

JUNE 25-28, 2006 • LAS VEGAS

30th
ANNUAL IPMAAC
CONFERENCE

30TH ANNUAL

IPMAAC *Conference*
LAS VEGAS
NEVADA

Winning thru Assessment:
30 Years of Adding Value
to Organizations

Conference Program
June 25–28, 2006

 **IPMA-HR**
INTERNATIONAL PUBLIC MANAGEMENT
ASSOCIATION for HUMAN RESOURCES

IPMAAssessment
Council

30TH ANNUAL

IPMAAC Conference LAS VEGAS

NEVADA

A Message from the IPMAAC President

Welcome to Las Vegas!

I'm so glad you could join us for this IPMAAC conference. We are celebrating our 30th year and your presence will help to make it one of our best gatherings ever! This year's theme, *Winning thru Assessment*, recognizes the value you add to the organizations that you work with. From Sunday's pre-conference workshops thru Wednesday's closing session, the Program Committee has worked to put together an array of sessions designed to refine and enhance your knowledge and skills thereby providing an even bigger "win" for the organizations that rely on your expertise.



In addition to the opportunities afforded by the formal sessions, one of the greatest values found at an IPMAAC conference is the chance to meet and talk with your colleagues. As a practitioner organization, IPMAAC affords you the opportunity to network with individuals who face similar situations and challenges. You may find someone with a solution to a challenge you are facing, with a new way to do something, or at the very least, some empathy. You have the opportunity to build a network of colleagues and friends that can assist you now and in the future. The Host Committee has done a great job of providing opportunities to build your network, have a little fun, and enjoy the city of Las Vegas. Please take full advantage of these opportunities.

With your help, I look forward to a great conference. Enjoy!

Beverly Waldron, IPMAAC President

About IPMAAC

What Is IPMAAC?

Formed in 1976 as a section of the International Public Management Association for Human Resources (IPMA-HR), the IPMA Assessment Council or "IPMAAC" is the leading organization in the field of employee selection and assessment.

IPMAAC's members include personnel directors and managers, staffing specialists, organizational performance managers, management consultants, psychologists, attorneys, academic faculty, and students, actively engaged in applications, research and training in public and private sector personnel assessment. IPMAAC's interests and activities cover the full range of assessment methods and applications, from the use of personnel tests and interviews for employee selection to the measurement of organizational productivity of organizations.

IPMAAC's Annual Conference showcases state-of-the-art information on trends, techniques and technologies for using and applying assessment methods.

Who Should Attend This Conference?

Anyone who develops, administers, coordinates, or manages the selection, promotion, or assessment of personnel. Whether you're an administrator or a human resources professional, a seasoned selection specialist or new to the field, you'll find sessions that address the challenges you face today in hiring, promoting, and keeping the best.

What Will I Gain?

You will leave with new knowledge about state-of-the-art trends, techniques and technologies for using and applying assessment methods. You will learn about the latest research and innovations used to develop practical solutions to today's assessment and selection challenges—saving you valuable time and resources. Last but not least, you will have plenty of opportunities to network.





IPMAAC extends a special thanks to the members of the 2006 Conference Program and Host Committees for organizing a terrific program.

Program Committee

Martin Anderson
State of Connecticut,
Program Committee Co-Chair

Roxanne Cochran
County of San Bernardino,
Program Committee Co-Chair

Warren Bobrow
All About Performance

Anita Ford
Los Angeles Unified School District

Jennifer French
Darany & Associates

David Hamill
Marriott International, Inc

Stephanie Hinson
City of Lakeland

Reid Klion
Performance Assessment
Network, Inc.

Julia McElreath
US Customs and Border Protection

Mabel Miramon
California State Personnel Board

Kristine Smith
Darany & Associates

Lynn Stimson
City of Eugene, Oregon

Donna Terrazas
East Bay Municipal Utility District

James Valliere
Pinellas County Government

Inés Vargas Frankel
Office of the Oakland
City Attorney

Mike Willihnganz
CPS HR Services

Host Committee

Lynn Jantz
Las Vegas Metropolitan
Police Department,
Host Committee Chair

Susana McCurdy
Las Vegas Metropolitan
Police Department

Aaron Morgan
San Diego County

Serita Simpson
Las Vegas Metropolitan
Police Department

Steve Yuen
Las Vegas Metropolitan
Police Department

IPMAAC is grateful to our conference sponsors whose support enhances the IPMAAC Annual Conference experience overall.



TABLE OF CONTENTS

Conference Program Summary	4-5
Conference Floor Plans	6
Conference Workshops	8-9
Breakout Sessions	12-20
Monday, June 26	12-15
Tuesday, June 27	16-19
Wednesday, June 28	19-20
Conference Social Activities	21
IPMAAC Expo Directory	24
IPMAAC Board of Directors	27
2007 IPMAAC Annual Conference	30

JUNE 25-28, 2006 • LAS VEGAS

30th
ANNUAL IPMAAC
CONFERENCE

Conference Program Summary

SUNDAY, JUNE 25					
	Capri 112	Capri 113	Capri 114	Capri 115	Capri 116
7:30 am–8:30 am	Continental Breakfast				
8:30 am–12:00 pm	Succession Planning: Identify & Develop High Potential Leaders (full day workshop)	Testing the Tests: Criterion-Related Validation in Real World Settings (full day workshop)	Developing Written Work Simulations	The Application of Competencies to Assessment, Selection, and Human Resources Programs	Workforce Planning: Moving from the Theoretical to the Operational
12:00 pm–1:00 pm	Lunch on your own				
1:00 pm–4:30 pm	Succession Planning: Identify & Develop High Potential Leaders (full day workshop)	Testing the Tests: Criterion-Related Validation in Real World Settings (full day workshop)	Best Practices in Assessment	Making Job Analysis More Than Just a Process: Practical Tips for Big Payoffs	Defending Minimum Qualifications for E-Applicants and Beyond
5:30 pm–7:00 pm	President's Welcome Reception—Royale 2				

MONDAY, JUNE 26					
	Royale 1	Capri 112/113	Capri 114/115	Royale Skyboxes 207/208	Royale Skyboxes 209/210
7:00 am–8:00 am	Continental Breakfast with Exhibitors—Royale 2				
8:00 am–10:00 am	IPMAAC Conference Welcome Remarks and Keynote Address by Paul Sackett, “Measuring and Predicting Counterproductive Work Behavior”—Royale 1 WEBINAR				
10:00 am–10:30 am	Refreshment Break with Exhibitors—Royale 2				
10:30 am–12:00 pm	Biodata Scale Validity: How Do We Know How Well It’s Working? WEBINAR	The Listening and Writing Skills (LAWS) Test: Reliability and Validity Update	The Changing Face of Face Validity: The New Nature of Work and its Influence on Assessment Center Validities	Performance Management in a Government Setting	Applied Measurement: Industrial Psychology in Human Resources Management
		The Next Generation in Fire Fighter Selection: A New Model for a New Generation		An Innovative Approach to Competency Profile and Test Development: More Efficient and More Effective	
12:00 pm–1:30 pm	Lunch on your own				
1:30 pm–3:00 pm	2006 Legal Update WEBINAR	New Breakthroughs in Putting the Web to Work	Internet Technologies in Canadian Federal Public Sector Assessment	Approaches to Addressing Adverse Impact: Opportunities, Facades and Pitfalls	Recruiting and Staffing in the Electric Age
			WiscJobs—Wisconsin’s Online Application and Testing Tool	Adopting Content Valid Minimum Qualifications Reduces Adverse Impact But Decreases Applicant Test Performance	Cheaper, Faster, Smarter Assessment through Modular Testing
3:00 pm–3:30 pm	Refreshment Break with Exhibitors—Royale 2				
3:30 pm–5:00 pm	Succession Planning: Identifying & Developing High Potential Leadership Talent WEBINAR	Attracting and Selecting the Right Stuff: Lessons Learned from the California Commission on Peace Officer Standards and Training	Training Assessors for Top Performance	Developing Biodata Inventories: Using Applicants’ Past Behaviors and Interests to Predict Job Performance	Thinking Outside the Box in Merit Selection
					What Do Managers Want to Know about Proposed Assessment Practices? Manager Acceptance of Different Types of Assessment Information
					Outsourcing Examination Development: Legal Requirements and Practical Considerations
6:00 pm–10:00 pm	IPMAAC Anniversary Celebration—Top of the Riv-South				

TUESDAY, JUNE 27

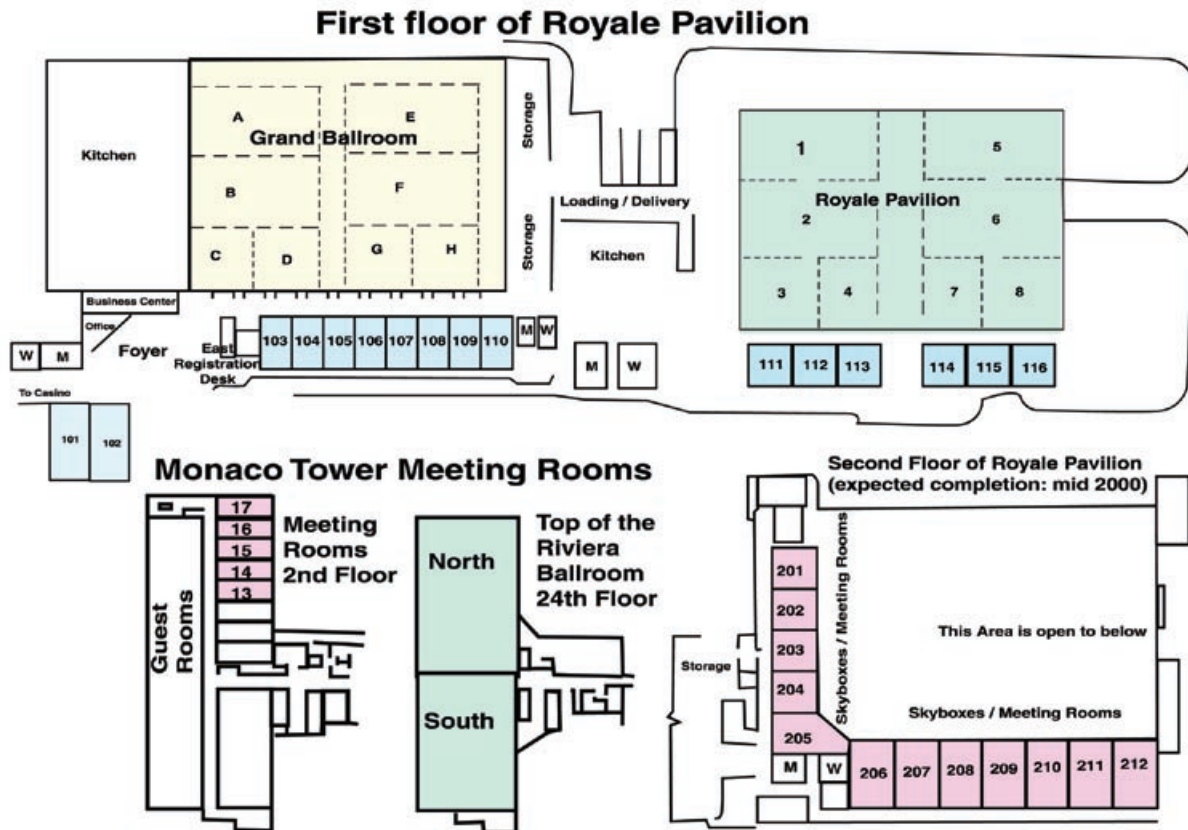
	Capri 112/113	Capri 114/115	Royale Skyboxes 207/208	Royale Skyboxes 209/210	Royale Skyboxes 211/212
7:30 am–8:30 am	Continental Breakfast with Exhibitors—Royale 2				
8:30 am–10:00 am	Plenary Session: Robert Guion, “What I’m Learning—and What I Still Don’t Know—about Assessment”—Royale 1				
10:00 am–10:15 am	Refreshment Break with Exhibitors—Royale 2				
10:15 am–12:15 pm	Examining the Validity of the Hogan Reasoning Inventory	The Art and Science of Developing Hybrid Situational Judgment and Knowledge/Ability Based Exams	Benefits, Drawbacks and Pitfalls of z-score Weighting	Are You Government Material? Values-Based Assessment of Public Service Motivation	How Do You Rate What You Don’t Know? The Impact of Familiarity Between Raters and Ratees on Performance Evaluations
	Big 5 Personality Factor Assessment in Applicant Selection	Multiple-Choice Writing Skills Assessment: Content, Criterion-Related, and Construct Validity		Exploring the Concept of Content Validity: Implications for Assessment Centers	Factors Influencing Applicant Performance When Retaking Employment Exams
	Challenges and Triumphs of Technology-Enhanced Assessments	Valid, Quick, Cost-Effective & Portable: The Canadian Public Service’s Streamlined Assessment Centre for Executive Selection	An Exploration of the Relationships Between Test-Taker Reactions and Test Performance on a Video-Based Situation Judgment Test (VBSJT) for Employee Selection	Necessary Ability Testing for Meter Readers	Generalizing Evidence of Test Validity
12:15 pm–1:30 pm	Lunch on your own				
1:30 pm–3:00 pm	Plenary Session: IPMAAC Business Meeting, Presidential Address and Awards Presentation—Royale 1				
3:00 pm–3:30 pm	Refreshment Break with Exhibitors—Royale 2				
3:30 pm–5:00 pm	Career Management and Progression: An Integrated, Competency-Based, Approach to Promotion, Placement, Competency Development, Career Progression, and Retention	Video Simulation Lifecycle	Payoff From Assessment Centers: A Corporate View	STUDENT PAPER WINNER Situational Moderators of the Conscientiousness-Performance Relationship: An Interactional Meta-Analysis	Selecting your own: Hiring Human Resources Professionals
					Navigating the Maze of Professional and Legal Guidelines for Setting Cut Scores
					Can Gambling with Fewer SMEs Pay Off?

WEDNESDAY, JUNE 28

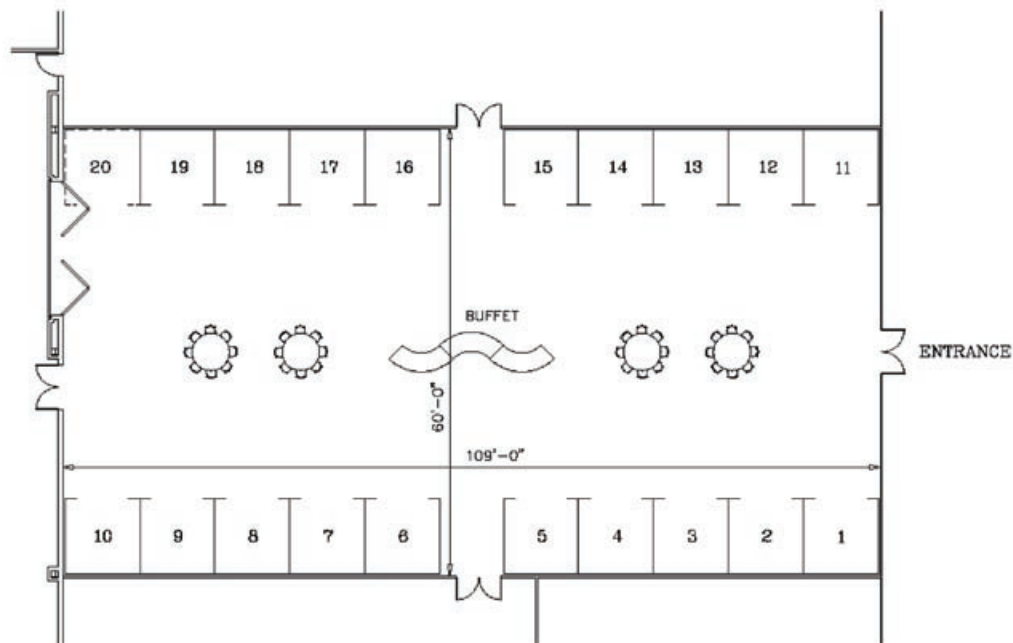
	Capri 112/113	Capri 114/115	Royale Skyboxes 207/208	Royale Skyboxes 209/210	Royale Skyboxes 211/212
7:30 am–8:30 am	Continental Breakfast with Exhibitors—Royale 2				
8:30 am–10:00 am	How to Score Biodata Measures: A Tutorial	Life Under Consent Decree: Testing and Technological Innovations	Developing Measures of Inductive Reasoning Using Logic-Based Measurement	Wagering on a Winning Video	Developing Web-Based Versions of Current Assessments: Challenges and Benefits
10:00 am–10:30 am	Refreshment Break with Exhibitors—Royale 2				
10:30 am–12:30 pm	Plenary Session: Ann Quigley, “TSA: Current Human Capital Challenges in Defending the Homeland”—Royale 1				

Conference Floor Plans

Hotel Floor Plan




Expo Floor Plan



International Training Conference and Exposition

Register Today
and SAVE on
Early-Bird
registration rates!

2006 International Training Conference Las Vegas October 7-11				G E N E R A T I O N A L
S O L V I N G				P U Z Z L E

Featuring Keynote Speakers



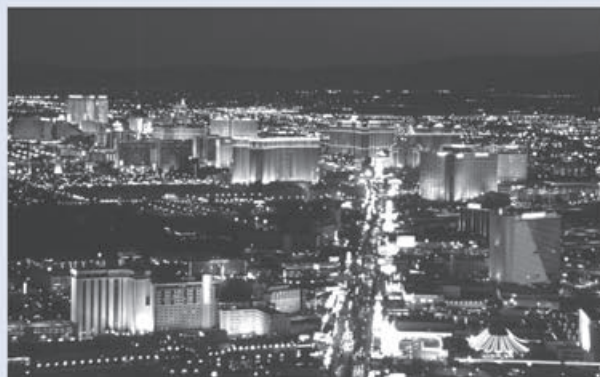
Lynne Lancaster
and
David Stillman

Solving the Generational Puzzle: Making the Pieces Fit

Plus,

- Choose from more than 35 educational sessions presented by leaders in the field of human resources
- Earn up to eight points toward your IPMA-CP or IPMA-CS recertification
- See the latest cutting-edge products and services for the public sector HR professional at the IPMA-HR Expo featuring employee benefit packages, professional development programs, training programs and materials, and much more
- Choose from five full-day pre-conference workshops providing an in-depth look at the leading topics and issues important to public sector human resource professionals

DOWNLOAD YOUR
REGISTRATION FORM TODAY AT
www.ipma-hr.org
or call 703-549-7100
to learn more.



Las Vegas October 7-11

Photo courtesy of The Las Vegas News Bureau

Pre-Conference Workshops

Come to Las Vegas early and make the most of your conference experience. The IPMAAC Annual Conference offers eight workshops. These highly interactive, hands-on programs are a bargain starting at \$85 (for IPMAAC members) and are offered on **Sunday, June 25**. You will get the most education for your time and money when adding these workshops to the seminars offered during the conference.



Full-Day Workshops

8:30 am–4:30 pm

ROOM: CAPRI 113

Testing the Tests: Criterion-Related Validation in Real-World Settings

Instructor: Bruce Davey, Bruce Davey Associates

While we would all like to have proof that our tests actually measure and predict what we say they do, the research studies required to do this can be difficult to conduct and the results difficult to interpret. This workshop is intended as a real-world primer. The theoretical basis of criterion-related validation will be discussed in some detail, but the focus of the workshop will be practical rather than academic. We will discuss many of the real-world problems encountered in performing criterion-related validation, and ways to address these problems.

Topics will include: assessing whether a criterion-related study is feasible; getting organizational cooperation; selecting predictor measures; selecting criterion measures; securing an appropriate sample; conducting the study and drawing conclusions; avoiding common statistical pitfalls; recognizing when the results are inappropriately inflated or deflated, and implementing the results.

ROOM: CAPRI 112

Succession Planning: Identify & Develop High Potential Leaders

Instructors: Charles K. Brooks, Georgia Merit System; Al Brown, Georgia Merit System; and Sherille May, Georgia Merit System

Many public sector leaders will soon retire in the midst of a worldwide shortage of leadership. Succession planning is critical to meet this future demand for leadership talent. It involves three basic steps:

- 1) Identify a pool of candidates with high potential for leadership
 - 2) Accelerate the leadership development of those candidates
 - 3) Select the best leaders to fill vacant positions
- Valid assessment is critical to all three steps.

This workshop presents the steps of Georgia's flexible model of succession planning and discusses the guidelines, tools, training, and support offered by the Georgia Merit System to its customer agencies. Particular emphasis is placed upon the role of multi-rater assessments of competencies and results in:

- 1) Identifying high potential talent for all leadership levels
- 2) Populating a talent matrix—sometimes called a potential-performance grid
- 3) Using the talent matrix in structuring developmental activities

The workshop briefly discusses the interrelatedness of succession planning with other Georgia initiatives such as career banding, career development, mentoring & coaching, and knowledge management.

Half-Day Workshops

8:30 am–12:00 pm

ROOM: 115

The Application of Competencies to Assessment, Selection, and Human Resources Programs

Instructor: Edward Z. Hane, Ph.D., Personnel Consulting Group

This workshop is designed to provide basic training and practice in the development and use of competencies as the basis for assessment procedures and other human resources programs. The workshop content will provide guidance and instruction with respect to identifying and defining meaningful competencies, determining the relationships between competencies and work behaviors, using competencies for the design of assessment procedures and other human resources programs, and validating competencies and competency-based procedures.

The workshop format will include verbal presentations of topics, practical examples, group discussion, and supervised exercises. Participants can expect to gain increased skill in the development and use of competencies in human resources programs.

ROOM: CAPRI 116

Workforce Planning: Moving from the Theoretical to the Operational

Instructor: Mike Willihnganz, CPS Human Resource Services

Workforce planning is the strategic alignment of an organization's human capital with its business direction. In short, it is the process of getting the right people at the right place at the right time.

You have seen the workforce planning models and have heard the theory behind them. But how do you actually conduct workforce planning? What are the steps in the process? This half-day workshop will demystify and operationalize the workforce planning process. The workshop transcends models, theory and concepts and provides participants with a set of concrete steps and activities that can be applied when conducting workforce planning for any given job classification. The workshop focuses specifically on supply and demand analysis, gap analysis, and gap-closing strategies. These are the core components of the workforce planning process that can best be performed by assessment professionals. Through a combination of lecture, discussion and interactive exercises, this workshop will provide participants with a methodology that is applicable to both small and large agencies. Additionally, all participants will receive a copy of a workforce planning workbook.

ROOM: CAPRI 114

Developing Written Work Simulations

Instructors: Bobbie Ames, Pennsylvania State Civil Service Commission and Bridget Bailey, Pennsylvania State Civil Service Commission

The purpose of this workshop is to provide beginner-level analysts with the skills needed to develop a variety of written work simulation tests. The workshop will introduce the types of work simulations and the versatility of written work simulations and work samples to assess critical, entry-level job requirements identified by the job analysis.

Topics include exam planning, working with the Subject Matter Experts, crafting the exam, and handling administrative aspects such as the use of reference materials, proctor instructions, timing and scoring. Participants will take part in exercises to learn how to generate test material, write various types of questions, identify problem questions, and when and how to incorporate multimedia. The tutorial will address both computer-administered and paper-and-pencil testing, as well as utility of the written work simulation as a one-part test or as part of a more complex assessment.

Half-Day Workshops:

1:00 pm–4:30 pm

ROOM: CAPRI 115

Making Job Analysis More Than Just a Process: Practical Tips for Big Payoffs

Instructor: Kristine Smith, Darany and Associates

The purpose of testing is the benefit of valid selection for the organizations that we serve. Our mission as selection practitioners is to maximize that impact, not just to conform to process requirements. However, job analysis, the foundation of our testing programs, is frequently approached as merely a process. Practitioners can readily find information on “what” job analysis should include, but are given little guidance on “how” to achieve the best results.

The usefulness of job analysis is dependent upon the quality of information obtained from others. This requires not just a knowledge of technical requirements, but an ability to manage the information gathering process and function as a partner and facilitator. To do this, practitioners must understand the needs and concerns of job analysis participants, and effectively employ a variety of communication techniques. This workshop will address these issues and provide participants with an understanding of how to obtain cooperation from participants and how to get the best results from different information gathering approaches. Participants will learn and practice meeting facilitation techniques that will include strategies for initiating discussion, getting stalled or sidetracked discussions moving, and dealing with difficult participants.

ROOM: CAPRI 116

Defending Minimum Qualifications for E-Applicants and Beyond

Instructors: David W. Arnold, Wonderlic, Inc.; Lisa W. Borden, J.D., Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C.; and James C. Sharf, SHARF & Associates

In March 2004, EEOC and OFCCP proposed the adoption of new Q&As to clarify and interpret the *Uniform Guidelines* as they relate to the use of the internet and related technologies for recruitment and the acceptance of applications for employment. Since that time, OFCCP has adopted its new guidance; EEOC’s proposed language remains under consideration. Under the new and proposed language, practitioners must face new questions, problems, and burdens, as well as a new potential threat of legal challenges, in their recruitment of applicants and in the consideration, development, and use of minimum qualifications in the selection process.

The presenters will conduct an in-depth discussion and analysis of problems presented by the new Q&As, and how practitioners can seek to resolve these problems and avoid the perils of litigation.

ROOM: CAPRI 114

Best Practices in Assessment

Instructors: Kathryn A. Fox, M.A., CWH Research, Inc. and Chris W. Hornick, Ph.D., CWH Research, Inc.

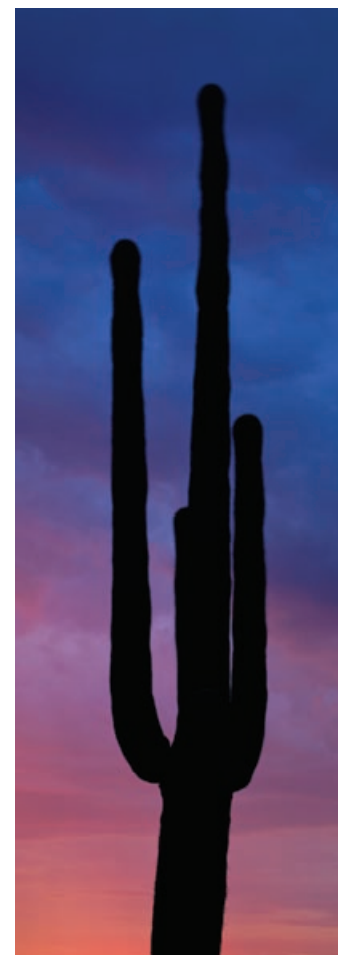
Law Enforcement Officers and Firefighters have some of the most important jobs; so how do you make sure your department has the right person to stand behind the badge or to fill those boots? This workshop will demonstrate the best practices and latest trends in testing in public safety. The instructors will present advantages and disadvantages, legal issues, practical implementation issues, and financial considerations of common testing methods.

The seminar will give an overview of the testing process including, recruiting, legal terms, professional standards, types of tests available, setting cut-off scores, structured oral interviews, physical ability tests, assessment centers, using test results, and many other relevant topics.

President’s Welcome Reception

IPMAAC Expo: Royale 2
5:30 pm–7:00 pm

IPMAAC conference attendees are invited to attend the Welcome Reception on Sunday. This informal event marks the beginning of the Annual Conference and the opening of the Products and Services Exposition. Join us for an evening of refreshments and camaraderie among old and new friends.



ATTENTION ALL Federal, State, Local City/County and Special District Professionals!

WHERE DO

Public Human Resource Professionals

GO FOR ALL OF

Their Needs?

Join IPMA-HR Today and Access:

- IPMA-HR News
- Public Personnel Management
- HR Bulletin E-Newsletter
- Annual Membership Directory (Online)
- Bimonthly e-newsletter International News
- Government Affairs Updates
- Conferences and Workshops
- Assessment Products and Services
- Members-Only HR Resource Center containing current research and trends
- Professional Certification designations

Connect with your peers through IPMA-HR:

- Email Discussion Lists – “IPMANet” and Workforce Planning
- Scholarship and Fellowship Programs
- Awards Programs, Committees and Taskforces

And much more...

IPMA-HR is dedicated to providing the resources and solutions you need to make your job easier and help you excel in your career.

The Solution for Public HR Excellence



Join IPMA-HR today! Go to www.ipma-hr.org

1617 Duke Street • Alexandria, VA 22314

703-549-7100 • 703-684-0948 (fax)

www.ipma-hr.org



WHO TO HIRE? WHO TO PROMOTE?

“IPMA-HR provides valid, job-related examinations used in screening and selecting entry-level police officers, firefighters and public safety dispatchers.”

**DANNY FORTNER, CHIEF OF POLICE
CITY OF HUNTSVILLE, AL**

- ♦ Professional, top-quality exams for police, fire service, corrections, and administrative personnel.
 - ♦ Exams for hiring or promotion, with customized exams available for upper-level positions in police and fire service.
 - ♦ A leading specialist with over 50 years of experience.
 - ♦ Currently assesses more than 200,000 candidates per year.
- Contact us for a test catalog or questions.



WEB: www.ipma-hr.org
PHONE: 1-800-381-TEST (8378)
or 703-549-7100
E-MAIL: assessment@ipma-hr.org
FAX: 703-684-0948

Breakout Sessions

Monday, June 26

MONDAY, JUNE 26	
7:00 am–4:30 pm	Registration—Royale Foyer
7:00 am–8:00 pm	Continental Breakfast with Exhibitors—Royale 2
8:00 am–10:00 am	Welcome Remarks and Opening Keynote Session—Royale 1



PAUL SACKETT

WEBINAR

ROOM: ROYALE 1

Paul Sackett: Measuring and Predicting Counterproductive Work Behavior

Dr. Sackett will provide an overview of issues in conceptualizing and measuring counterproductive work behavior (CWB), discuss the relationship

between CWB and other facets of job performance, address the long-standing debate over the role of personal and situational factors as determinants of CWB, describe a range of approaches to the use of integrity tests as a job applicant screening device for predicting CWB, and evaluate the research evidence on the use of integrity tests.

About the Presenter: Paul R. Sackett is a professor of psychology at the University of Minnesota. He holds a Ph.D. in Industrial and Organizational Psychology. He served as the editor of *Personnel Psychology* from 1984 to 1990, as president of the Society for Industrial and Organizational Psychology, as co-chair of the Joint Committee on the Standards for Educational and Psychological Testing, as a member of the National Research Council's Board on Testing and Assessment, as chair of APA's Committee on Psychological Tests and Assessments, and as chair of APA's Board of Scientific Affairs.

MONDAY, JUNE 26	
10:00 am–10:30 am	Refreshment Break with Exhibitors—Royale 2
10:30 am–12:00 pm	Concurrent Sessions

WEBINAR

ROOM: ROYALE 1

Biodata Scale Validity: How Do We Know How Well It's Working?

Biographical data, or biodata, measures are often used in selection systems to enhance the validity of the overall selection process and to mitigate the higher adverse impact associated with cognitive measures (Gandy, Dye, & MacLane, 1994; Hunter & Hunter, 1984). There are many techniques that can be used to determine the contribution of a biodata measure to the prediction of success on the job. This presentation will discuss some of the kinds of biodata scales that can be evaluated, criteria and correlates associated with biodata measures, and other considerations in evaluating the effectiveness of biodata measures for selection.

PRESENTERS: Henry H. Busciglio, U.S. Customs and Border Protection, Department of Homeland Security; Jeffrey Cucina, U.S. Customs and Border Protection, Department of Homeland Security & George Washington University; Julia M. McElreath, U.S. Customs and Border Protection, Department of Homeland Security; Susan M. Reilly, U.S. Customs and Border Protection, Department of Homeland Security

ROOM: CAPRI 112/113

The Listening and Writing Skills (LAWS) Test: Reliability and Validity Update

Writing ability is critical for police officers, but difficult to reliably assess, especially with large applicant pools. This paper will describe the development and validation of a narrative writing assessment that is quickly administered, scored in 3 minutes per paper, and has shown impressive levels of reliability, criterion-related validity and acceptance.

PRESENTER: Bruce Davey, Bruce Davey Associates

The Next Generation in Fire Fighter Selection: A New Model for a New Generation

In 1999, the Society for Industrial and Organizational Psychology awarded CWH Research, Inc., the M. Scott Myers award for their entry-level firefighter written test model. Earlier this year, CWH piloted the next generation version of the test. The speakers will discuss the changes in their testing model and present data illustrating how the new model enhances validity while further reducing adverse impact.

PRESENTERS: Michael D. Blair, CWH Research, Inc.; John M. Ford, CWH Research, Inc.

ROOM: CAPRI 114/115

The Changing Face of Face Validity: The New Nature of Work and Its Influence on Assessment Center Validities

This presentation will discuss this technology and how the future of assessment centers requires relatedness to the job in question in order to increase candidates' understanding of the job, enhance the validity of the test, and ultimately help select more effective employees.

PRESENTER: Matthew Tonken, Sandra Hartog & Associates and Fenestra, Inc.

ROOM: ROYALE SKYBOXES 207/208

Performance Management in a Government Setting

Political and environmental factors emerged in 2003 that allowed the City of Jacksonville to pursue the implementation of a "modern" Employee Performance Management System. The process used to create the system in-house, as well as the resulting culture shock, presented many challenging situations. This presentation will focus on the organizational development strategies employed and their effectiveness (based on the first year of data). This presentation would cover the following project areas:

- Creation of competencies, evaluation process and supervisory training
- Anticipated problems: rating distribution across bargaining units and within departments, resistance to culture change, compliance with timeliness of required actions, union concerns
- Analysis of the first year of obtained data
- Strategic plans for continuous improvement: targeting supervisor and employee training, on-line system enhancements, validation study

PRESENTERS: Dina M. Coppola, City of Jacksonville; Chad Poppell, City of Jacksonville

An Innovative Approach to Competency Profile and Test Development: More Efficient and More Effective

This presentation will describe a competency profile and test development project conducted for the Georgia Department of Administrative Services. The project team utilized a state-of-the-art approach to develop competency profiles, incorporating the input of private sector and public sector SMEs as well as the State's new standard competency dictionary (G-COMPS).

PRESENTERS: *Debra Blount, Georgia Department of Administrative Services; Brian E. Cronin, Ph.D., Caliber, An ICF International Company*

ROOM: ROYALE SKYBOXES 209/210

Applied Measurement: Industrial Psychology in Human Resources Management

In 1997, the book *Applied Measurement Methods in Industrial Psychology* was written by several well-known authors on various aspects of personnel research. The purposes of that book were to:

- 1) Describe the process of job analysis and test development in a hands-on way that practitioners can understand and easily apply;
- 2) Provide background about the reliability, validity, and subgroup differences of measures used to predict job performance; and
- 3) Describe various methods for measuring job performance (e.g., ratings and work samples).

The purpose of this symposium is to present a summary of the three major content areas from the book and to present updates made to the second edition of the text.

PRESENTERS: *Pat Curtin, Ph.D., ICF International; Michael McDaniel, Ph.D., Virginia Commonwealth University; Tim McGonigle, Ph.D., ICF International; Deborah Whetzel, Ph.D., Work Skills First*



MONDAY, JUNE 26

12:00 pm–1:30 pm	Lunch on your own
1:30 pm–3:00 pm	Concurrent Sessions

WEBINAR

ROOM: ROYALE 1

2006 Legal Update

This session will discuss the current state of employment law generally, and will take a detailed look at recent administrative and case law, as well as judicial trends affecting personnel assessment.

The session will also discuss the proposed and final definitions issued by the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP), of who is an "Internet Applicant" for purposes of federal reporting, recordkeeping and compliance with anti-discrimination provisions.

PRESENTERS: *Jeffrey P. Feuquay, Russell, Brown & Breckenridge; Inés Vargas Fraenkel, Office of the Oakland City Attorney*

ROOM: CAPRI 112/113

New Breakthroughs in Putting the Web to Work

We have developed effective web based strategies for work simulation tests as pre-screening instruments and proctored computer testing labs. We will demonstrate the newest developments and research findings, including the results of criterion based validation of web—pre-screens and demonstration of delivery of on-site proctored tests via the internet.

PRESENTERS: *Oscar Spurlin, Ph.D., Ergometrics & Applied Personnel Research, Inc.; Carla Swander, Ergometrics & Applied Personnel Research, Inc.*

ROOM: CAPRI 114/115

Internet Technologies in Canadian Federal Public Sector Assessment

The Canadian Public Service is using new technologies in certain staffing processes. Successful online screening of applications and experience has stimulated interest in online testing. The use of more technology in assessment centers is being explored. This presentation will help inform those embarking on new technologies in public sector assessment.

PRESENTER: *Henry Edwards, Ph.D., C.Psych., Public Service Commission of Canada*

WiscJobs—Wisconsin's Online Application and Testing Tool

WiscJobs is an extremely versatile web-based system developed for the State of Wisconsin that allows online applicant interaction from searching for jobs through applying, testing and maintaining their personal record. This same system allows human resources to post positions, create exams, score exams, create lists of names applying civil service rules and track results of interviews. A demonstration of this system will address challenges and advantages of an in-house system as well as unique features that customers appreciate.

PRESENTERS: *Stacie Meyer, State of Wisconsin; Diane Siegler, State of Wisconsin*

Breakout Sessions, Continued

Monday, June 26, Continued

ROOM: ROYALE SKYBOXES 207/208

Approaches to Addressing Adverse Impact: Opportunities, Facades and Pitfalls

Human Resource professionals are responsible for developing selection processes that identify diverse groups of quality candidates. Unfortunately, many of the available selection tools and procedures result in high levels of adverse impact. This presentation will provide practical advice on the advantages and disadvantages of various methods of addressing adverse impact.

PRESENTERS: John M. Ford, Ph.D., CWH Research, Inc.;
Michael D. Blair, M.S., CWH Research, Inc.

Adopting Content Valid Minimum Qualifications Reduces Adverse Impact But Decreases Applicant Test Performance

The present study examined a methodology for developing content valid minimum qualifications and resulting adverse impact. Comparisons with traditional minimum qualifications resulted in evidence of reduced adverse impact but lower subsequent test performance when using content valid minimum qualifications. Explanations for these findings are explored.

PRESENTER: Stacey L. Lange, Ph.D., Personnel Board of Jefferson County

ROOM: ROYALE SKYBOXES 209/210

Recruiting and Staffing in the Electric Age

Today, the vast majority of jobs are sourced over the internet and most applications are taken via electronic means. While this automation holds great promise, pitfalls are much too common. Common pitfalls and practical advice for avoiding them will be presented and discussed.

PRESENTER: Daniel Russell, Aon Consulting

Cheaper, Faster, Smarter Assessment through Modular Testing

This presentation introduces an innovative approach to assessment that is called modular testing. Modular testing uses discrete test modules that can be "mixed and matched" by job according to validated selection "recipes." What makes modular testing such a powerful tool is the ability to streamline and simplify test development, validation, and administration; increase the size and quality of candidate pools; and provides same-day certified and ranked lists for any new vacancy.

PRESENTER: Eric Palmer, Ft. Worth, Texas

MONDAY, JUNE 26

3:00 pm–3:30 pm

Refreshment Break with Exhibitors—Royale 2

3:30 pm–5:00 pm

Concurrent Sessions

ROOM: CAPRI 112/113

Attracting and Selecting the Right Stuff: Lessons Learned from the California Commission on Peace Officer Standards and Training

This panel discussion will focus on five recent projects and products from the California Commission on Peace Officer Standards and Training (POST) related to recruiting and selecting individuals for sworn and nonsworn positions. Five topics will be addressed: recruitment, personality testing, oral interviewing, background investigations, and psychological screening. The discussants, whose backgrounds span both I/O psychology and law enforcement, will make brief presentations about their respective projects, focusing on the resulting products and those products' role and importance in the larger hiring process, as well as the legal, strategic, logistical and political issues surrounding their creation and implementation. The development and use of a common set of POST-developed peace officer attributes in all these projects will also be discussed. Attendees will be encouraged to share related problems, solutions and participate in discussion. Access to the products discussed will be made available if completed at the time of this session.

PRESENTERS: John Berner, Ph.D., California Commission on Peace Officer Standards and Training; Sid Smith, Systems for Public Safety, Inc.; Merle Switzer, California Commission on Peace Officer Standards and Training; Shelley Weiss Spielberg, Ph.D., California Commission on Peace Officer Standards and Training

ROOM: CAPRI 114/115

Training Assessors for Top Performance

This tutorial is aimed at helping assessment professionals gain an understanding of the basics of working with and training the assessors used to evaluate performance tests, oral boards, etc. The main focus of the tutorial will be the discussion of techniques and practices that participants can use to train assessors. In addition, the considerations related to establishing a training program for the assessment will be discussed, and participants will also receive information about recruiting, providing for, and monitoring the performance of assessors. Examples of training exercises and training materials will be provided. In addition, participants will take part in a mock training session to score a candidate's performance on a sample assessment.

PRESENTERS: Cami Hacker, Montgomery City-County Personnel; Andrea Siler, Montgomery City-County Personnel; Mark Willis, Montgomery City-County Personnel

ROOM: ROYALE SKYBOXES 207/208

Developing Biodata Inventories: Using Applicants' Past Behaviors and Interests to Predict Job Performance

Biodata inventories are designed to assess an individual's various past experiences. Traditionally, biodata inventories are self-report instruments that contain relatively objective questions, such as the amount and nature of education, job experiences, special skills, hobbies, and recreational activities. Biodata inventories are appealing in selection situations because research has indicated that they tend to have low adverse impact and they tend to provide incremental validity over traditional cognitive measures. Furthermore biodata forms are feasible for group administration and typically can be administered and scored quickly and at a low cost. This tutorial is targeted towards an audience with little or no biodata experience. The first portion of the tutorial will provide a broad overview of the development process for biodata inventories. During the second portion of the tutorial, attendees will obtain hands-on experience in writing biodata questions.

PRESENTERS: *Carrie Byrum, Human Resources Research Organization; Brian Katz, Human Resources Research Organization; Cheryl Paullin, Human Resources Research Organization*

WEBINAR

ROOM: ROYALE 1

Succession Planning: Identifying & Developing High Potential Leadership Talent

Many public sector leaders will soon retire in the midst of a worldwide shortage of leadership. The public sector is hardly prepared, and succession planning is urgently needed to meet its need for leadership. Succession planning involves three basic steps:

- 1) identify,
- 2) develop, and
- 3) promote high potential talent. Valid assessment is critical to all three.

This tutorial discusses the Georgia Merit System's model of succession planning and the automated tools and support offered to her customer agencies. It addresses the concepts of leadership levels, the demands of each level, and capacity to meet those demands. It highlights the assessment of bench strength and other pre- and post-measures of succession planning success. The discussion emphasizes the role of multi-rater assessments of competencies and results in:

- 1) identifying high-potential talent for all leadership levels,
- 2) populating a talent matrix, a.k.a. a potential-performance grid, and
- 3) structuring accelerated high potential development.

PRESENTERS: *Charles K. Brooks, Georgia Merit System; Steve Sutton, Georgia Merit System*

ROOM: ROYALE SKYBOXES 209/210

Thinking Outside the Box in Merit Selection

Public sector personnel selection today is similar to that of 30 years ago. Several diverse, novel (and controversial) ideas for new merit-based approaches to entry-level selection will be presented, some of which may reduce adverse impact. Some research needed before these approaches are ready for operational use will be discussed.

PRESENTER: *Joel Wiesen, Ph.D., Applied Personnel Research*

What Do Managers Want to Know about Proposed Assessment Practices? Manager Acceptance of Different Types of Assessment Information

Managerial support for proposed assessments is critical for the development and implementation of new assessment practices. Various types of assessment information are available. This presentation demonstrates how this information is viewed by managers, and how assessment professionals may be able to gain support for sound assessment practices.

PRESENTERS: *Alix Roberts, U.S. Office of Personnel Management; Henry F. Thibodeaux, U.S. Office of Personnel Management; Julie Weintraub, U.S. Office of Personnel Management*

Outsourcing Examination Development: Legal Requirements and Practical Considerations

This presentation will outline the practical issues public agencies should consider when outsourcing examination development. The legal responsibilities for both public agencies and test vendors will also be discussed.

PRESENTER: *Brian G. Moritsch, Cooperative Personnel Services*

MONDAY, JUNE 26

IPMAAC Anniversary Celebration

Ballroom: The Top of the Riv-South

6:00 pm–10:00 pm

There is no better way to end the first full day of the conference. Join your friends and colleagues for this fun-filled event at the Riviera. The evening will feature food and entertainment.



Breakout Sessions, Continued

Tuesday, June 27

TUESDAY, JUNE 27	
7:30 am–4:30 pm	Registration—Royale Foyer
7:30 am–8:30 pm	Continental Breakfast with Exhibitors—Royale 2
8:30 am–10:00 am	Plenary Session—Royale 1



ROBERT GUION

ROOM: ROYALE 1

Robert Guion: What I'm Learning—and What I Still Don't Know—About Assessment

Robert Guion holds the title of Distinguished University Professor Emeritus at Bowling Green State University where he taught from 1952 until 1990. He is the author of (and currently revising) "Assessment, Measurement, and Prediction for Personnel Decisions"

(1998) and, with Scott Highhouse, of "Essentials of Personnel Assessment and Selection" (2006). He has been an independent consultant to organizations in the public and private sectors on matters pertaining to selection, EEO compliance, and psychometric issues.

TUESDAY, JUNE 27	
10:00 am–10:15 am	Refreshment Break with Exhibitors—Royale 2
10:15 am–12:15 pm	Concurrent Sessions

ROOM: CAPRI 112/113

Examining the Validity of the Hogan Reasoning Inventory

This presentation outlines the development and validation of a new cognitive ability assessment: the Hogan Business Reasoning Inventory. This assessment is based on a synthesis of theories of work-related reasoning, critical thinking, and low-fidelity simulation of managerial behaviors. Using student and managerial samples, evidence is presented supporting the assessment's validity.

PRESENTERS: Scott Davies, Hogan Assessment Systems; Ian S. Little, Hogan Assessment Systems; Jill Turner, Hogan Assessment Systems

Big 5 Personality Factor Assessment in Applicant Selection

Personality assessment has long played a role in Agency selection efforts, but recent hiring demands stimulated the development of flexible, reliable and efficient means of assessment. Current efforts make use of personality-focused job analysis, field assessment, internet-delivered testing, and close consultative relationships to provide thorough, fair and useful applicant profiles.

PRESENTER: Thomas Richards, Ph.D., Office of Medical Services, CIA

Challenges and Triumphs of Technology-Enhanced Assessments

The implementation of technology-enhanced assessment centers come with its own challenges. This presentation will discuss a framework for evaluating when technology-enhanced assessment centers are warranted and what types of accommodations or considerations would be needed to support the implementation. Audience questions and participation will be encouraged.

PRESENTER: Sandra Hartog, Ph.D., Fenestra, Inc.

ROOM: CAPRI 114/115

The Art and Science of Developing Hybrid Situational Judgment and Knowledge/Ability Based Exams

This presentation focuses on development and utility of a hybrid situational judgment/knowledge ability-based examination. The Pennsylvania State Civil Commission developed the hybrid, one part exam to address a range of job requirements for a promotional job title. The presentation addresses the job study, validity, test design, test development processes, administration, results, and reliability.

PRESENTERS: Bobbie Ames, Pennsylvania State Civil Service Commission; Bridget Bailey, Pennsylvania State Civil Service Commission

Multiple-Choice Writing Skills Assessment: Content, Criterion-Related, and Construct Validity

This presentation focuses on a multiple-choice writing skills assessment developed by U.S. Customs and Border Protection, Department of Homeland Security (DHS), to select entry-level Adjudications Officers that work within another DHS component. Evidence of the content, criterion-related, and construct validity of the measure will be presented.

PRESENTERS: J. Anthony Bayless, U.S. Customs & Border Protection, Dept. of Homeland Security; Randolph K. Park, U.S. Customs & Border Protection, Dept. of Homeland Security; Robert W. Simpson, U.S. Customs & Border Protection, Dept. of Homeland Security; Nicholas Vasilopoulos, George Washington University / U.S. CBP, DHS

Valid, Quick, Cost-Effective & Portable: The Canadian Public Service's Streamlined Assessment Centre for Executive Selection

Through this presentation, participants will learn how the Personnel Psychology Centre developed a streamlined Assessment Centre for the large-scale selection of executives for the Canadian Federal Public Service. They will learn how the PPC built on its own long-standing experience and learned from others in making the leap to an even more effective, as well as innovative, technology-enabled process.

PRESENTER: Beverley Desjardins, Personnel Psychology Centre (PPC), Public Service Commission, The Government of Canada

ROOM: ROYALE SKYBOXES 207/208

Benefits, Drawbacks and Pitfalls of z-score Weighting

We often need to combine test scores. Statistics courses recommend z-score weighting. However, there are theoretical and practical pros and cons to z-score weighting. This presentation will describe the z-score weighting process and present some well known and less well known pros and cons, and will give some numerical examples.

PRESENTER: *Joel Wiesen, Ph.D., Applied Personnel Research*

An Exploration of the Relationships Between Test-Taker Reactions and Test Performance on a Video-Based Situation Judgment Test (VBSJT) for Employee Selection

This presentation will cover a study that explored the relationships between test-taker reactions and test performance on a VBSJT. The presentation will cover a background on SJT research, the exploring topics, key findings, and suggested application of the findings. This topic will be of interest to IPMAAC conference attendees who are interested in using video-based SJTs in a work setting for selection purposes.

PRESENTERS: *Rex Backes, Bank of America; John H. Golden III, Bank of America*

ROOM: SKYBOXES 209/210

Are You Government Material? Values-Based Assessment of Public Service Motivation

In the competitive scramble for the best and brightest applicants, public-sector employers must understand what motivates people to enter the public service beyond pay. In this presentation, we review past research on public service motivation, introduce a new values-based measure, and discuss practical implications for recruitment, selection, and retention.

PRESENTERS: *Christelle C. LaPolice, Ph.D., Personnel Decisions Research Institutes; J. Patrick Sharpe, Ph.D., U.S. Office of Personnel Management*

Exploring the Concept of Content Validity: Implications for Assessment Centers

This presentation will provide an in-depth examination of the concept of content validity, in particular, as it relates to assessment center development and validation. The benefits as well as limitations of the content validation approach will be outlined along with a recommended technique for developing content valid assessment centers.

PRESENTERS: *Walter S. Booth, Ph.D., Booth Research Group; Gunnar Schrah, Ph.D., Booth Research Group*

Necessary Ability Testing for Meter Readers

Addressing the problem of high turnover in our Meter Reader population first involved identifying the catalytic areas that could be effected through testing. We then developed tests to discriminate between those populations possessing target knowledge, skills, and abilities and those that didn't. Finally face-valid and reliable testing formats were developed for administering the tests to medium sized groups.

PRESENTERS: *William T. Hamrick II, City of Lakeland, FL; Stephanie Hinson, City of Lakeland, FL*

ROOM: ROYALE SKYBOXES 211/212

How Do You Rate What You Don't Know? The Impact of Familiarity Between Raters and Ratees on Performance Evaluations

When making performance evaluations, there is often a great deal of variance in how familiar raters are with their ratees and their opportunities to observe their ratees' performance. The presenters will discuss the practical implications of these limitations with regard to validation studies and interpreting performance ratings.

PRESENTERS: *John M. Ford, Ph.D., CWH Research, Inc.; Michael D. Blair, M.S., CWH Research, Inc.*

Factors Influencing Applicant Performance When Retaking Employment Exams

Public agencies often re-use the same test when hiring for a position. The presenters will discuss research on several factors that can affect the performance of repeat test-takers, such as: the time interval between tests, number of re-tests, dimensions assessed, and item format.

PRESENTER: *Michael D. Blair, CWH Research, Inc.; John Ford, Ph.D., CWH Research, Inc.*

Generalizing Evidence of Test Validity

Traditional wisdom held that each selection situation requires use of a test based on a validation research study conducted in that situation. In 1976, Bob Guion proclaimed "the problem of limited validity generalization [is] perhaps the most serious limitation of personnel psychology." Shortly thereafter, development of statistical techniques for generalizing validity evidence based on meta-analysis began in earnest. Improved articulation of other approaches to generalizing evidence of validity followed, culminating in the 2003 Society for Industrial and Organizational Psychology *Principles for the Validation and Use of Personnel Selection Procedures*, which articulate three approaches to generalizing validity evidence and even admonish that a validation effort should begin with examining existing evidence and determining the likelihood that one study will yield results that significantly affect the interpretation of this evidence.

PRESENTER: *Donna Denning, The City of Los Angeles*

Breakout Sessions, Continued

TUESDAY, JUNE 27, 2006

NEOGOV Complimentary Plated Luncheon

12:15 pm–1:30 pm, Royale Ballroom 6

Session on New Advancements and Technology in Recruitment, Selection and Computer Based Testing. The Plated Luncheon will include Mixed Green Salad, Florentine Chicken and Chef's choice dessert

See NEOGOV ad on page 29.

TUESDAY, JUNE 27

12:15 pm–1:30 pm

Lunch on your own

1:30 pm–3:00 pm

Plenary Session, Business Meeting, Presidential Address & Awards Presentation—Royale 1

ROOM: ROYALE 1

IPMAAC Business Meeting, Presidential Address & Awards Presentation

Beverly Waldron, the 2006 IPMAAC President will deliver an update on the association and will present IPMAAC's highest professional awards for outstanding contributions in the assessment field.

TUESDAY, JUNE 27

3:00 pm–3:30 pm

Refreshment Break with Exhibitors—Royale 2

3:30 pm–5:00 pm

Concurrent Sessions

ROOM: CAPRI 114/115

Video Simulation Lifecycle

Concern over retesting applicants often leads to questions about updates, alternate forms and ultimately the lifecycle of testing systems. Lifecycle is extremely important when using video or multimedia in test development. These enhancements quickly raise the cost of test development. On average, a high quality video-based simulation will cost at least \$300,000 to develop.

We will present results from ten large scale video-based testing systems and over 500,000 applicants on the lifecycle of video-based simulations. We will present over 20 years of data demonstrating the robustness of these tests. This will include yearly average score comparisons, test-retest (up to 12 times) and direct data from organized cheating efforts. The results from these studies provide strong support for the long term use of video-based exams. It is apparent that applicants do not do better with more exposure to the test.

We will show examples and discuss the underlying reasons why video simulations are so robust. We will show examples from a variety of tests depicting the content and complexity that makes them withstand the test of time.

PRESENTERS: Oscar Spurlin, Ph.D., Ergometrics & Applied Personnel Research, Inc.; Carl Swander, Ph.D., Ergometrics & Applied Personnel Research, Inc.; Carla Swander, Ergometrics & Applied Personnel Research, Inc.

ROOM: CAPRI 112/113

Career Management and Progression: An Integrated, Competency-Based, Approach to Promotion, Placement, Competency Development, Career Progression, and Retention

The tutorial highlights the assessment of job-person fit for current and future roles. The discussion emphasizes the role of self and multi-rater assessments of competencies and results in 1) identifying job person fit for different occupational roles and career levels, and 2) gap analysis for developmental purposes. The role of competency models as a tool in competency development and career progression is explored, with empirical examples to illustrate their usefulness in preparation to meet changing job demands at different career levels. It demonstrates the utility of these models in guiding one's deliberate development to facilitate one's chosen career path.

PRESENTERS: Charles K. Brooks, Georgia Merit System; Jeff Maile, Georgia Merit System; Steve Sutton, Georgia Merit System

ROOM: SKYBOXES 207/208

Payoff From Assessment Centers: A Corporate View

Assessment Centers (AC) are used for selecting and/or developing employees. However, the effects of ACs on individual or organizational performance are not always documented. In this presentation we will discuss an AC program used primarily, but not exclusively, for management development. We will describe the targeted training and development implemented as a result of the AC results and show how AC ratings were predictive of both job performance and change in job performance.

PRESENTER: Warren Bobrow, Ph.D., All About Performance, LLC

ROOM: SKYBOXES 209/210

STUDENT PAPER WINNER

Situational Moderators of the Conscientiousness-Performance Relationship: An Interactional Meta-Analysis

This study improves our practical and theoretical understanding of the conscientiousness-performance relationship by meta-analytically investigating numerous substantive moderators; each representing an operationalization of situational strength. Results indicate significant effects for 'consequences of error,' 'importance of exactness,' 'pace determined by equipment,' 'fair treatment by the organization,' 'technical training' and 'time pressure.'

PRESENTER: Rustin Meyer, Purdue University

ROOM: SKYBOXES 211/212

Selecting Your Own: Hiring Human Resources Professionals

Often assessment practices that are used in an organization are not applied when hiring within Human Resources. Using assessments to hire Human Resources (HR) professionals will improve the quality of the hires and set an example for the rest of the organization. The Personnel Research and Assessment Division within Customs and Border Protection has developed a model for implementing assessments for HR

Specialists and HR Assistants that includes a competency-based structured interview and assessments of writing skills.

PRESENTERS: Jeffrey Cucina, George Washington University & U.S. Customs and Border Protection DHS; Lisa M. Malik, Department of Homeland Security

Navigating the Maze of Professional and Legal Guidelines for Setting Cut Scores

Legal and professional guidelines on cut scores are often murky, providing no clear guidance to personnel practitioners. This presentation will compare and contrast the key legal and professional standards for setting cut scores, and will provide recommendations on how to set legally and professionally defensible cut scores in applied settings.

PRESENTERS: Richard P. DeShon, Ph.D., Michigan State University; Joshua M. Sacco, Ph.D., Aon Talent Solutions Consulting

Can Gambling with Fewer SMEs Pay Off?

The large number of subject matter experts needed to conduct job analysis is a practical problem in need of further examination. Results of the current effort indicate that fewer SMEs can provide sufficient job analysis data and in fact may improve the accuracy of the evaluations.

PRESENTERS: Juan Benavidez, Ph.D., Presidio Sciences; Natasha Riley, Office of Personnel Management; Laura Sohl, Office of Personnel Management

Wednesday, June 28

WEDNESDAY, JUNE 28	
7:30 am–10:30 am	Registration—Royale Foyer
7:30 am–8:30 pm	Continental Breakfast with Exhibitors—Royale 2
8:30 am–10:00 am	Concurrent Session

ROOM: CAPRI 112/113

How to Score Biodata Measures: A Tutorial

This tutorial will describe the various approaches to scoring biodata measures, including empirical keying, rational keying and the “hybrid” or “rainforest” approaches (which combine elements of empirical and rational keying). The presentation will begin with a brief overview of the development of biodata measures. The different approaches to scoring biodata measures will be described in detail and participants will be given the opportunity to score sample biodata items. The presenters will demonstrate how to perform analyses in SPSS for use in creating an empirical key. The tutorial will also provide guidance on how practitioners can determine which of the scoring approaches to use in specific situations. The tutorial should be useful to practitioners who are scoring biodata measures as well as those monitoring and evaluating contractors who are scoring biodata measures. Finally, the tutorial will discuss how to implement a scoring key.

PRESENTERS: Jeffrey M. Cucina, George Washington University & U.S. Customs and Border Protection, Department of Homeland Security; Henry H. Busciglio, U.S. Customs and Border Protection, Department of Homeland Security; Charles N. MacLane, U.S. Office of Personnel Management; Julia M. McElreath, U.S. Customs and Border Protection, Department of Homeland Security; Henry F. Thibodeaux, U.S. Office of Personnel Management

ROOM: CAPRI 114/115

Life Under Consent Decree: Testing and Technological Innovations

Many public sector hiring agencies are challenged with working under a consent decree in response to historically discriminatory testing and selection practices. Consent decrees typically involve significant changes in policies and procedures within the organization regarding selection, training, or performance evaluation. Such changes are largely designed to ensure that the organization is meeting the standards set by the Equal Employment Opportunity Commission in the Uniform Guidelines on Employee Selection (1978).

This symposium will present several papers documenting activities and innovations adopted by one public sector employer in response to a 30-year-old, ongoing consent decree. A brief description of the organization will be provided, along with persistent problems the organization faced in complying with the consent decree. Descriptions of standardized candidate orientation, technology-based testing and assessment, and large scale assessment practices will be provided, along with evidence of utility and recommendations to other organizations.

PRESENTERS: Martinique Alber, Ph.D., The Personnel Board of Jefferson County; Brian Bellenger, Ph.D., The Personnel Board of Jefferson County; Barry Jackson, M.B.A., The Personnel Board of Jefferson County; Jamie Koladish, M.A., The Personnel Board of Jefferson County; Mary E. “Libby” Miller, M.A., The Personnel Board of Jefferson County

ROOM: ROYALE SKYBOXES 207/208

Developing Measures of Inductive Reasoning Using Logic-Based Measurement

The first part of the tutorial will provide an informative rationale for using inductive reasoning developed according to the principles of logic-based measurement. Relevant information about the historical use of induction in selection instruments, about the validity evidence for using inductive reasoning, and about the relationship of induction to deduction will be provided. The second portion of the tutorial will teach question writers of all experience levels how to develop test questions of inductive reasoning using logic-based measurement. It will provide an opportunity for question writers to develop inductive reasoning questions and to receive immediate feedback on their questions. We believe that the tutorial will be particularly useful to those test developers who wish to add a measurement of inductive reasoning to their capabilities.

PRESENTERS: Mary Anne Nester, U.S. Customs and Border Protection, Dept. of Homeland Security; Robert W. Simpson, U.S. Customs and Border Protection, Dept. of Homeland Security

ROOM: ROYALE SKYBOXES 209/210

Wagering on a Winning Video

More and more human resource specialists are expected to incorporate video into their personnel assessment and selection programs. But what impact does the use of a video have on these processes?

This session will provide you with information on how the Commonwealth of Pennsylvania has used video tools to improve a variety of processes related to personnel assessment including: Recruitment—Video-based job previews have been developed to improve recruitment, hiring and retention of quality applicants; Training—Videos are used to enhance the training of raters by standardizing delivery of training materials used in oral examinations;

Breakout Sessions, *Continued*

Wednesday, June 28, *Continued*

Selection—Videos are used to create job simulations that measure a variety of factors such as situational judgment, observation, following oral instructions and written communication; **Test Administration**—Videos are used to capture candidate's performance during oral/work simulation exercises.

PRESENTER/PANELIST: *James Frankart, Pennsylvania State Civil Service Commission*

ROOM: ROYALE SKYBOXES 211/212

Developing Web-Based Versions of Current Assessments: Challenges and Benefits

As organizations transition from their current, pre-existing assessment formats (such as paper/pencil and local PC/diskette) to web-based testing, some unique challenges can emerge. While such issues are most immediately apparent when the transition is from paper/pencil to web-based administration methodologies, challenges can also emerge when the migration is from computer-based to web-based testing. The complexity involved in this process is magnified when scores from the legacy test system are to be used concurrently with those obtained from the newly implemented system.

This symposium provides an overview of the conversion of two very different assessment programs and how these issues were addressed. The program from the U.S. Postal Service presents the unique challenge of converting computer-based speeded tests to a web-based system. The program from U.S. Customs and Border Protection presents the challenge of converting multiple-choice in-basket assessments and assessments with lengthy scenarios. Presenting are representatives from the U.S. Postal Service, U.S. Customs and Border Protection, and Performance Assessment Network.

PRESENTERS: *Greg Beatty, Ph.D., U.S. Customs and Border Protection; Martha Hennen, Ph.D., U.S. Postal Service; Reid Klion, Ph.D., Performance Assessment Network, Inc.*

WEDNESDAY, JUNE 28	
10:00 am–10:30 am	Refreshment Break with Exhibitors—Royale 2
10:30 am–12:30 pm	Plenary Sessions



ANN QUIGLEY

ROOM: ROYALE 1

Ann Quigley: TSA—Current Human Capital Challenges in Defending the Homeland

Ann Quigley is the Deputy Director for Metrics and Analysis in the Office of Human Capital at the Transportation Security Administration. Her responsibilities include establishing metrics for evaluating organizational performance and effectiveness, as well as conducting large-scale studies in human capital areas such as retention and turnover, accidents and injuries, employment testing, and various organizational surveys. She also serves as TSA's expert in litigation of employment standards and testing. Ann has worked in assessment and testing at the municipal, state, and federal levels for over twenty years, is a past-president of the Personnel Testing Council of Metropolitan Washington, and has authored many professional and technical presentations and publications.

In the aftermath of September 11, 2001, the newly created Transportation Security Administration (TSA) made history with the largest peacetime mobilization since WWII. TSA hired over 50,000 employees in a few months using a comprehensive assessment process to staff the nation's airports with screening personnel and concurrently built an infrastructure for the country's newest federal agency. TSA's critical role on the frontline of our nation's security efforts has made it vital for the agency to develop and implement innovative methods and programs for management and retention of the workforce. This presentation will discuss human capital issues and challenges, including recruitment and selection, career advancement, proficiency assessment, pay-for-performance, and performance management.



Social Activities

IPMAAC's 30th Annual Conference for Personnel Assessment offers many opportunities to network and exchange information with people who are driving assessment to new heights. Take advantage of all that the IPMAAC Conference has to offer by participating in the following events.

SUNDAY, JUNE 25

IPMAAC President's Welcome Reception

Riviera Hotel: Royale 2

5:30 pm–7:00 pm

Beverly Waldron, the 2006 IPMAAC President, will host this year's President's Welcome Reception. This event marks the opening of the Products and Services Exposition and the beginning of the Annual Conference. Enjoy delicious hors d'oeuvres and catch up with old friends as you explore the exposition hall.

Tickets for the President's Welcome Reception and the IPMAAC Anniversary Party are included in the full conference registration. One-day registrants receive tickets for the social activities on the day of their registration. Additional tickets may be purchased.

MONDAY, JUNE 26

IPMAAC 30th Anniversary Celebration

Riviera Hotel: Top of the Riv-South

6:00 pm–10:00 pm

The IPMAAC Anniversary Celebration is this year's "do not miss" event. Attendees and their guests will have the opportunity to celebrate in style at the Riviera. Enjoy a delicious buffet and great music while celebrating with friends and colleagues from across the country.



The Personnel Testing Council of Metropolitan Washington

PTC

is proud to be a sponsor of the 30th Annual IPMAAC Conference, and to share the common goals of:

- Improving the quality and fairness of personnel measurement and selection
- Promoting an open exchange of ideas and information about personnel measurement and selection
- Encouraging and providing education and training in personnel measurement and selection

Visit ptcmw.org for more information!

CALIBER

an ICF International Company



22 Years of Experience Providing Consultation and Services to Federal, State, and Local Governments.

HR – Related Services:

- Job Analysis
- Customized Selection Systems
- Computerized and Internet-based Selection
- Certification Exam Development
- Training for use of Selection Methods
- Expert Assistance/Testimony in Legal Defense
- Performance Appraisal Development
- Compensation Analysis
- Training Program Development
- Leadership Training and Succession Planning
- Organizational Assessments and Transformations

The Measure of Excellence

For more information about ways we can help your organization contact:

Lance Anderson, Vice President
Ph: 703-934-3674 or landerson@icfi.com

To learn more about our HR Related Services, visit our website – www.icfi.com

Protecting the lives and the safety of citizens depends not only on state-of-the-art technology and equipment; it requires selecting the best men and women to stand behind the badge.

When it comes to your public safety hiring...
You don't want to gamble

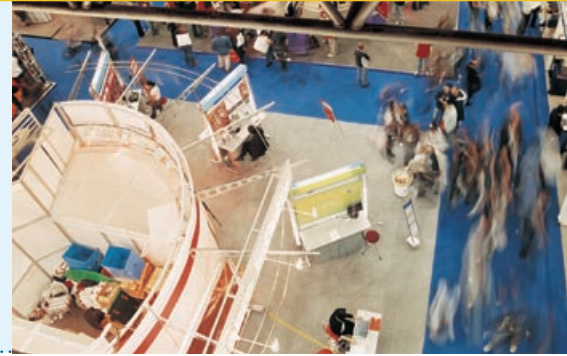


The safe bet is **CWH!!!**

CWH Research, Inc. | 9085 E. Mineral Circle, Suite 350, Englewood, Colorado 80112 | Voice (303) 617-3433 | Fax (303) 617-3436

IPMAAC Products & Services Expo

Located in the Royale 2 Ballroom of the Riviera Hotel, this expo provides IPMAAC Conference attendees an opportunity to review the latest products and services designed to meet a wide variety of assessment needs.



The 2006 IPMAAC Annual Conference Exhibitors and Sponsors:

Aon Consulting

www.aon.com

Aon Consulting Worldwide, the human capital consulting arm of Aon Corporation, is among the world's top global human capital and management consulting firms. Aon's human capital consultants and outsourcing specialists work with organizations of all sizes to find, develop, motivate and reward employees in ways that fit with broader financial and business goals. We help our clients achieve better business results through retaining top talent and improving performance.

CWH Management Solutions

www.cwhms.com

CWH is a full service personnel consulting firm specializing in selection, performance, and training development for public safety departments. CWH has over 25 years experience helping agencies develop selection systems that demonstrate high validity and increased diversity. Our products and services include: written tests, oral boards, physical ability tests, promotional assessments, and diversity recruitment services.

Ergometrics

www.ergometrics.com

For over 25 years, Ergometrics has designed the most comprehensive video and job simulation testing programs in the nation. Ergometrics has provided personnel testing services to over 1000 clients in the US and Canada for most public sector job categories, including: corrections, emergency communications, law enforcement, fire and customer service.

I/O Solutions

www.iosolutions.org

The Nation's leading public safety human resources consulting firm. I/O Solutions' consultants have developed, implemented and validated assessment programs for over 1,000 public safety agencies, located in over 40 of the 50 states and Canada.

IPMA-HR Assessment Services

www.ipma-hr.org

For more than 50 years, IPMA-HR has developed assessment products for the fire, police, correctional, dispatcher and administrative arenas. Let our experts assist you as you make the difficult hiring and promotional decisions specific to your field.

IPMA-HR exams provide confidence in hiring public safety personnel. You can expect the best from us. Including:

- Free technical and advisory consultation services to assist with the testing process.
- Comprehensive technical literature to support our examinations.
- Information concerning exam development and validation, cut scores, and localized validity.
- A free inspection copy of any exam, by request (with STSA on file).
- Free Item Challenge Service for Promotional Exams.
- Three scoring options to meet your needs.
- Reading Lists to help candidates improve scores (promotional exams only).

JobAps, Inc.

www.jobaps.com

JobAps is the premier online employment system designed exclusively to meet the unique hiring requirements of government agencies. With clients spanning coast to coast—including our most recent customers, the State of South Carolina and Loudoun County, Virginia – JobAps has become the proven leader in public sector recruiting!

MAPAC

www.ipmaac.org/mapac

The Mid-Atlantic Personnel Assessment Consortium (MAPAC) is chartered as a non-profit organization of public sector personnel agencies involved and concerned with testing and personnel selection issues. The goal of MAPAC is to enhance the quality of testing and selection programs among its member agencies, thereby assisting them in meeting professional and legal standards. MAPAC provides a number of mechanisms to promote the sharing of selection related information among its members. MAPAC also provides a framework for conducting cooperative projects and studies. MAPAC offers conferences, currently held three times each year, multi-day training programs and one-day workshops, and an audio-visual resource library provides selection related materials which can be used by member agencies to supplement in-house training. Membership in MAPAC is limited to public sector agencies involved in personnel assessment or personnel selection.

NeoGov, Inc.

www.neogov.com

NEOGOV Inc. is the leading provider of on-demand workforce management solutions to public sector agencies nationwide. Our products and services optimize recruiting, testing, applicant tracking, and hiring processes to help clients maximize their productivity and accomplish their strategic goals. NEOGOV's exclusive focus on public sector workforce management has resulted in solutions characterized by ease of use, robust built-in functionality, superior technology, rapid implementation and lowest cost of ownership—with quantifiable return on investment. NEOGOV currently works with a large number of public sector agencies nationwide—ranging in size from 100 to 40,000 employees—such as the State of West Virginia, WV; the City and County of Honolulu, HI; the City of New Orleans, LA; Arlington County, VA; Lee County, FL; and more than 20 percent of California's Counties—including Orange County.

Performance Assessment Network, Inc

www.panpowered.com

pan—A TALX Company—is the leading provider of Internet-based testing and assessment solutions, with thousands of corporate, government, and education users internationally. **pan** provides worldwide administration of millions of tests, assessments, and surveys annually. **pan** is based in Carmel, Indiana USA. For more information, visit www.panpowered.com.

Personnel Consulting Group

Personnel Consulting Group provides important human resources consulting services to public and private sector employers, specializing in instruments and procedures for assessment, selection, development and performance evaluation. This includes the design and validation of knowledge, ability and situational judgment tests, competency models, structured interviews, and interactive assessments such as role playing and in-basket exercises. Job analysis, test and exercise construction, statistical evaluation, and implementation are conducted, following professional standards. Personnel Consulting Group has provided these services since 1974, and is directed by Dr. Edward A.

Hane, and industrial organizational psychologist with extensive experience in human resources consulting.

Sigma Data Systems

www.gosigma.com

Sigma's Applicant Management Software and Test Management Software are used in more than 200 public sector agencies from school districts to large state agencies across the United States, delivering a full contingent of HR products, services and automation. For more than twenty-five years, Sigma has been the leader in providing merit and civil service assessment and selection software to government agencies. Sigma's philosophy has always been to offer the most secure technology that delivers innovation and best quality tools to help the public sector manage its recruitment, selection, and assessment processes. Sigma Data Systems became a division of CPS Human Resource Services in spring 2005. Sigma and CPS share a common vision in delivering the highest standards in civil service selection and assessment.

Work Skills First, Inc

www.workskillsfirst.com

Work Skills First, Inc. is a human resources consulting firm. Our services include internet-based applicant testing, employment interview development, employment interviewer training, competency modeling, and performance appraisal. Our staff include Ph.D. industrial and organizational psychologists.

WRIPAC

www.wripac.org

WRIPAC was first established in 1979 and it consists of over forty small, medium and large public agencies representing state and local governments, school districts, utility districts, and other public agencies in Arizona, California, Nevada, and Oregon. There is no membership fee and there is no fee to attend our meetings. Our objectives are:

- To develop and share personnel selection procedures.
- To provide a forum for the review of professional and legal selection issues.
- To assist member jurisdictions in maintaining professional personnel selection standards and in complying with legal requirements and guidelines.
- To promote the principles of merit selection and equal employment opportunities.
- To improve communication among member jurisdictions and with other regional assessment groups.



“How can we improve service delivery through better assessment and talent management?”



Hiring the right people. Engaging them. Evaluating their skills. Rewarding for performance. These functions impact your organization's performance and the service levels you can deliver with your workforce.

Aon can help.

With our staff of highly qualified and experienced consultants, and our award-winning assessment products, we can help you through the entire employment cycle- from assessment, selection, and onboarding of job candidates through leadership assessment and development, talent management, and total rewards.

Please visit us at Booth #6 to learn more about our award winning assessments LEADeR and REPeValuator, as well as our other innovative talent solutions consulting services.

With 500 offices and 46,000 professionals in the United States and abroad, Aon is one of the world's leading providers in risk management, insurance and reinsurance brokerage, and human capital consulting services.

+1.800.477.7545 or www.aon.com/talentsolutions

AON

Risk Management • Insurance & Reinsurance Brokerage • Human Capital & Management Consulting • Outsourcing



2006 IPMAAC Board of Directors

President

Beverly Waldron, Pinellas County Government

President-Elect

Déonda Scott, City of Orlando

Past President

David Hamill, Marriott International, Inc.

.....

Harry Brull

Personnel Decisions International

Roxanne Cochran

County of San Bernardino HR Department

Inés Vargas Fraenkel

Office of the Oakland City Attorney

Kathryn Singh

Superior Court of Orange County

Oscar Spurlin

Ergometrics & Applied Personnel Research

Donna Terrazas

East Bay Municipal Utility District



JUNE 25-28, 2006 • LAS VEGAS

30th
ANNUAL IPMAAC
CONFERENCE



TALENT
Assessment Solutions

pan® – A TALX Company – provides access to hundreds of tests from leading publishers.

Hiring is only part of your job. Hiring the right people for the right position can be difficult and time consuming. Online assessment and testing helps you select the right people faster and easier than ever.

Now you can have the benefit of the world's largest resource for online assessment and testing with an extensive catalog designed to meet your needs.

Visit pan in booth #13 at the 30th Annual IPMAAC Conference

pan®
A TALX Company
www.panpowered.com

© 2006 Performance Assessment Network, Inc. All rights reserved.



Select smarter.

For more than twenty years, we've helped agencies in the public sector make smart hiring decisions. In fact, we serve more clients in the public sector than any other selection management software company.

The latest AMS 5 EE includes all the great features you've come to expect from Sigma, plus:

- Web-based job posting and applicant data collection
- Web-based interest cards
- Objective, structured training and experience ratings
- User-customizable Web pages



At Sigma, we maintain our own staff of public sector personnel selection experts who are well versed in both HR and IT. That smart thinking helps us maximize the efficiency of your selection systems and increase your HR productivity. Plain and simple, nobody can match that level of expertise.

And now, Sigma has broadened its expertise even further. Our newly formed alliance with CPS gives us an even greater capacity to develop automated solutions to meet the emerging needs of public agencies.

The new Web-enhanced Sigma AMS 5 Enterprise Edition (EE) is the most recent in our array of innovative selection and assessment software. And it's ideally suited for state, city or county agencies, universities, utilities and school districts. This new software helps to quickly distinguish qualified candidates from large groups of applicants — all within the bounds of your agency's merit and civil service guidelines.

Expertise like this leads to one logical conclusion. If you want to select smarter, select Sigma.

(800) 677-1275
www.gosigma.com



A Division of CPS Human Resource Services

You can't predict the future.
But you can prepare for it.



When it comes to HR technology, one choice is crystal clear.

NEOGOV is the leading provider of on demand workforce management solutions to public sector agencies nationwide. By streamlining recruiting, selection, and applicant tracking processes, we help our clients maximize efficiency and experience measurable results. But it doesn't stop there - we continue to work with customers to ensure that they exceed their strategic goals and succeed beyond what they even thought possible.

Expect more than a solution. Expect more than results. Expect a relationship.

- DEEP PUBLIC SECTOR KNOWLEDGE
- SUPERIOR TECHNOLOGY AND PRODUCT FUNCTIONALITY
- STRONG COMMITMENT TO CUSTOMER SUCCESS
- LOWEST TOTAL COST OF OWNERSHIP

Find out why over 5,000 government users agree that NEOGOV is the clear choice in public sector workforce management. Partner with us today to shape your vision and successfully lead your organization into the future!

1-888-NEOGOV1
www.neogov.com

NEOGOV™
Expect more.™

© 2005 NEOGOV, Inc. All rights reserved.

St. Louis, Missouri



Mark your calendars now for the

IPMAAC 31st Annual Conference

June 10–13, 2007

St. Louis, Missouri

IPMAAssessment
Council

IPMA-HR
INTERNATIONAL PUBLIC MANAGEMENT
ASSOCIATION for HUMAN RESOURCES