

ACN

Assessment Council News

Newsletter of the IPMA-HR Assessment Council

December 2008

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Presidential Message

By Ines Vargas Fraenkel

Dear IPMAAC Members and Friends:

This is likely to be my last address to you as IPMAAC President, as my term ends at the end of December. Coincidentally, it is also when we will shift from our current status and become the 'new and improved' IPMAAC.

What can I say? It has been a whirlwind year. When I was first nominated and then elected to this position, I had no idea that the job would/could become so challenging. I will admit to you that it has been a trying year, full of unknowns, and with great weight of responsibility for the future of this organization. I do not intend for this message to be one akin to a 'retrospective' or even a 'year in review,' as our work has only just begun. Suffice it to say that it has been tough, but I assure you that the tough have proven to be tougher.

Your current Board: **Mike Willihnganz** (I finally learned to spell his name), **Harry Brull**, **Julia Bayless** (née McElreath), **Deonda Scott**, **Oscar Spurlin**, **Warren Bobrow**, **Shelley Langan**, and **Bryan Baldwin**, have been simply amazing to work with. We are fortunate indeed that they have agreed to stay on for one more year to ensure a smooth transition from one incarnation to the next. Working with this group of people has been truly inspiring for me as an individual. In

terms of my work as your President, I could not have done it without every single one of them.

I am happy to report that despite, and because of, the situation we were unwittingly presented with, we returned our focus to the basics – who are we, what do we do, what do we have. We then took a hard look at – who/what do we want to be and where are we going. We tried to include as many of you who were willing to participate in the process as possible, and while considering your views, took leadership positions on a number of governance matters.

The corner is turned on January 1, 2009, under the leadership of President-Elect **Mike Willihnganz**. I will remain on the Board as Past-President and I look forward to continuing to work with this able Board and all our members and friends through the transition and into our New Dawn. Whatever we end up naming IPMAAC and based on what I have experienced and seen among the many of you that I have worked with this year, I have no doubt that our collective efforts will result in a much improved and focused organization.

Again, many thanks for a tough but terrific year. It will be even better in 2009!

Inés Vargas Fraenkel
2008 President

Stability in the Midst of Profound Change

By Mike Willihnganz, President-Elect

As you are most likely aware by now, IPMAAC is in the midst of profound change. As of January 1st, it will cease to be a Section of IPMA-HR, a relationship that it has enjoyed since its inception some 32 years ago. Instead, IPMAAC will establish itself as an independent, self-supporting, non-profit entity. This organizational transformation necessitates a whole range of structural changes impacting governance, finances, administrative support, branding, membership, and even the name by which we are known.

Although some of the “infrastructure” may change to better support the new evolving independent organization, the overall mission and principles upon which IPMAAC was founded will remain intact. Additionally, the committee structure through which much of the organizational work is accomplished will also be retained in the new and improved organization.

I am pleased to announce that our existing standing committees will continue to be chaired by the long-standing, devoted members who have been providing their leadership for many years. This will certainly create a sense of stability and normalcy as the organization reestablishes, rebrands, and rejuvenates itself. **Lee Friedman** has agreed to continue his reign as the Chair of the University Liaison/Student Paper Competition. **Dennis Doverspike** will remain the Chair of the Professional/Scientific Affairs Committee. The Electronic Communications Network will continue to be led by **Bill Waldron** while **Warren Bobrow** will stay on as the Chair of the Innovations in Assessment Award. We all owe a great deal of gratitude to these gentlemen who toil behind the scenes

with little recognition or fanfare to ensure that many vital products and services continue to be delivered to the IPMAAC membership and the profession in general. Please join me in thanking them for the fine work that they do and for their willingness to continue serving in their current roles.

While I am recognizing individuals for their organizational involvement and contributions, I would be remiss if I failed to acknowledge **Anthony Bayless** for his fine work as editor of *the Assessment Council News*. Anthony has agreed to serve as the editor of our newsletter in 2009 and hopefully long beyond that. Thanks Anthony. The role of the newsletter editor is of critical importance in keeping the membership informed and connected to the organization.

Finally, I would like to end this column by putting out a call to all of our members to become more actively involved in the organization. We are at a critical juncture in the organizational lifecycle. If we are to thrive in providing products and services of value to the assessment profession, we need far broader membership involvement along with the ideas, energy, and enthusiasm that accompany such involvement. I urge you to become more active. Join an existing committee, start a new committee, volunteer to write a column in the newsletter, etc. There are plenty of opportunities for you to play an active role. Your participation requires a relatively minor time investment but will pay major dividends in terms of your organizational satisfaction and the impact you will have on the assessment profession. Please give me a call or send me an e-mail so we can explore how you can play a more active role. I look forward to working with you in 2009!

Membership Update – Where Does IPMAAC Stand?

By Julia Bayless, Membership Chair and Board Member

This year has been a very busy and exciting time for the IPMAAC organization, especially as we continue our progress toward becoming a more independent organization. Several articles in this issue of the ACN describe much of the progress and current state of our transition. This article provides more detail on some of the key initiatives we are undertaking with regard to membership.

The Membership Committee's main areas of focus are:

- **Administrative Transition:** Ensuring a smooth transition from a section of IPMA-HR to an independent organization, including maintenance of membership records and membership renewal process
- **Period of Membership:** Switching from a rolling, anniversary-based membership year to a calendar membership year, with appropriate prorating for the first year (2009)
- **Transition Sub-Teams:** Facilitating the transition sub-teams dedicated to Organizational Structure and Support, Finance, Programs/Products/Services, and Name/Branding
- **Membership Campaign:** Conducting a membership campaign to engage current and potential members, focusing on the benefits afforded to our members
- **Conference Support:** Providing support to the Conference Program Committee to solicit proposals, award nominations, and conference attendees

Administrative Transition

We are working closely with the IPMA-HR staff to ensure that the IPMAAC transition is a smooth one, and one that has no adverse effects on current or future members of the organization. We are collaborating on the existing record-keeping and membership renewal process, and researching alternatives for membership record maintenance as well. Any changes made to the way in which we collect, maintain, or update membership information and dues will be clearly communicated in a timely manner to IPMAAC members.

Period of Membership

IPMAAC membership historically has been maintained on a rolling, anniversary basis. That is, the date an individual joined the organization was used as the renewal date for membership dues purposes. The Board has carefully considered and voted to move to a calendar year membership (i.e., January 1 to December 31) beginning in 2009. Transitioning to a calendar year membership will have no negative impact on current members in terms of membership status or dues owed/paid. IPMA-HR will continue to invoice memberships under the rolling-year process until the switch to a calendar

year is finalized; if you receive an invoice to renew your membership please send in your renewal as soon as possible. Look for more information soon on future membership dues and dates.

Transition Sub-Teams

There are currently four sub-teams working diligently on some of our key transition issues. Each team of volunteers is led by a current IPMAAC Board member. The four teams and their Board champions are:

1. Organizational Support and Administration – **Julia Bayless**
2. Programs/Products/Services – **Shelley Langan**
3. Finances – **Harry Brull**
4. Name/Branding – **Bryan Baldwin**

These teams are meeting on a regular basis and working through the issues we need to address as we move forward. Thank you to our many tireless volunteers who are helping IPMAAC move toward future success! If you are interested in helping out with any of these teams or would like more information about the progress being made, please contact the Board champions or any other Board member.

Membership Campaign

Our transition and renewed energy around our organization is a perfect opportunity to increase our membership! To that end, we will be engaging in a membership campaign in 2009, reaching out to current and former members, the student population, and other strategic partner organizations to broaden the reach of IPMAAC to the larger community of professionals it serves. Our marketing efforts will evolve as we continue to develop additional programs, products, and services, and as we continue to plan the 2009 conference.

Conference Support

The Program Committee, headed by **Shelley Langan**, has been busy planning an amazing joint conference for 2009! The conference will be held in conjunction with IPMA-HR in Nashville, TN, September 12-16. The Membership Committee will be assisting the conference efforts throughout the planning process and especially during the conference. If you are interested in helping out with the conference, please contact **Shelley Langan** or any other Board member for more information.

This is an exciting time for IPMAAC, and the Membership Committee is ready and willing to help move us to a brilliant future. It is thanks to the enthusiastic, creative, and positive energy of our members that we are able to undertake this transition with confidence - thank you!

Mark Your Calendars for the 2009 IPMAAC Annual Conference in Nashville, TN, September 12-16, 2009

By Shelley Langan, Conference Chair and Board Member

We are pleased to announce that conference planning activities for our 2009 conference are currently underway. As you may know, we will be holding our **33rd annual conference** jointly with IPMA-HR's International Training Conference and Exposition. As we move forward organizationally and transition into our new role as a stand-alone organization, separate and apart from IPMA-HR, we are exploring ways to foster an on-going, collaborative relationship with IPMA-HR and a joint conference is one way we have chosen to do this. So, **September 12-16, 2009**, we'll all be saddlin' up for a great time of training, development, and exploration of the latest and greatest assessment and HR practices at the **Renaissance Hotel in Nashville, Tennessee**.

Through this joint effort, we'll be offering to our members our customary premiere, cutting-edge program of assessment and testing topics, as well as access to a high quality HR conference program via access to IPMA-HR's program. We view this as a visionary exploration to strategically align the role that testing and assessment play in a number of HR-related functions throughout our organizations and agencies and throughout the HR field. By offering a joint conference, we will be facilitating unprecedented networking and educational opportunities – we are thrilled to be pioneering this effort!

As we continue with conference planning activities, we will have more details to share soon. The next big activity will be our call for proposals for conference sessions, papers, and workshops. December and January will be busy months for identifying and finalizing topics and speakers, so start thinking now about how you can share with your fellow practitioners what you've been doing of late in your agencies and organizations, and/or what you know someone else has been doing and can share. As always, IPMAAC is committed to sharing state-of-the-art, innovative best practices, research, and trends in the areas of assessment, selection, recruitment, and measurement.

More information will be coming soon, and we look forward to seeing you in Nashville! Questions about the 2009 conference can be addressed to the Conference Chairperson and current IPMAAC Board Member, **Shelley Langan**, Technical Director, HR Practices, CPS Human Resource Services at slangan@cps.ca.gov. And, if you are interested in working on conference planning activities, please let Shelley know – we have a number of folks who are lined up to help, and we are always interested in adding to our cadre!



IPMAAC Across the Nation

News of the Councils

By Kristine Smith, Associate Editor

American Psychological Association (APA)

The 2009 conference will be held August 6-9 in Ontario, Canada. The deadline for submitting a presentation or program is December 1, 2008. 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 offers 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)

Annual Conference in conjunction with IPMAAC is scheduled for September 12-16, 2009 in Nashville, TN. For more information, visit the IPMA-HR Web site at www.ipma-hr.org.

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.metroapppsy.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 was held in New York, NY on November 12, 13 and 14. The following presentations were made at the conference: Training for Behavior-Based Interviews by Nancy Abrams, Developing and Administering Web-Based Surveys by Ilene Gast, Remotely Delivered (Web-Based and Telephone-Based) Assessments by Seymour Adler, Building Cognitive Ability Tests with Reduced Adverse Impact by Harold Goldstein, Language Assessment by Phillip Ferraro and Sridevi Gadiraju, and Testing for State Investigators by Barbara Persico. For details on MAPAC, 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 2009 calendar for scheduled luncheon speakers or visit the PTC/MW Web site accessible through the IPMAAC Web site at www.ipmaac.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 site accessible through the IPMAAC Web site at www.ipmaac.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.

Society for Human Resource Management (SHRM)

Contact 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. For more information, visit the SIOP Web site at 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.

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.

Upcoming International, National, and Regional Conferences and Workshops

JANUARY

- 14 PTC/MW Luncheon Meeting. Susan Taylor, University of Maryland. "Organizational Change and Change Leadership."
- 28 WRIPAC Training. Mike Willinghamz, Napa County. "Structured Interviews."
- 29-30 WRIPAC Meeting.

FEBRUARY

- 4-7 Society for Psychologists in Management. Conference. San Diego, CA. Contact: www.spim.org
- 11 PTC/MW Luncheon Meeting. Dr. Timothy Elig, Department of Defense, Manpower Data Center. "Personnel Survey Research in the Department of Defense."

FEBRUARY cont.

- 17 METRO Dinner Meeting.
- 22-25 Association of Test Publishers. Annual Conference. Palm Springs, CA. Contact: www.testpublishers.org
- 27-3/1 IO/OB Graduate Student Conference. Chicago.

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 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 2009 are:

February issue due on January 9

April issue due on March 6

June issue due on May 8

August issue due on July 10

October issue due on September 4

December issue due on November 6

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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