Beverly Waldron** will serve as chair of our Nominations and Bylaws Committee. President-Elect **Inés Fraenkel** will chair the Continuity Committee and is charged with developing an understanding of the purpose and operation of IPMAAC and developing objectives and an operating budget for the next year.

In the upcoming year, I'll strive to inform you about IPMAAC developments and how you can become an integral part of our progress. As a volunteer organization, we need the active participation of all our members. I'm looking forward to working with you to make this a great year for IPMAAC!

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Technical Affairs

General Announcement and Some Current Research

By Mike Aamodt, Associate Editor

This month's Technical Affairs column contains an announcement as well as summaries of two studies that were motivated by discussion threads appearing in the IPMAACTalk. As always, a piece of HR humor follows.

Statistics Primer Announcement

Several years ago, I wrote in this column that I was working on a statistics primer for HR professionals that would explain statistics in an easy-to-understand manner. Originally, the primer was to be published by IPMAAC as part of the monograph series and distributed at no cost to IPMAAC members. Since that announcement, I have received regular inquiries into the status of that book, and my response has always been, "It's almost ready." Well, it is finally ready; unfortunately, not through IPMAAC and not for free. The book is titled, *Understanding statistics: A guide for I/O psychologists and human resource professionals*. It is published by Wadsworth and is available through Amazon.com (ISBN 0-495-18663-5). Michael Surrette from Springfield College and David Cohen from DCI Consulting coauthored the book with me. All royalties from the book are being donated each year to send Radford University students to the annual graduate student conference in Industrial-Organizational Psychology and Organizational Behavior (IOOB). Hopefully, readers won't view this as shameless promotion; but the primer began as an IPMAAC project, IPMAAC members keep asking about it, and the royalties go toward a great cause – so why not?

IPMAACTalk

One of the great benefits of being an IPMAAC member is the assistance provided by other IPMAAC members. Most ACN readers are probably familiar with IPMAACTalk – the electronic discussion list sponsored by IPMAAC (visit www.ipmaac.org for more information). It provides a wonderful forum for discussing assessment ideas and asking for help on assessment issues. **Bill Waldron** manages the site, and there is almost always an interesting discussion. Another source of help is targeted emails in which an IPMAAC member sends a request for help to a targeted group of IPMAAC members rather than to the entire IPMAACTalk list. In the past year, there were two requests – a posting on IPMAACTalk and a targeted email - that motivated research by some of my graduate students. I thought this might be a good time to summarize this research – which will be presented in March at

the IOOB graduate student conference – as a means of demonstrating both the usefulness of IPMAACTalk as well as the importance of research.

Shelf Life of Job Descriptions

An IPMAAC member sent a targeted email asking if anyone knew of any research on the shelf life of a job description. That is, for how long is the typical job description good before the information is outdated? The typical answer seemed to be, "it depends," with other answers ranging from "one day" to "normally no more than two years." What seemed to be clear was that there was no empirical study on the topic. So, five Radford University students – Claire Vincent, Rustan Rainey, Devin Faulkner, Chrissy Mascio, and Michelle Zinda – sought to answer this question by comparing job descriptions written 20 years, 12 years, 10 years, 6 years, and 1 year ago with the current content of the job. Within each time period, they looked at three jobs that varied in complexity (low, medium, and high).

The students had current incumbents in five organizations look at an older job description and first identify tasks that were no longer performed, tools and equipment no longer used, and competencies no longer relevant. The incumbents were then asked to add tasks, tools and equipment, and competencies that were now part of their job, but not listed in the old job description. To create an overlap percentage, the number of relevant tasks from the old job description was divided by the sum of the total number of tasks in the old job description and the number of new tasks. The same process of calculating an overlap percentage was followed for tools and for competencies.

The results were interesting. As shown in Table 1, the percentage of overlap in tasks performed was 88.4% after one year, 85.8% after six years, and 47.2% after 10 years. The overlap after 20 years was an unexpected 90.1%, probably due to the nature of the occupation used in the 20-year comparison (credit union employees). So, what did their research conclude? It depends, of course. After one year, there was only an 88% overlap in tasks, dropping to about 50% after 10 or 12 years.

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So, to answer the question of how often to update job descriptions, it appears that jobs change enough each year to warrant at least an annual review of a job description. Clearly, by the six-year mark the jobs have changed enough to warrant a new job analysis.

Table 1
Percentage Overlap Between Previous and Current Job Descriptions

Years	Information Type			
	Tasks	Tools	Competencies	Total
1	88.4%	96.0%	100.0%	94.8%
6	85.8%	33.3%	83.3%	67.5%
10	47.2%	78.6%	57.6%	61.1%
12	54.0%	81.7%	54.4%	63.4%
20	90.1%	83.1%	74.7%	82.6%

Location of Math Questions

An interesting, recent thread in IPMAACtalk resulted from a question regarding whether the placement of math questions (i.e., first, last) in a cognitive ability exam affects test scores. Comments on this question included:

1. The math section should be last, because test takers will have a difficult time “changing gears” mentally from math to another subject.
2. The math section should be last, because test takers will become discouraged if they have to take the math section first and will do worse on the rest of the test as a result.
3. The math section should be first; otherwise, the test-takers will expend themselves mentally on the first sections and therefore lack the cognitive resources necessary to do well on the math section.
4. All things being equal, it shouldn’t matter.

To determine if the location of the math items actually mattered, graduate students Eric Carroll, Atsuko Murakami, and Barun Khatri had 60 students take a general cognitive ability test that included math, vocabulary, grammar, and logic

sections. Some of the students received a test in which the math section came first, some where the math section was in the middle, and some received a test in which the math questions came at the end. As shown in Table 2, placement of the math section did not have a significant effect either on the math scores ($F_{2, 58} = 0.51, p < .60$) or on the scores of the other sections ($F_{2, 58} = 1.28, p < .29$). Thus, although the opinions of the IPMAACtalk contributors were interesting and thoughtful, there is no empirical support from this one study for any of the opinions other than, “it doesn’t matter.”

Table 2
Mean test scores

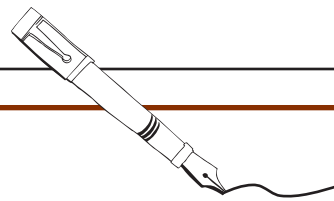
Placement of Math Questions	Cognitive Ability Section	
	Math	Other Sections
First	72.63% (22.81)	73.77% (9.59)
Middle	66.6% (16.31)	70.80% (10.9)
Last	69.12% (20.1)	76.18% (12.02)

Taken together, these two studies show the utility of the IPMAAC network as well as the importance of using research to answer everyday assessment questions. Hopefully, IPMAACtalk will continue to provide great advice and research ideas.

References

Carroll, W. E., Khatri, B., & Murakami, A. (2007, March). *Does the location of the math section affect scores on other sections of a cognitive ability test?* Paper presented at the annual graduate Conference in Industrial-Organizational Psychology and Organizational Behavior, Indianapolis, IN.

Vincent, C., Rainey, R., Faulkner, D., Mascio, C., & Zinda, M. (2007, March). *How often should job descriptions be updated?* Paper presented at the annual graduate Conference in Industrial-Organizational Psychology and Organizational Behavior, Indianapolis, IN.



HR Humor

1. Employee was poisoned by his mother-in-law.
2. A buffalo escaped from the game reserve and kept charging the employee every time she tried to go to her car from her house.
3. Employee was feeling all the symptoms of his expecting wife.
4. Employee called from his cell phone, said he was accidentally locked in a restroom stall, and no one was around to let him out.
5. Employee broke his leg snowboarding off his roof while drunk.
6. Employee's wife said he couldn't come into work because he had a lot of chores to do around the house.
7. One of the walls in the employee's home fell off the night before.
8. Employee's mother was in jail.
9. A skunk got into the employee's house and sprayed all of his uniforms.
10. Employee had bad hiccups.
11. Employee blew his nose so hard, his back went out.
12. Employee's horses got loose and were running down the highway.
13. Employee was hit by a bus while walking.
14. Employee's dog swallowed her bus pass.
15. Employee was sad.
16. I'm too drunk to drive to work.
17. The ghosts in my house kept me up all night.
18. I'm too fat to get into my work pants.
19. My son accidentally fell asleep next to wet cement in our back yard. His foot fell in, and we can't get it out.
20. My husband is driving me to the hospital because I mistook superglue for my eye drops and superglued my eyes shut.
21. My brother has to report to jail this afternoon to start a 10-year sentence for selling crack, and I want to spend the day with him.
22. I can't come to work, because I don't have any clean clothes.
23. My dog locked my keys in the car.
24. I accidentally flushed my keys down the toilet.
25. I had to help deliver a baby on my way to work. (Employee was not in the medical profession.)
26. I accidentally drove through the automatic garage door before it opened.
27. My boyfriend's snake got loose, and I'm afraid to leave the bedroom until he gets home.
28. God didn't wake me.
29. I cut my fingernails too short, they're bleeding, and I have to go to the doctor.
30. I forgot I was getting married today.
31. My cow bit me.
32. I was watching a guy fixing a septic pump, fell in the hole, and hurt myself.
33. I was walking my dog and slipped on a toad in my driveway and hurt my back.
34. My house lock jammed, and I'm locked in.

Many items in this list are credited to the CarrerBuilder.com annual survey.

IPMA-HR Test Development Projects

The IPMA-HR Assessment Services Department is currently conducting several test development projects. They include the validation of the entry-level 2.0 Public Safety Telecommunicator Test, the C-3 Correctional Officer Test, and a firefighter test. The job analysis phase for each of these studies has already been conducted in which case the results were analyzed and used to develop exam plans for each respective test. The next step of each study involves collecting criterion-based validity evidence to support the use of the exams in public safety agencies across the country. This step will include two phases:

1. Administering the test to incumbents
2. Having supervisors evaluate their job performance

Data collected will be combined with that provided by other participating agencies. An item analysis will be run on the data to determine the best questions to include on each test. The tests and performance evaluation data will then be used to conduct the statistical analysis to ensure that test performance predicts job performance.

PST 2.0 Public Safety Telecommunicator Test Administration (911 call taker/dispatcher)

- ◆ The test includes an interactive listening subtest that includes 50 questions that assess the ability to listen, remember, and respond to verbal information. The second subtest composed of 75 questions assessing situational judgment and the ability to learn and apply information. The test is a written, multiple-choice test and takes approximately 2 1/2 hours to administer. The administration of the PST 2.0 Test has been automated with all instructions for the test contained on either a VHS Tape or a DVD. There is a timer on the video counting down the time limit.

C-3 Correctional Officer Test Administration

- ◆ The test assesses the ability to remember information and facts and to learn job-related information, the ability

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Test Development Projects Continued

ty to complete report forms, the ability to read and understand written material, the ability to follow schedules and keep track of inmates, and the ability to use situational judgment and “common sense” to address issues and solve problems. The test is a written, multiple-choice test and takes approximately 2 1/2 hours to administer.

New Firefighter Test Administration

- ◆ The test assesses the “traditional” traits long known to be important for success as a firefighter trainee, including the ability to learn in training, to read, interpret, and understand technical material, to reason and solve problems of the type encountered on the job, situational judgment, and “common sense.” Additionally, the test will assess many other abilities required for success, such as the ability to function as part of a team, ability to work under pressure, safety-consciousness, achievement-orientation, interest in community service, stress-tolerance, and other important traits. The test is a written, multiple-choice test and will take approximately 2 to 3 hours to administer.

Performance Evaluation

- ◆ Participation in one or more of these three studies also includes the completion of Performance Evaluation Forms by supervisors of the incumbents being tested. Although not a requirement of participation, it will be very beneficial for the study to obtain two performance evaluations for each incumbent, if possible, to conduct a reliability analysis. The second evaluation should be completed by the second-line supervisor. If there is not a second level of supervision and there is another first-line supervisor who is intimately familiar with the incumbent’s job performance due to rotating shift schedules, he/she could be chosen to complete the second evaluation. Each evaluation should take approximately 10 to 15 minutes to complete.

NOTE: In all phases of the test development process, it is important to ensure a representative sample of male, female, and minority incumbents. We need representative numbers in order to have enough data to conduct a fairness analysis on the tests.

Upcoming Projects

Next year’s projects include:

- ◆ Updating the 901 Correctional Facility First-Line Supervisor Test
- ◆ Updating the 801 Public Safety Telecommunicator First-Line Supervisor Test
- ◆ Updating the A-4 entry-level Police Officer Video Test
- ◆ Updating the 701/702 Fire Lieutenant Test
- ◆ Developing a **NEW** Fire Engineer/Driver Test
- ◆ Developing a **NEW** Modular Testing Service

Each of these studies will include job analysis studies which will require participation in the completion of job analysis questionnaires. The A-4 video-based police officer test will

include the collection of criterion-related evidence as described in the first part of this information sheet.

All other projects scheduled for next year will include the collection of content-related validation evidence that will include the job analysis study as well as subject matter expert (SME) review of the questions that are developed. This represents an important phase of these projects because it allows IPMA-HR to make decisions regarding the clarity, quality, and appropriateness of the questions that will be included in the final test. Participation in the SME review will have a direct impact on the questions that will be included on the test. Participation includes providing 8 to 10 SME raters who will be responsible for reviewing and rating approximately 50 questions. The review should take around 60 to 90 minutes to complete.

Benefits of Participation

- ◆ If participating agencies choose to administer the newly developed test as part of their selection process, they will be better able to defend their testing process in the event of a legal challenge.
- ◆ Significant cost savings gained from hiring public safety personnel who are more likely to succeed on the job.
- ◆ If an agency were to execute a validation project, or form a consortium to carry out such a project, the cost would probably exceed \$100,000. For these projects, there is no cost to participate other than personnel time and, in fact, participating agencies will receive a discount.
- ◆ Participating agencies will receive a discount in the form of a voucher that can be applied to one test order only, upon receipt of their completed study materials. All vouchers will expire after one year from the day it was awarded. Discounts are structured on a sliding scale. Agencies with 1 to 25 participants will receive a \$200 voucher; those with 26 to 50 participants will receive a \$300 voucher; with 51 to 75 participants a \$400 voucher; and with 76 or more participants a \$500 voucher. For example, if an agency provides 1 to 25 participants and places an order for \$200 or more, that agency will receive exactly \$200 off the total of the order. If an agency provides 1 to 25 participants and places an order for less than \$200, the agency will only receive a discount for the amount ordered. That is, IPMA-HR will not credit the agency’s account for the remaining balance. All vouchers must be used in full toward one order within the allotted time period.
- ◆ Recognition and satisfaction gained from assisting the public safety profession as well as the HR profession in developing tests that will assist in the selection of qualified public safety personnel.

If you have additional questions, please contact Dianna Belman at (703) 535-5252. If you would like to participate or if you have additional questions, please contact Dianna Belman at (703) 535-5252.

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.

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 encour-

age 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/ptca.

Personnel Testing Council of Metropolitan Washington (PTC/MW)

PTC/MW offers monthly luncheon programs and publishes an informative newsletter. See the 2007 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 Thursday 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.

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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 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, call (909) 387-5575

Upcoming International, National, and Regional Conferences and Workshops

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.
- 8: IPMA-HR. Webinar. 1:00pm - 2:30pm EST. "The Impact of the Aging Workforce." Presenters: Stan Lepeak and Elizabeth Newman.
- 14: PTC/MW Luncheon Meeting. "TSA's New Performance Management System: Measuring and Improving Workforce Performance to Ensure National Security." Presenter: Dr. Elizabeth Kolmstetter. Washington, DC.

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: manager@SPAonline.org or visit their Web site at www.personality.org.
- 12-14: SHRM Employment Law and Legislative Conference. Washington, DC.
- 13: METRO Dinner Meeting. Speaker: Dr. Jan Cleveland.
- 14: PTC/MW Luncheon Meeting.
- 19-21: SHRM Global Forum Conference. Los Angeles, CA.
- 22-23: PTC/NC Annual Conference. Sacramento, CA.
- 23: Tri-State IMPA-HR. Conference. "Keeping the 'H' in HR" Cape Cod, MA.
- 26: IPMA-HR. Seminar. "Managing Classification/Compensation in a Broadbanding Environment." Presenter: Dr. Bruce Lawson. Kansas City, MO.

APRIL

- 9-13: American Educational Research Association. Annual Meeting. Chicago, IL. Contact: www.aera.net.
- 10-12: National Council on Measurement in Education. Annual Meeting. Chicago, IL. Contact: www.ncme.org.
- 11: PTC/MW Luncheon Meeting.
- 15-18: Human Resource Planning Society. Annual Conference. Ft. Lauderdale, FL. Contact: www.hrps.org.
- 23-24: IPMA-HR Workshop. "Managing Employee Performance as a Human Resources Business Partner" Speakers: Dr. Sandra Biloon and Dick C. Heil. Denver, CO.
- 23-25: SHRM Staffing Management Association Conference. New Orleans, LA.
- 26-29: Society for Industrial and Organizational Psychology. Annual Conference and Workshops. New York, NY. Contact: www.siop.org.

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.

(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.)

2007 IPMA Assessment Council Officers and Board Members

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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:

April issue due on March 2

June issue due on May 4

August issue due on July 6

October issue due on September 4

December issue due on November 2

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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