

# ACN

## Assessment Council News

### Newsletter of the IPMA-HR Assessment Council

April 2008

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### 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 Ines Fraenkel

It is my pleasure to invite you to join us for our annual conference on personnel recruitment, assessment and selection. This year, we will host you in the beautiful Oakland/San Francisco Bay Area on June 8-11, 2008, as we celebrate our 32nd anniversary. This year's theme is appropriately titled *Building Bridges: Recruitment, Assessment and Selection*.

We have a great line up of pre-conference workshops and conference presentations this year, as well as outstanding keynote speakers. Attendees are guaranteed to see old friends as well as to make new ones, as there will be

many opportunities to network and discuss your favorite subjects with the numerous colleagues, presenters, and speakers who will be in attendance. We also have plans for an outstanding social event on Monday evening that will bring one and all together for fun and relaxation.

We expect that everyone who attends the conference will leave with new ideas and information, as well as with an expanded network of resources. Please place the IPMAAC Conference on your calendar and make plans to join us in the Oakland Bay Area on June 8-11, 2008!

## 2008 Membership Survey Coming Soon!!

By Julia McElreath

Please keep your eyes open for the 2008 Membership Survey that is coming soon - we need your input on the future of IPMAAC! The survey will ask you for your opinion on the mission and strategic direction of IPMAAC and will provide you with the opportunity to give us your thoughts on how we should focus our efforts as we move forward. The survey, completed online, will be confidential and will only take a few minutes to complete. We plan to present the results of the survey at

the IPMAAC Conference in June in Oakland, CA. The survey will be distributed by e-mail. You can participate in the survey by clicking on a link contained within the e-mail. If you have any questions, please feel free to contact Julia McElreath, Membership Chair, at [julia.mcelreath@sodexo.com](mailto:julia.mcelreath@sodexo.com) or 301-987-4343, or Ines Vargas Fraenkel, IPMAAC President, at [ines.fraenkel@sfgov.org](mailto:ines.fraenkel@sfgov.org) or 415-241-7738. Thank you!

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# **32nd IPMAAC Conference**

## **June 8–11, 2008**

## **Oakland, CA**

The 32nd Annual IPMAAC Conference on Personnel Assessment is approaching quickly! The conference will be held June 8-11 in Oakland, CA, at the Oakland Marriott City Center. The Marriott has set aside a group of rooms for the IPMAAC Annual Conference at a special rate of \$133 (+ tax) per night (single/double). Reservations can be made by contacting the Marriott Reservations Line at (800) 991-7249 and mentioning the IPMAAC Annual Conference. Please note that the special hotel rate is effective until May 16, 2008. After that date, reservations will be taken on a space- and rate-available basis only. We recommend that you make your reservations early. Check out their Web site: <http://www.marriott.com/hotels/travel/oakdt-oakland-marriott-city-center/>.

In addition to the many workshops and paper presentations that highlight the state of the practice and the state of the research in personnel assessment, there will be three keynote presentations by four distinguished presenters: David Campbell, Neal Schmitt, Robert Guion, and Richard Jeanneret. Having these four speakers at the conference represents an incredible opportunity to hear them speak in one location!

Please visit the IPMA-HR Web site for additional conference information and for registration materials: [www.ipma-hr.org/ipmaac](http://www.ipma-hr.org/ipmaac). You can also contact Carrie Hoover, IPMA-HR Director of Professional Development, by phone at (703) 549-7100, or via e-mail at [choover@ipma-hr.org](mailto:choover@ipma-hr.org).

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## **ABPP Organizational and Business Psychology Specialty Board**

**By Dennis Doverspike**

I wanted to share with my ACN colleagues the news that I am now the President of the Organizational and Business Psychology (OBP) Specialty Board of the American Board of Professional Psychology (ABPP). Although not as large as the Clinical Board or the Neuropsychology Board, we look forward to growth in the near future.

For those unfamiliar with the OBP specialty, it replaced the older specialization in Industrial-Organizational Psychology, and now covers both Industrial Organizational (Division 14) and Consulting Psychology (Division 13), reflecting the growing interest in executive and managerial coaching. For psychologists, the ABPP designation provides public recognition of competence in this area of practice.

If you are a licensed psychologist and you are interested in applying, all of the instructions for doing so can be found on

the ABPP webpage (<http://www.abpp.org/>). If you have any questions, feel free to contact me, although the website contains everything there is to know and has a much more accurate memory.

Dennis Doverspike, Ph.D., ABPP  
Professor of Psychology  
Director, Center for Organizational Research Senior Fellow of the Institute for Life-Span Development and Gerontology Psychology  
Department University of Akron  
Akron, Ohio 44325-4301  
330-972-8372 (Office)  
330-972-5174 (Office Fax)  
[ddoverspike@uakron.edu](mailto:ddoverspike@uakron.edu)

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# **IPMAAC Across the Nation**

## **News of the Councils**

*By Kristine Smith, Associate Editor*

### **American Psychological Association (APA)**

The 2008 conference is scheduled for August 14-17 in Boston, MA. For more information, visit their Web site at [www.apa.org](http://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](http://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](http://www.giop.org).

### **International Public Management Association for Human Resources (IPMA-HR)**

For more information, visit the IPMA-HR Web site at [www.ipma-hr.org](http://www.ipma-hr.org). The IPMAAC annual conference is scheduled for June 8-11 at the Marriot City Center in Oakland, CA.

### **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](http://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 René Shekerjian from the NY State Department of Civil Service at [Rene.Shererjian@cs.state.ny.us](mailto:Rene.Shererjian@cs.state.ny.us), or visit the MAPAC Web site at [www.ipmaac.org/mapac](http://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](http://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](mailto:vspackma@srpnet.com), or visit the PTC/AZ Web site accessible through the IPMAAC Web site at [www.ipmaac.org/ptca](http://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](http://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](http://www.ipmaac.org/ptcnc).

*(continued on next page)*

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## *IPMAAC Across the Nation Continued*

### **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](http://www.ipmaac.org/ptcsc).

### **Society for Human Resource Management (SHRM)**

Contact [www.shrm.org/education](http://www.shrm.org/education) for a current listing of seminars and conferences.

### **Society for Industrial/Organizational Psychology (SIOP)**

The 2008 conference was held on April 9-12 in San Francisco, CA. For more information, visit the SIOP Web site at [www.siop.org](http://www.siop.org).

### **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](http://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. For more information, visit the Web site at [www.co.san-bernardino.ca.us/hr/wrib/splash.asp](http://www.co.san-bernardino.ca.us/hr/wrib/splash.asp).

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# Upcoming International, National, and Regional Conferences and Workshops

## APRIL

- 30 METRO Dinner Meeting. Victor Vroom & John Searle, Yale University. "Pursuing an Idea to its Logical (Illogical) Conclusion: A Half-Century of Research on Leadership Styles.

## MAY

- 7 IPMA-HR Online Training. "Developing Competencies for HR Success."
- 8 PTC/NC Meeting. Bay Area.
- 8 IPMA-HR Webinar. "Military Leave/Returning Veterans/Military Families."
- 11-14 IPMA-HR Eastern Region Conference. Hyannis, MA. Contact: [www.ipma-er.org](http://www.ipma-er.org).
- 11-16 Organization Development Institute. Annual Conference. Mobile, AL. Contact: [www.odinstitute.org](http://www.odinstitute.org).
- 14 PTC/MW Luncheon Meeting.
- 20 METRO Dinner Meeting. Robin Cohen & Erika D'Egidio, Bristol Myers Squib; Robin Matza, Deloitte; Erica Desrosiers & Julie Fuller, Pepsi. "Focusing on Women: Workplace Initiatives That Develop Women Leaders."
- 22-25 Association for Psychological Science. Annual Convention. Chicago, IL. Contact: [www.psychologicalscience.org](http://www.psychologicalscience.org).

## JUNE

- 1-4 American Society for Training and Development. Annual Conference. San Diego, CA. Contact: [www.astd.org](http://www.astd.org).
- 1-4 IPMA-HR Central Region Conference. Kansas City, MO.
- 1-4 IPMA-Canada. National Training Conference. "HR: Measuring Up!" Edmonton, Alberta, Canada. Contact: [www.ipma-aigp.ca/conference/2008Conference.pdf](http://www.ipma-aigp.ca/conference/2008Conference.pdf).
- 4-6 Performance Testing Council. Summit Conference. Alexandria, VA. Contact: [www.performancetest.org](http://www.performancetest.org).
- 8-11 IPMAAC Conference. Oakland, CA.
- 11 PTC/MW Breakfast Workshop.
- 11 METRO Dinner Meeting. Marc Effron, Avon Products. "One Page Talent Management."
- 12 PTC/NC Meeting. Fairfield, CA.
- 12-14 Canadian Society for Industrial and Organizational Psychology. Annual Conference. Halifax, Nova Scotia. Contact: <http://psychology.uwo.ca/csiop>.
- 19 IPMA-HR Webinar. "Emergency Planning/Continuity of Services."
- 22-25 Society for Human Resource Management. Annual Conference. Chicago, IL. Contact: [www.shrm.org](http://www.shrm.org).
- 24-26 IPMA-HR Caribbean Region. Public Sector HR Conference. Port of Spain, Trinidad.

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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](mailto: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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# 2008 IPMA Assessment Council Officers and Board Members

## *President*

### **Inés Vargas Fraenkel**

Lead Attorney  
SF Office of Citizen Complaints  
25 Van Ness Ave Ste 700  
San Francisco, CA 94102  
Tel (415) 241-7738  
[ines.fraenkel@sfgov.org](mailto:ines.fraenkel@sfgov.org)

## *President-Elect*

### **Mike Willihnganz, IPMA-CP**

Asst HR Director  
County of Napa  
1195 Third Street, Suite 110  
Napa, CA 94559  
Tel (707) 259-8720  
Fax (707) 259-8720  
[mwillihnganz@co.napa.ca.us](mailto:mwillihnganz@co.napa.ca.us)

## *Past-President*

### **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](mailto:deonda.scott@cityoforlando.net)

## *IPMAAC Representative to IPMA Executive Council*

### **Harry Brull (2006-2008)**

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](mailto:harry.brull@personneldecisions.com)

---

## *Board Members*

### **Bryan Baldwin (2007-2009)**

Manager  
California Dept of Justice  
7436 Deltawind Drive  
Sacramento, CA 95831  
Tel (916) 322-5446  
[bryan.baldwin@doj.ca.gov](mailto:bryan.baldwin@doj.ca.gov)

### **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](mailto:oscar@ergometrics.org)

### **Shelley Langan (2007-2009)**

Manager, Assessment Services  
CPS HR Services  
241 Lathrop Way  
Sacramento, CA 94815  
Tel (916) 654-8538  
Fax (916) 653-1353  
[slangan@cps.ca.gov](mailto:slangan@cps.ca.gov)

### **Warren Bobrow (2007-2009)**

All About Performance, LLC  
5812 W. 76th Street  
Los Angeles, CA 90045-1616  
Tel (310) 670-4175  
Fax (501) 635-9850  
[warren@allaboutperformance.biz](mailto:warren@allaboutperformance.biz)

### **Julia McElreath (2007-2009)**

Senior Manager, HR Process Improvement  
Sodexho  
9801 Washingtonian Boulevard  
Gaithersburg, Maryland 20878  
Tel (301) 987-4343  
Fax (301) 987-4177  
[julia.mcelreath@sodexhousa.com](mailto:julia.mcelreath@sodexhousa.com)

---

# 2008 IPMAAC Committee Chairs

## *Conference Program*

### **Bryan Baldwin**

Manager  
California Dept of Justice  
7436 Deltawind Drive  
Sacramento, CA 95831  
Tel (916) 322-5446  
[bryan.baldwin@doj.ca.gov](mailto:bryan.baldwin@doj.ca.gov)

### **Carl Swander**

Co-owner  
Ergometrics & Applied Personnel  
18720 33rd Ave West  
Suite 200  
Lynnwood, WA 98037  
Tel (425) 774-5700  
Fax (425) 774-0829  
[carl@ergometrics.org](mailto:carl@ergometrics.org)

## *Conference Host*

### **Inés Vargas Fraenkel**

Lead Attorney  
SF Office of Citizen Complaints  
25 Van Ness Ave Ste 700  
San Francisco, CA 94102  
(415) 241-7738  
[ines.fraenkel@sfgov.org](mailto:ines.fraenkel@sfgov.org)

## *Membership and Committee Services (MCS)*

### **Julia McElreath**

Senior Manager, HR Process Improvement  
Sodexho  
9801 Washingtonian Boulevard  
Gaithersburg, Maryland 20878  
Tel (301) 987-4343  
Fax (301) 987-4177  
[julia.mcelreath@sodexhousa.com](mailto:julia.mcelreath@sodexhousa.com)

## *University Liaison/Student Paper Competition*

### **Lee Friedman**

Principal Consultant  
SpecTal, 13481 Falcon View Court  
Bristow, VA 20136  
Tel (571) 331-1388  
[leefriedman1406@yahoo.com](mailto:leefriedman1406@yahoo.com)

## *Continuity*

### **Mike Willihnganz, IPMA-CP**

Asst HR Director  
County of Napa  
1195 Third Street, Suite 110  
Napa, CA 94559  
Tel (707) 259-8720  
Fax (707) 259-8720  
[mwillihnganz@co.napa.ca.us](mailto:mwillihnganz@co.napa.ca.us)

## *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](mailto:dd1@uakron.edu)

## *Assessment Council News*

### **J. Anthony Bayless**

Personnel Research Psychologist  
U.S. Customs & Border Protection  
1300 Pennsylvania Avenue, NW  
1400 L Street, 7th Floor  
Washington, DC 20229  
Tel (202) 863-6295  
Fax (202) 863-6340  
[anthony.bayless@dhs.gov](mailto: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](mailto: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](mailto:slangan@cps.ca.gov)

## *Innovations in Assessment Award*

### **Warren Bobrow**

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

## *Nominations/Bylaws*

### **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](mailto:deonda.scott@cityoforlando.net)

## *Bemis Memorial Award*

### **Inés Vargas Fraenkel**

Lead Attorney  
SF Office of Citizen Complaints  
25 Van Ness Ave Ste 700  
San Francisco, CA 94102  
(415) 241-7738  
[ines.fraenkel@sfgov.org](mailto:ines.fraenkel@sfgov.org)

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E-MAIL: [assessment@ipma-hr.org](mailto:assessment@ipma-hr.org)  
FAX: (703) 684-0948

# 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 400 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 2008 are:

June issue due on May 2  
August issue due on July 7  
October issue due on September 5  
December issue due on November 7

Articles and information for inclusion in the sections (*News of the Councils*, *Technical Affairs*, *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. Customs & Border Protection  
1300 Pennsylvania Avenue, NW  
1400 L Street, 7th Floor  
Washington, DC 20229  
Tel (202) 863-6295  
Fax (202) 863-6340  
[anthony.bayless@dhs.gov](mailto:anthony.bayless@dhs.gov)

## ***Associate Editors***

### *Assessment Council Affairs*

#### **Kristine Smith**

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

### *Practice Exchange*

#### **Warren Bobrow**

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

### *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](mailto:maamodt@runet.edu)

## **IPMA Assessment 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