

# ACN

## Assessment Council News

### Newsletter of the IPMA-HR Assessment Council

August 2008

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### IPMAAssessment Council

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## Presidential Message

By Ines Fraenkel

**T**he 32nd annual IPMAAC Conference, **Building Bridges: Recruitment, Assessment and Selection**, was a huge success! Thank you to all who attended and who participated in every capacity. Our Oakland conference was attended by well over 200 people this year.

A special note of gratitude to IPMA-HR staff, **Carrie Hoover**, **Jessica Allen**, and **Angie Silas**, who took care of all our needs and who kept the conference running smoothly. Many thanks also to our vendors and sponsors for their generous participation and contributions.

Thank you to our Program Committee Co-Chairs, **Bryan Baldwin** and **Carl Swander**, for coordinating such a varied and rich program. They put together an excellent array of pre-conference workshops and conference presentations which we hope have enhanced and refined your knowledge and skills. The keynote speakers, **David Campbell**, **Neal Schmitt**, **Bob Guion**, and **Dick Jeanneret**, were outstanding. **Dr. Campbell's** unforgettable disrobing act was particularly entertaining!

In addition to the sharing and learning opportunities afforded by formal sessions, people met old friends and made new ones. The Monday night Sunset Bay Cruise provided an especially fun opportunity for networking. The evening was perfect. The weather was made to order as were the views from the water of San Francisco, the Bay and Golden Gate Bridges, Alcatraz Island, the Oakland Estuary, and the East Bay in general. A big thank you to **Bruce**

**Topp**, from the City and County of San Francisco and photographer extraordinaire, for capturing our images that evening. Photos will be posted directly on our website in the very near future, but in the meantime, they can be viewed from this Picasa Web album:

<http://picasaweb.google.com/ivfraenkel/IPMAACBayCruiseJune92008?authkey=ChnVDG8eRfE>.

Thank you again for attending this year's conference. I enjoyed addressing you in both formal sessions and in the Presidential Suite. I trust and hope that those who attended were invigorated and recharged, that you left with new ideas and information, as well as with an expanded network of resources. I trust that your conference experience was a rewarding one, both professionally and personally.

### Surveys

As you know, a membership survey was made available to IPMAAC members as well as to ListServe and ACN readers prior to the conference. The results were reported at the conference during the business meeting. More detailed results may be accessed by following the link provided on our website: [www.ipmaac.org](http://www.ipmaac.org).

A post-conference survey was sent out to those who attended the 2008 conference. Thank you to all who participated and provided useful feedback. Your input will be most useful in planning our conference in 2009 and in years to come. The survey link for viewing detailed results will be posted on our website in the near future.

*(Continued next page)*

## **IPMAAC Transition Plans and 2009 Conference**

As announced at the Business Meeting and in my communications earlier this year, IPMAAC will be transitioning from being a Section of IPMA-HR, to becoming an independent organization, although continuing a close affiliation with IPMA-HR. To this end and in order to make the transition

year more effective, IPMAAC will be holding its annual conference jointly with IPMA-HR in Nashville, in September 2009. I will report further on the transition process and on the joint conference as soon as plans are underway.

Again, thank you for making our conference such a success and for continuing to make my job as your 2008 President a very rewarding experience!

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# **The International Public Management Association For Human Resources – Assessment Council (IPMAAC)**

**— Announces —**

## **The Annual James C. Johnson Student Paper Competition (2008 -2009)**

IPMAAC is offering the James C. Johnson Student Paper Award that will recognize the achievements of students in the field of personnel management. Graduate, undergraduate, and former students are invited to submit research papers to be judged on the basis of their contribution to the field. The award winner will present the winning paper at IPMAAC's Annual Conference in Nashville, TN, September 12-16, 2009. The winner will receive up to \$600.00 in conference-related travel expenses, free conference registration, one-year membership in IPMAAC, and recognition in the widely read IPMAAC and International Public Management Association for Human Resources newsletters. In addition, the University Department where the student's research was completed will receive a \$500 grant and a plaque commemorating the student's IPMAAC award achievement.

### **Competition Rules**

Papers must be theses, dissertations, or other student papers that describe original research conducted by the author while a student. Papers submitted must have been written within two years of the entry deadline, may not have been previously submitted to this competition, and must have been written as a student. Papers should address either substantive or methodological issues in areas such as the following:

- Personnel Selection
- Employment Tests
- Job Analysis
- Employee Performance Evaluation
- Assessment of Productivity or Organizational Effectiveness
- Assessment of Training Outcomes
- Other Related Topics

### **Deadline**

All manuscripts for the **2008-2009** competition must be **e-mailed** no later than **March 16, 2009** to:

Dr. Lee Friedman  
SpecTal  
13481 Falcon View Court  
Bristow, VA 20136  
Tel (571) 331-1388  
**Email: leefriedman1406@yahoo.com**

### **Procedure for Submission**

A. The following must be included in each entry in order to be accepted:

1. A **hard copy** of a completed cover sheet mailed to Dr. Friedman's work address (*see following page*)
  2. An electronic version (**soft copy**) of the paper e-mailed to Dr. Friedman.
- B. Submissions **are not to exceed 20 double-spaced pages of text** (not including references or tables.) All papers should include a description of each of the following:
1. Research Problem
  2. Methodology
    - a. Research Problem
    - b. Sampling
    - c. Instruments Used
  3. Data Analysis
  4. Findings/Conclusions

### **Judging of Entries**

The papers will be reviewed anonymously by a panel of academicians and practitioners. Papers will be judged on the contribution to the field of personnel assessment, including an evaluation of the scientific merit as well as the degree to which the research addresses issues of practical importance to the practice of personnel assessment.

### **Awards**

- Winner presents paper at 2009 IPMAAC Conference
- Up to \$600 reimbursement for travel to conference
- Free conference registration
- Free one-year IPMAAC membership
- Recognition in IPMAAC's and IPMA's newsletter
- \$500 grant awarded to winner's university
- Plaque awarded for winner's achievement

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Please mail this cover sheet directly to Dr. Lee Friedman, SpecTal, 13481 Falcon View Court, Bristow, VA 20136. Please e-mail your paper to [leefriedman1406@yahoo.com](mailto:leefriedman1406@yahoo.com)

**Deadline: March 16, 2009**

## **2008-2009 JAMES C. JOHNSON STUDENT PAPER COMPETITION**

### **COVER SHEET**

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Daytime Telephone Number (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Fax (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

E-mail: \_\_\_\_\_

College or University where paper was done. (Indicate whether graduate or undergraduate).

\_\_\_\_\_

\_\_\_\_\_

Date paper was completed \_\_\_\_\_

Title of paper \_\_\_\_\_

\_\_\_\_\_

Who else worked with you on this paper and in what capacity? (Include your advisor's name)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I certify that the paper being submitted represents my own original work and that I was primarily responsible for the research design and execution of the research described therein.

I also agree that if my paper is selected as the winner, I will prepare a presentation based upon it to be given by myself at the IPMAAC Conference in Nashville, TN, September 12 - 16, 2009.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

# Past IPMAAC Student Paper Competition Winners

- 2008: Greet Van Hoye, Ghent University, Belgium, "Tapping the Grapevine: Investigating Determinants and Outcomes of Word-of-Mouth as a Recruitment Source."
- 2007: Jeffrey M. Cucina, George Washington University, "A Comparison of Alternative Methods of Scoring a Broad-Bandwidth Personality Inventory to Predict Freshman GPA."
- 2006: Rustin D. Meyer, Purdue University, "Situational Moderators of the Conscientiousness-Performance Relationship: An Interactional Meta-Analysis."
- 2005: Jalane M. Meloun, University of Akron, "Computer Anxiety: A Possible Threat to the Predictive Validity of Computerized Tests."
- 2004: Kevin M. Bradley, Virginia Tech, "Are Personality Scale Correlations Inflated in Job Applicant Samples?"
- 2003: David L. Van Rooy, Florida International University, "Emotional Intelligence: A Meta-Analytic Investigation of Predictive Validity and Nomological Net with GMA and the Big Five Factors of Personality."
- 2002: Mark N. Bing, University of Tennessee "Incremental Validity of the Frame-of-Reference Effect in Personality Scale Scores: A Replication And Extension."
- 2001: Mitchell Gold, Illinois Institute of Technology, "SME Judgments in the Angoff Procedure: The Impact of Content Relevance and Item Format."
- 2001: Corey Miller, University of Akron, "The Coachability and Fakability of Personality Selection Tests."
- 2000: Filip Lievens, University of Ghent, "Assessor Training Strategies and Their Effects on Inter-rater Reliability, Discriminant Validity, and Accuracy."
- 1999: Michelle A. Dean, Louisiana State University, "A Response Option Examination of Biodata Adverse Impact and Criterion."
- 1998: Amie D. Gee, University of Akron, "Harnessing the Predictive Power of Conscientiousness: A Validity Study of a Biographical Data Measure."
- 1997: Gary J. Greguras & Chet Robie, Bowling Green State University, "Comparing Measurement Error of 360-degree Feedback Ratings across Dimensions and Rating Sources."
- 1996: Jaliza Cader, The University of Tennessee at Chattanooga, "Reactions of Simulated Job Applicants to a Personality Inventory."
- 1995: Jennifer Verive, University of Akron, "Short-Term Memory Tests in Personnel Selection: Low Adverse Impact and High Validity."
- 1994: Jennifer R. Burnett, University of Florida, "Utilization and Validity of Non-Verbal Cues in the Structured Interview."
- 1993: Deniz S. Ones and Chockalingham Viswesvaran, University of Iowa, "Meta-Analysis of Integrity Test Validities: Findings and Implications for Personnel Selection and Theories of Job Performance."
- 1992: Louis Forbringer, University of Akron, "The Role of Availability Heuristic in Biasing Task Description Ratings of the Position Analysis Questionnaire."
- 1991: David A. Dye, George Washington University, "Construct Validity of a Biographical Data Inventory: A Confirmatory Factor Analysis."
- 1990: Phyllis A. Kuehn, Georgia College of Education, "Evaluation of the Response Validity and Reliability of a Teacher Licensure Test Job Analysis."
- 1989: Thomas W. Mason, University of Tennessee, "Replacing the Employment Interview with Bio Data: A Written Structured Interview with Modeled Decisions."
- 1988: Juan I. Sanchez, University of Southern Florida, "Determining Important Tasks Within Jobs: A Policy Capturing Approach."
- 1987: NO AWARD GIVEN
- 1986: Michael A. McDaniel, George Washington University, "The Evaluation of A Casual Model of Job Performance: The Interrelationships of General Mental Ability, Job Experience, and Job Performance."
- 1985: Anne Marie Carlisi, University of Akron, "The Influence of Sex Stereotyping and the Sex of the Job Evaluator on Job Evaluation Ratings."
- 1984: NO AWARD GIVEN
- 1983: Dennis Doverspike, University of Nebraska-Omaha, "A Statistical analysis of Internal Sex Bias in a Job Evaluation Instrument."
- 1982: Kenneth Perlman, George Washington University, "The Bayesian Approach to Validity Generalization: A Systematic Examination of the Robustness of Procedures and Conclusions."

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# IPMAAC Across the Nation

## News of the Councils

By Kristine Smith, Associate Editor

### American Psychological Association (APA)

The 2008 conference will be held August 14-17 in Boston, MA. The 2009 conference will be held August 6-9 in Ontario, Canada. For more information, visit their Web site at [www.apa.org](http://www.apa.org). Check out a study that is available on the APA Web site (<http://www.apa.org/journals/releases/psp922307.pdf>) which was published in the Journal of Personality and Social Psychology (2007) about the curvilinearity between leader assertiveness and perceived leader effectiveness.

### 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 offers 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 2008 IPMAAC annual conference was held June 8-11 in Oakland, CA. Many presentations are available online at [www.ipmaac.org](http://www.ipmaac.org). The 2009 annual conference will be held in Nashville, TN, September 12-16.

### 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. The Fall 2008 Mid-Atlantic Personnel Assessment Consortium (MAPAC) Conference will be held in New York, New York on November 12, 13 and 14 at the Port Authority of NY & NJ's Learning and Achievement Center on the 5th Floor of the Met Life Building at One Madison Avenue (between 23rd and 24th Streets). Please submit the Conference Registration Form no later than November 1, 2008. For details on MAPAC, contact René Shekerjian from the NY State Department of Civil Service at [Rene.Shekerjian@cs.state.ny.us](mailto:Rene.Shekerjian@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, publishes an informative newsletter, and maintains an informative Web site. See the 2008 calendar for scheduled luncheon speakers or visit the PTC/MW Web at [www.ptcmw.org](http://www.ptcmw.org).

*(continued on next page)*



### **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 at [www.ptcnc.org](http://www.ptcnc.org).

### **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 2009 conference is scheduled for April 2-4 in New Orleans. Proposal submissions are due by September 10, 2008. 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

## AUGUST

- 3-7 American Statistical Association. Annual Convention. Denver, CO. Contact: [www.apa.org](http://www.apa.org)
- 6 IPMA-HR Webinar. "HR ROI"
- 8-13 Academy of Management. Annual Meeting. Anaheim, CA. Contact: [www.aomonline.org](http://www.aomonline.org)
- 13 PTC/MW Luncheon Meeting. Kelly Krokos, American Institutes for Research. "Improving Job Performance in High Risk Jobs."
- 14 PTC/NC Luncheon Meeting. Howard Fortson, Jason Schaefer, and Clinton Kelly, CPS Human Resources Services. "Online Testing: An Investigation into Online Testing Applications in the Public Sector."
- 14 PTC/MW Meeting.
- 14-17 American Psychological Association. Annual Convention. Boston, MA. Contact: [www.apa.org](http://www.apa.org)

## SEPTEMBER

- 10 PTC/MW Luncheon Meeting. Peter Legree & Joseph Psotka, U.S. Army Institute for Behavioral and Social Sciences, Tiffany Bludau, George Mason University. "Assessing Professional Competence Using Occupational Judgment Tests Derived From Job Analysis Questionnaires."
- 11 PTC/NC Luncheon Meeting. Bay Area.
- 12 Recruiter Tools Workshop. Salt River Project
- 16 MPPAW Meeting. Brian Buford, Ph.D., Target. "Top 10 Things I Learned in Transitioning From Graduate Student to Professional Life."
- 22-24 Development Dimensions International. International Congress on Assessment Center Methods. Washington, D.C., Contact: [www.assessmentcenters.org](http://www.assessmentcenters.org)
- 22-26 Human Factors and Ergonomics Society. Annual Meeting. New York, NY. Contact: [www.hfes.org](http://www.hfes.org)
- 24-26 SHRM Strategy Conference. Palm Springs, CA. Contact: [www.shrm.org/](http://www.shrm.org/)

## OCTOBER

- 1 WRIPAC Training. Shelly Langan, "Workforce Planning." Sparks, NV.
- 2-3 WRIPAC Meeting. Sparks, NV.
- 2-3 PTC/SC Annual Conference. Huntington Beach, CA. Keynote Speakers: Dr. Robert Hogan and Dr. Wayne Cascio.
- 9 PTC/NC Luncheon Meeting. Sacramento, CA.
- 15 PTC/MW Workshop. Dr. Deborah Gebhardt, Human Performance Systems. "Developing Physical Ability Tests and Setting Defensible Cut Scores." Arlington, VA.
- 17-18 SIOP Fall Consortium. Cincinnati, OH.
- 18-22 IPMA-HR International Training Conference. Las Vegas, NV.
- 27-29 SHRM Conference. "Workplace Diversity" Atlanta, GA.

## NOVEMBER

- 5-8 American Evaluation Association. Annual Conference. Denver, CO. Contact: [www.eval.org](http://www.eval.org)
- 12 PTC/MW Luncheon Meeting.
- 12-14 MAPAC Meeting. New York, NY.
- 13 IPMA-HR Webinar. "Benchmarking Survey-Employee Engagement."

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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**

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## *President-Elect*

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

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## *Past-President*

### **Déonda Scott**

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## *IPMAAC Representative to IPMA Executive Council*

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

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## *Board Members*

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

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

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

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

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# 2008 IPMAAC Committee Chairs

## *Conference Program*

### **Bryan Baldwin**

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### **Carl Swander**

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## *Conference Host*

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## *Membership and Committee*

### *Services (MCS)*

#### **Julia Bayless**

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## *University Liaison/Student Paper Competition*

### **Lee Friedman**

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## *Continuity*

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## *Professional/Scientific Affairs*

### **Dennis Doverspike**

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## *Assessment Council News*

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## *Electronic Communications Network*

### **Bill Waldron**

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## *Training/Workshop*

### **Shelley Langan**

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## *Innovations in Assessment Award*

### **Warren Bobrow**

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## *Nominations/Bylaws*

### **Déonda Scott**

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## *Bemis Memorial Award*

### **Inés Vargas Fraenkel**

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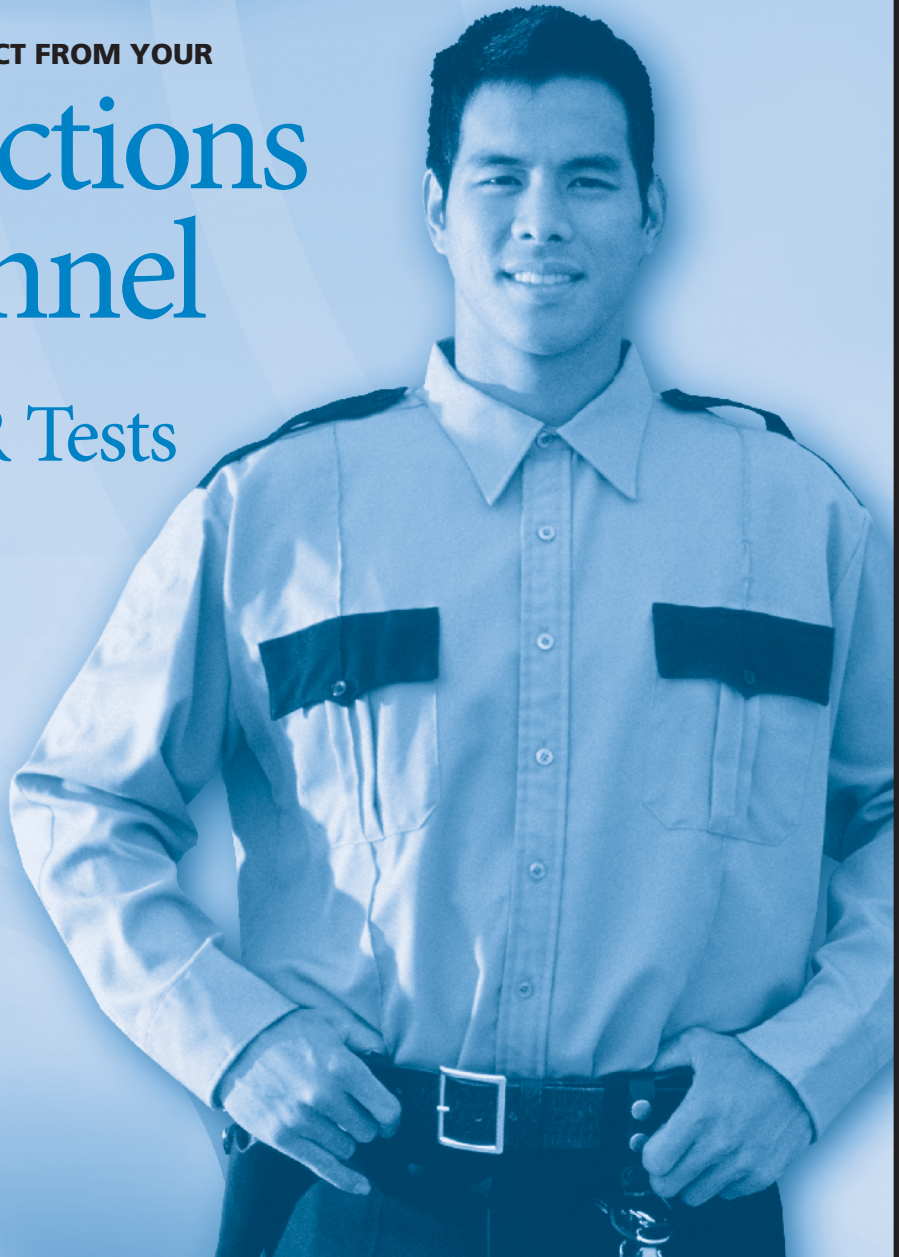
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# About the *ACN*

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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:

October issue due on September 5

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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.

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