

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

April 2007

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Presidential Message

By *Déonda Scott*

"Spring is nature's way of saying, 'Let's party!'"

Robin Williams

It's Spring here in sunny Florida and I just can't help but echo those sentiments. I know the season has a hand in it, but I'm really starting to look forward to seeing you at a great conference this year. I also have good news to share.

New Membership Dues Structure

As some of you are aware, the IPMA-HR Executive Council passed a resolution supporting united membership for IPMA-HR chapter members and section members to strengthen and align all levels of the association. In the past, those interested in IPMAAC membership had to pay for IPMA-HR membership and an additional section fee for IPMAAC membership. Now you have a choice. You can choose IPMAAC membership alone without paying for IPMA-HR membership.

Those who choose IPMAAC membership alone will become "affiliated" IPMA-HR members and will receive reduced benefits of IPMA-HR membership which include the weekly *HR Bulletin* and the IPMA-HR member rate for all professional development activities. However, you still have the option to be a member of both IPMA-HR and IPMAAC and receive the full benefits of IPMA-HR membership.

For each IPMAAC member who is not an IPMA-HR member, IPMA-HR will charge IPMAAC a fee to recover their operating costs for the services they provide our section. The IPMAAC board conducted a conference call and determined that we needed to increase our IPMAAC dues to cover this charge but for many of our members this will be a good and less costly option. The table below explains the possible variations and costs effective on April 1:

Membership Options	IPMAAC Costs	IPMA-HR Costs	Total Costs
IPMAAC Member with limited IPMA-HR benefits	\$75		\$75
IPMAAC and IPMA-HR On-line Member	\$50	\$100	\$150
IPMAAC and IPMA-HR Individual Member	\$50	\$145	\$195
IPMAAC and IPMA-HR Agency Member	\$50	Varies	Varies

(continued on next page)

You will receive more details about this change through letters and the IPMAAC electronic discussion list. If you know of people in our field who haven't joined yet, this would be a great time to tell them about IPMAAC!

IPMAAC Conference: The Gateway to Excellence in Assessment

Program Committee Co-Chairs **Kurt Wilkening** and **Reid Klion** have gone all out to put together an excellent program. They have lined up three excellent, invited speakers: **Wayne Cascio**, **Robert Hogan** and **Nancy Tippins**. We'll also have a full slate of pre-conference workshops and presentations covering the gamut of personnel assessment issues. Please take a few minutes to read their article in this issue of the ACN for more details. If you haven't received your conference brochure, it should be arriving soon. You can also find conference information at <http://www.ipma-hr.org/content.cfm?pageid=19>.

Most years, I face the same enviable dilemma at our conference - deciding between too many presentations that I really want to attend! Well, my next piece of good news is that we're expanding our conference this year. We've scheduled three full days of conference sessions in addition to our day of pre-conference sessions! Hopefully, that means you'll get to stay longer, see more presentations, and return next year with more ideas than ever. There will still be too many choices, so I suggest you bring a co-worker and split up to cover more ground.

For those who just can't make it, the good news is that you'll be able to see and participate in some of our conference sessions through webinars presented over the internet. Details on the webinars will be distributed soon.

Host Chair **Debbie Cranmer** has planned a fantastic package of social events including a wonderful Riverboat Dinner Cruise on *Tom Sawyer*, a replica of a 19th century steamboat. We'll experience the beauty of the St. Louis skyline from the mighty Mississippi and enjoy a wonderful dinner and live music. I don't know about you, but I'm a Mark Twain fan so I can't wait! Please join me at the President's Welcome Reception on Sunday evening to start the conference off right. Debbie has also provided us with information about some of the highlights of things to do and see in St. Louis in this newsletter, so read on! The Millennium Hotel has a special room rate available until May 9 only, so don't forget to make your reservations early.

Elections

You will be receiving a ballot soon to vote for IPMAAC officers for 2008. We will be selecting a President-Elect and two board members. Please take this opportunity to vote. Your participation will help shape IPMAAC's future.

I'm happy I was able to share so much good news with you. My thanks go out to all the people who worked to make these good things happen. Please contact me with your suggestions, ideas, or assistance. I'm looking forward to seeing you in St. Louis!

IPMAAC 2007 Student Paper Competition

by Lee Friedman, University Liaison/Student Paper Competition

Each year, IPMAAC recognizes the contribution of students to the field of personnel assessment by inviting graduate and undergraduate students to submit original research papers addressing substantive or methodological issues in areas such as the following: personnel selection, employment tests, employee performance evaluation, assessment of training outcomes, job analysis or assessment of productivity or organizational effectiveness. The submissions are judged according to the following criteria:

- I. Technical Merit
 - A. Problem Statement
 - B. Methodology
 - C. Data Analysis
 - D. Findings and Conclusions
- II. Practical Significance
 - A. Problem Importance
 - B. Usefulness of Results

This year the competition was very tight. We would like to congratulate the winner, Dr. Jeffrey Cucina. We would also like to acknowledge the runner-up, Dr. Frederik Anseel.

IPMAAC 2007 Student Paper Competition Winner:
Jeffrey Cucina, Ph.D., George Washington University

Paper Title:

A Comparison of Alternative Methods of Scoring a Broad-Bandwidth Personality Inventory to Predict Freshman GPA

Honorable Mention:

Frederik Anseel, Ph.D., Ghent University (Belgium)

Paper Title:

Guidance and Elaboration as Instructional Strategies for Improving Performance in a Web-Based Context

Don't Be an IPMAAC Microbrew: Come to IPMAAC's 31st Annual Conference in St. Louis this June!

By Kurt Wilkening and Reid Klion, Program Committee Co-Chairs

The IPMAAC Conference Program Committee is hard at work putting the final touches on what is certain to be an exciting and information-filled conference to be held June 10-13, 2007, at the Millennium Hotel in St. Louis, MO. Whether you're a first-timer or a frequent attendee, the program will offer something for everyone and cover a wide range of topics and session formats. Some of the highlights include:

Sunday Pre-Conference Workshops

The program has a full offering of half-day and full-day workshops sure to appeal to all experience levels and interests.

The full-day sessions include:

- ◆ Using Logic-Based Testing to Develop Powerful Measures of Reasoning Ability
- ◆ Oral Examinations
- ◆ Examination Planning

The half-day sessions include:

- ◆ Situational Judgment Test: Development and Applications
- ◆ Adverse Impact: Pitfalls, Pollyanna, and Practical Advice for Practitioners

Invited Speakers

The conference will open with a keynote address by Wayne F. Cascio, Ph.D., on "Do Employee Behaviors Matter? Some Economic Effects," and will be followed on Tuesday with an

address by Robert Hogan, Ph.D., "What We Know About Leadership." Wednesday's featured presenter will be Nancy T. Tippins, Ph.D., who will give a plenary address entitled "Unproctored Testing."

Concurrent Sessions

The remainder of the conference program will be filled with sessions presented by our colleagues providing the latest in research, new programs, test development and validation, organizational and management issues, technology, and dealing with the many challenges faced by those who work in personnel selection.

Summary

The conference will offer a unique opportunity for professional development, networking, and fun!! Make sure you don't miss out and register now. If you have not yet received your conference brochure, you can find conference information at <http://www.ipma-hr.org/content.cfm?pageid=19>.

Please contact the Conference Co-Chairs, Reid Klion (rklion@panpowered.com) or Kurt Wilkening (wilkeningk@HillsboroughCounty.ORG) for more information regarding the upcoming IPMAAC Conference. Also, the Program Committee is now seeking volunteers to serve as discussants and to introduce the conference presentations. Please let us know of your interest in helping with this key activity.

Practice Exchange

By Warren Bobrow

This month, the ACN features a nominee for the Innovations in Assessment Award. If you are conducting a project or have implemented organizational, technical, or logistical improvements in your organization that you think would benefit others, or if you know someone who may have related information to share that would interest the ACN readers, please contact me at warren@allaboutperformance.biz or by phone at 310-670-4175.

Now That's What I Call Transportability

As is the case each year, the Innovations in Assessment Award committee received news of several interesting projects. These papers show the creativity of people in our field as they strive to solve selection issues in their organizations.

Imagine this scenario: Your boss calls you into the office and says that you need to transport a valid police officer selection system. You would probably think to yourself, "Well, that's not a big deal. We'll do some job analysis work, link the KSAs, and we'll probably be in good shape."

So, you say, "Sure, I can do that. Which department is going to be using the system?"

To which your boss replies, "Um...it's not really in another department."

"Uh, OK, which other city?"

"It's not really another city."

"State?"

"Not quite."

"Country?"

"Now you have it. Oh, but it's in a war zone. And their culture is very different from ours."

Welcome to the project taken on by Morris and McDaniel, Inc. In 2004, Dr. Morris went to Iraq to recommend that a professional screening program be introduced to assess candidates for the civilian Iraqi police academies. Dr. Morris argued that, in order to reduce dependence on armed forces, the first step was to build a strong and capable civilian police force by selecting applicants who have the demonstrated skills and abilities to succeed on the job. He explained that after the wrong people have been put in place in the police organization, the task of removing them and repairing the damage becomes exponentially more difficult. At the time, a non-professional field literacy test of 10 items with no demonstrated validity was being used to evaluate candidates for the police academies.

Dr. Morris was successful in obtaining a contract with the Department of Defense (DoD) to build a professional screening program. There was great skepticism as to whether such a

screening program, patterned after those widely used in major U. S. law enforcement jurisdictions, could be effectively adapted to the Iraqi environment. You can only imagine the difficult work situation that these people encountered. In fact, at least one of the Iraqi team members was killed while working on the project.

A three-month pilot project conducted at the Baghdad Police College provided clear statistical and anecdotal evidence that these screening methods could be used in the Iraqi setting once translated into Arabic and adjusted for cultural issues. Issues regarding loyalty and domestic violence were just two of the issues that they had to work out while conducting their validation studies and implementing cutting scores. In 2005, the Morris and McDaniel screening program was extended to all recruit training academies country-wide and test centers were operated at seven locations including Baghdad Police College, Erbil Training Academy, Al Kut Training Academy, Babylon Training Academy (Al Hillah), Sulaymaniyah Training Academy, Mosul Training Academy and Basrah Joint Training Academy.

Based on DoD's data, for every sixty thousand dollars (\$60,000.00) spent each month on pre-admission candidate testing at the Baghdad Police Academy, there was a very real savings of approximately 1.8 million dollars (\$1.8M) that would have been wasted in fruitless efforts to turn unsuitable applicants into satisfactory law enforcement officers. Thus, for every dollar spent on the testing program, DoD saved \$30 or a 30 to 1 ROI. Using the Schmidt-Hunter formula and conservative estimates, the return on the investment for improved job performance is almost \$10 for every \$1 spent on the professional screening program. In other words, the Dollar Value in Gain in Quality is 10 to 1 or more than a 1000% Gain. Criterion-related validity coefficients ranged from .29 to .32 ($p < .01$, corrected) for the cognitive measure and .21 to .47 for the Candidate Profile Summary ($p < .01$, corrected) with the criterion of success in the police academy. The DoD reported to reviewers that real academy failures had dropped by 50% since adopting the professional screening program.

This project shows us the scope of personnel selection and the large impact it can have in extraordinary situations. One can only imagine the number of times people stated why this project could not succeed. Yet, with perseverance and creative thinking, it did

St. Louis — Gateway to the West

By *Debbie Cranmer*

There is something for everyone in this bustling metropolis on the Mississippi River. Once in St. Louis, you'll find more free, major attractions than any place outside our nation's capital. Here are a few examples:

St. Louis Union Station (www.stlouisunionstation.com) – 1820 Market Street – At its peak, more than 100,000 people per day traveled through this 11-acre stone palace. While Union Station is no longer a functioning rail station, an expansive restoration project has restored this old train yard into an indoor mall with more than 100 stores, restaurants, bars, and even a brewery.

Anheuser-Busch Brewery – 12th and Lynch Streets – Tours, tastings, and those lovably large Clydesdales complete this experience.

St. Louis Zoo (www.stlzoo.org) – One Government Drive, Forest Park – This lush city zoo is the pride of St. Louis. It boasts wonderful exhibits of lions, tigers, and bears – oh, my! It also has a great collection of giraffes, elephants (a baby just born about two months ago), monkeys, gazelles, flamingos, seals, and an incredible insectarium (or so I am told – not a fan of creepy/crawlies!) – just to mention a few. And, best of all – it's free!

There are also other venues in St. Louis that are just as attractive:

For the sports-minded person, there is the new Busch Stadium. Get to IPMAAC early and see the St. Louis Cardinals take on the Los Angeles Angels on Sunday, June 10, at 1:15pm! Check it out at www.stlcardinals.com.

For the gambler, there are several casinos. The President Casino at Laclede's Landing is probably the closest to the hotel. There is also the Casino

Queen, 200 S. Front St., East St. Louis. It could be your lucky trip.

And, don't forget the Arch (www.nps.gov/jeff), symbol of the Gateway to the West – 707 N. 1st Street. The Arch is within walking distance of the hotel. Constructed in 1965, it stands 630 feet tall and is made of stainless steel. By riding to the top in the egg-shaped pods, a visitor can see 10 miles to the east (Illinois) and west (metropolitan St. Louis). It also contains the Museum of Westward Expansion which is an overview of the Lewis & Clark expedition.

Those who are art lovers might enjoy the free St. Louis Art Museum – One Fine Arts Drive, Forest Park (www.stlouis.art.museum). The museum was built as the Fine Arts Palace of the 1904 World's Fair and is one of the nation's leading comprehensive art museums.

Another popular destination is the St. Louis Science Center – 5050 Oakland Avenue. (www.slsc.org). Explore 700 hands-on exhibits on environment, aviation, technology and more, life-size dinosaurs, and the James S. McDonnell Planetarium's Boeing Space Station experience. This is another FREE St. Louis exhibit.

After dark, music and night life might consist of the Soulard neighborhood which is five minutes south of the Gateway Arch where blues clubs are tucked away. Also, at Laclede's Landing music echoes off the cobblestone streets from clubs and restaurants housed in 19th century warehouses (www.laclede'slanding.org).

Maybe you should plan some extra time and "Explore St. Louis – The Complete Getaway." For more information, you can visit www.explorestlouis.com and plan your getaway.

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 professions 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 2007 IPMAAC will be held June 10-13 in St. Louis, MO. Check the IPMAAC Web site for registration and program information. The 2007 IPMA-HR International Training Conference will be held September 29-October 3 in Chicago, IL.

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. The spring conference will be held May 16-18, 2007, in Harrisburg, PA. For details on MAPAC, contact Bridget Bailey, Pennsylvania Civil Service Department at bridgbailey@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. 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 programs feature speakers who are active contributors to the personnel assessment field. For more information regarding PTC/NC programs, visit the PTC/NC Web site accessible through the IPMAAC Web site at www.ipmaac.org/ptcnc.

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Personnel Testing Council of Southern California (PTC/SC)

PTC/SC serves as a forum for the discussion of current issues in personnel selection and testing; encourages education and professional development in the field of personnel selection and testing; advocates the understanding and use of fair and non-discriminatory employment practices; and encourages the use of professionally sound selection and testing practices. For more information regarding luncheon meetings, workshops, upcoming conferences, or membership, visit the PTC/SC Web site accessible through the IPMAAC Web site at www.ipmaac.org/ptcsc.

Society for Human Resource Management (SHRM)

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

Society for Industrial and Organizational Psychology (SIOP)

The 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.

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Upcoming International, National, and Regional Conferences and Workshops

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. "State of the Profession: I/O Psychology." Presenter: Dr. Lois Tetrick, George Mason University.
- 15-18: Human Resource Planning Society. Annual Conference. Ft. Lauderdale, FL. Contact: www.hrps.org.
- 16: IPMA-HR assessment program hosted by the Metropolitan Council, St. Paul, MN. Topic: Examination Planning.
- 16-18: HR Executive. Conference. "HR Week." New York, NY. Contact: www.nyhrweek.com.
- 22: IPMA-HR in conjunction with NPELRA Conference. Workshop. "Performance-Based Pay and Performance Management." Scottsdale, AZ.
- 23-24: IPMA-HR Workshop. "Managing Employee Performance as a Human Resources Business Partner." Denver, CO.
- 23-25: Society for Human Resource Management. Staffing Management Association Conference. New Orleans, LA. Contact: www.shrm.org.
- 25: METRO Dinner Meeting. Dr. Ann Howard. "Slugging Through the War for Talent."
- 26-29: Society for Industrial and Organizational Psychology. Annual Conference and Workshops. New York, NY. Contact: www.siop.org.

MAY

- 7-8: IPMA-HR Western Region Pre-Conference Workshops. Scottsdale, AZ.
- 9: PTC/MW Luncheon Meeting. David Baker & Alex Alonzo, American Institutes for Research. "M. Scott Myers Award for Applied Psychology in the Workplace."
- 9: WRIPAC Training. "Selection Planning." Visalia, CA.
- 9-11: IPMA-HR Western Region Training Conference. Scottsdale, AZ.
- 14: IPMA-HR assessment program hosted by the Metropolitan Council, St. Paul, MN. Topic: Oral Examinations.
- 10-11: WRIPAC Meeting. Visalia, CA.
- 13-16: IPMA-HR Eastern Region Training and Development Conference. "Health, History, Human Resources." Saratoga Springs, NY.
- 14-18: IPMA-HR Southern Region Conference. Galveston, TX.
- 16-18: MAPAC. Spring Meeting. Harrisburg, PA.

MAY cont.

- 17: MPPAW Meeting. Michelle Duffy, Carlson School of Management. "Antisocial Behavior in the Workplace."
- 18: PTC/SC Spring Conference. "Become a Strategic Business Partner: Capitalizing on Innovative Testing and Selection Practices." Universal City, CA.
- 20-23: International Association for Human Resource Information Management. Annual Conference. Houston, TX. Contact: www.ihrim.org.
- 22: METRO Dinner Meeting. Frank Landy, Landy Litigation Support Group. "Junk Science and Employment Litigation: The Role of Stereotyping (or Lack Thereof) in Personnel Decisions."
- 24-27: Association for Psychological Science. Annual Convention. Washington, DC. Contact: www.psychologicalscience.org.

JUNE

- 3-6: American Society for Training and Development. Annual Conference. Atlanta, GA. Contact: www.astd.org.
- 10-13: IPMAAC Conference. St. Louis, MO.
- 11-15: University of Kansas. Short Course. "Item Response Theory." Lawrence, KS.
- 13: PTC/MW Breakfast Workshop. Dr. Michael McDaniel, Virginia Commonwealth University.
- 20: METRO Dinner Meeting. Eric Elder, Bank of America. "Avoiding the Dreaded Bumper Sticker and Other Hazards: On-Boarding Senior Executives at Bank of America."
- 24-27: SHRM Annual Conference. Las Vegas, NV.

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.)

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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:

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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