

# International Personnel Assessment Council



## Assessment Council News (ACN)

### Presidential Message

by Mike Willihnganz, President

I believe it is tradition for the incoming president of our fine organization to begin the February issue of the *Assessment Council News* by saying "Happy New Year IPMAAC!" Well, after 32 years of this tried and true salutation, I believe it is time to dismiss that long-held tradition and start anew. Therefore, I will begin my first presidential message by saying, "Happy New Year IPAC!"

Yes, it is true; we do indeed have a sporty new name. Blame it on a mid-life crisis or perhaps on our new found freedom and independence from IPMA-HR, but we have dropped an "M" and an "A" and we are now known as IPAC. Our official name is the International Personnel Assessment Council, Inc. For the last 32 years we have been a Section of IPMA-HR. As of January 1<sup>st</sup>, that formal relationship ceases to exist. However, we do plan to maintain a close professional affiliation with IPMA-HR. In fact, the 2009 conference, which will be held in Nashville, Tennessee, from September 12<sup>th</sup> through the 16<sup>th</sup>, will be a joint IPAC/IPMA-HR conference.

Although the organizational name and relationship with IPMA-HR have changed, the overall mission and principles upon which IPMAAC was founded will remain intact. IPAC's mission is to provide its members and others in the human resources field with easily accessed and varied opportunities to learn, share, experience and teach state-of-the-art recruitment and merit-based assessment practices. IPAC, much like its predecessor IPMAAC, is the leading organization of applied human resources selection and

assessment professionals, with members actively engaged in practice, research and training to meet the needs of both public- and private-sector organizations.

The IPAC Board members, **Inés Vargas Fraenkel, Deóna Scott, Harry Brull, Bryan Baldwin, Julia Bayless, Oscar Spurlin, Shelley Langan, and Warren Bobrow**, have been hard at work transitioning IPMAAC to IPAC and making some organizational "infrastructure" changes to better support the new independent, self-supporting organization. These changes include a new Web site ([www.IPACweb.org](http://www.IPACweb.org)) thanks to **Bill Waldron** and a new listserve address. Our period of membership will be changing from a rolling anniversary basis to a calendar year basis. In addition, new by-laws are being written, new marketing and membership campaigns are being prepared, and new products and services are being identified. What is sure to emerge from the fruits of these labors is a more vibrant, active and visible assessment organization.

With the official launch of IPAC underway, I have set forth some guiding principles to help keep our priorities on target and our focus clear. Some of these principles have been derived from those articulated by past IPMAAC presidents; others are based upon our status as a new organization:

1. Provide training and development programs and services that meet the needs of assessment practitioners.

February 2009

### Inside this issue:

Presidential Message	1
Joint IPMA-HR/IPAC Annual Conference	2
Membership Update—IPAC is Here!	3
IPAC Transition Update-2009	5
News of the Councils	5
Upcoming Conferences and Workshops	6
2009 IPAC Officers	8
2009 IPAC Board Members	8
About the ACN	9
Note from the Editor	9

2. Promote psychometrically sound and effective human resources assessment practices and procedures.
3. Champion the integration of available technology with proven, established measurement principles.
4. Create opportunities for dialogue and the exchange of expertise among assessment practitioners.
5. Establish IPAC name recognition and a national presence within the human resources assessment profession.
6. Significantly increase organizational membership.
7. Provide for a financially sustainable organization.

I believe that adhering to these guiding principles will keep us true to the vision and values upon which IPMAAC was originally founded, and also ensure that IPAC, the organization to which we have evolved, is successful in playing a major role in the human resources assessment profession.

For the immediate future, IPMA-HR will continue to process IPAC membership dues. Membership in IPAC is only \$75

annually. If you are not a current IPMAAC member and would like to join IPAC, please complete the membership form which can be found on the IPAC Web site ([www.IPACweb.org](http://www.IPACweb.org)). If you are a current IPMAAC member and receive an IPMAAC dues renewal form in the mail from IPMA-HR, please renew your membership. IPAC will receive the full \$75 renewal fee from IPMA-HR. If you have recently renewed your IPMAAC membership, your membership has now been fully transferred to IPAC.

In closing, I would like to pass on my heartfelt gratitude to the IPAC Board (**Ines Vargas Fraenkel, Deóna Scott, Harry Brull, Bryan Baldwin, Julia Bayless, Oscar Spurlin, Shelley Langan, and Warren Bobrow**) and especially our immediate Past President **Inés Vargas Fraenkel** for the significant amount of time, energy, and even personal finances they have invested over the past year launching IPAC. These individuals have devoted far more time to the organization than they ever envisioned when they ran for their Board seat. We all owe them many thanks for the work they have done and the work they will continue to do. I look forward to working with the IPAC Board and the broader organizational membership over the coming year as we establish IPAC as a top-notch assessment organization. Once again, Happy New Year IPAC!

## Joint IPMA-HR/IPAC Annual Conference

*By Shelley Langan, Conference Chair and Board Member*

Conference planning for IPAC's **33<sup>rd</sup> annual conference** is underway...as of the publication of this issue of the ACN, proposals are in and the conference program is being finalized. In these challenging economic times for many of our agencies, great attention is being paid by the conference committee to ensure that the conference program offers a stellar program, which will be geared for practitioners of all levels of expertise. We recognize the critical need to ensure meaningful networking and educational opportunities in conjunction with our traditional offering of state-of-the-art, innovative best practices, research, and trends in the areas of assessment, selection, recruitment, and measurement.

Information is available on IPAC's Web site at [www.ipacweb.org](http://www.ipacweb.org) – it's not too early to make your plans for Nashville now! We'll be at the [Renaissance Hotel, Nashville](#). Here is a link for an interesting map of [Nashville, TN](#). Questions about the 2009 conference can be addressed to the Conference Chairperson and current IPAC Board member, Shelley Langan, at [slangan@cps.ca.gov](mailto:slangan@cps.ca.gov).

**“Blame it on a mid-life crisis or perhaps on our new found freedom and independence from IPMA-HR, but we have dropped an “M” and an “A” and we are now known as IPAC.”**

~ Mike Willihnganz



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## Membership Update – IPAC is Here!

*By Julia Bayless, Membership Chair and Board Member*

Welcome to IPAC! To echo the sentiments in the other features in this issue of the ACN, we are pleased to officially start the new year with our new name chosen by the membership. The people serving on the board of IPAC remain the same for the 2009 calendar year as they were for 2008, and we continue to focus our efforts on some key membership initiatives, including membership for 2009 and supporting the benefits of membership in IPAC. This article describes both of these initiatives in greater detail.

### New Membership and Renewal Information

Historically, membership 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 this year. This will enable us to more effectively manage IPAC membership as we move forward. Transitioning to a calendar year membership will have no negative impact on current members in terms of membership status or dues owed/paid. Annual dues for IPAC membership will remain \$75 for 2009.

Dues for 2009 will be prorated based on your anniversary date (i.e. the date you originally joined IPMAAC). The Board has established four cutoff dates in 2008 that will allow for prorated dues in 2009. These dates are based on standard fiscal quarters and are as follows:

For members who have joined/renewed **since October 1, 2008**, the membership dues paid will be applied to the complete cost of membership for 2009 (\$0 due).

For members who joined **between July 1, 2008 and September 30, 2008**, dues for 2009 will be prorated such that the obligation for the 2009 membership will be one quarter of the annual dues amount (\$19 due).

For members who joined **between April 1, 2008 and June 30, 2008**, dues for 2009 will be prorated such that the obligation for the 2009 membership will be one half of the annual dues amount (\$37.50 due).

For members who joined **between January 1, 2008 and March 31, 2008**, dues for 2009 will be prorated such that the obligation for the 2009 membership will be the full amount of the annual dues amount (\$75 due).

IPAC leadership is working closely with IPMA-HR staff to implement this dues schedule for 2009. If you receive an invoice to

## Membership Update – IPAC is Here! (Continued)

renew your membership from IPMA-HR, please send in your renewal as soon as possible. You will receive a separate communication specific to the dues category you fall in for 2009 – there is no need for you to take any action until you receive a membership renewal invoice. If you have any questions or need any assistance, please call or e-mail Julia Bayless (Membership Chair and Board member, 301-987-4343 or [julia.bayless@sodexo.com](mailto:julia.bayless@sodexo.com)) or any other Board member.

### Benefits of Membership

In establishing the vision and mission of IPAC, one of our key objectives was to clearly state what are the benefits of membership. That is, what is gained by joining the IPAC organization? We were fortunate to have such a rich history and talented team of people dedicated to organizing our thoughts around this topic, and below you will find the mission and benefits of membership statements that resulted from those efforts.

The mission of the IPAC organization is to provide its members and others in the field with easily accessed and varied opportunities to learn, share, experience, and teach state-of-the-art recruitment and merit-based assessment practices. There are many benefits to membership in the IPAC organization. Some of these benefits include:

#### **Networking and Learning Opportunities**

Annual IPAC Conference: includes experts and practitioners from public and private sector organizations of all sizes. The sessions are designed to meet the needs of both beginning and advanced assessment professionals and their organizations. The conference has:

- Intensive pre-conference workshops on topics of interest, such as job analysis, test development, and research methods
- Three days filled with presentations and solutions-oriented sessions
- Networking opportunities throughout the conference to explore issues and solutions more thoroughly
- Bonus for 2009! The IPAC conference will be held in conjunction with the IPMA-HR national conference. IPAC members will have the opportunity to attend IPMA-HR sessions and draw upon a broader range of topics to enhance their conference experience

Electronic Communication Network (ECN): members [exchange information](#), tips, ideas, debate, and [documents](#) via the IPAC listserve, the website, and other electronic media

Educational Programs and Workshops: classroom training, webinars, and other materials are available to individuals and organizations to meet development needs

Membership Directory: published once a year, the membership directory contains contact and affiliation information for all members in good standing

### **Professional Resources**

Assessment Council News (ACN): a bimonthly publication of professional issues and opinions, commentary, and organizational news

Professional Publications: reviews on topics of particular interest to members, results of surveys and other studies, and other publications are available free of charge to current members

### **Service to the Profession**

Leadership Opportunities: The IPAC Board consists of eight individuals who are elected by the membership. Board members serve for three years and at least two positions are elected every year

IPAC Committees: standing and ad hoc committees are at the core of the organization. There are committees dedicated to membership services, the ACN, training and development, and a host of other areas of interest

### **Discounts**

Member-Only Discounts: select books, publications, and other services are discounted for IPAC members

Advance Notice of IPAC Programs: member discounts on IPAC offerings such as conference fees, webinars, and training opportunities

For additional information or to apply for membership visit [www.ipacweb.org](http://www.ipacweb.org) or contact any of the current IPAC Board members! Happy new year!

**What are the benefits of membership?  
(see the article above!)**



## IPAC Transition Update — February 2009

*By Julia Bayless, Membership Chair and Board Member*

The IPAC transition sub-teams were formed last year to assist in the smooth transition from IP-MAAC to IPAC, from a Section of IPMA-HR to an independent organization. The sub-teams consist of volunteers (thank you!) working with membership of the IPAC Board on some of the key issues for our continued success. The teams and their recent activities include the following:

**Organizational Structure and Support:**

Revising the IPAC bylaws (to be published soon for membership input and approval) and ensuring membership renewal for 2009

**Finance:** Developing the 2009 budget, prioritizing expenses for the upcoming year, and identifying and managing revenue streams for the organization

**Branding:** Developing the new look and feel of the IPAC organization and developing and implementing a communications strategy to ensure consistent and transparent exchange of information with the membership

**Programs/Products/Services:** Conference planning for 2009, exploring and developing

new products and services, creating partnerships with other organizations to deliver services to IPAC's membership

In addition to these primary areas, we have also been working diligently to communicate our new name to existing and potential members. We owe a very special thank you to Bill Waldron, IPAC's webmaster, for kicking off the new year with a completely re-branded Web site and transitioning the listserve. If you have not done so already, please take a look at [www.ipacweb.org](http://www.ipacweb.org) and post to the new IPAC-List!

The Board liaisons for these teams (in the order listed above) are Julia Bayless, Harry Brull, Bryan Baldwin, and Shelley Langan. If you have any questions about these activities, would like to volunteer to assist, or have any suggestions, please do not hesitate to call or e-mail these or any of the other Board members at any time.

**“If you have not done so already, please take a look at [www.ipacweb.org](http://www.ipacweb.org) and post to the new IPAC-List!”**

*~ Julia Bayless*

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## News of the Councils

*By Kris Smith, Associate Editor*

**American Psychological Association (APA)** — The 2009 conference will be held August 6-9 in Ontario, Canada. For more information, visit their Web site at [www.apa.org](http://www.apa.org).

**Chicago Industrial/Organizational Psychologists (CI/OP)** — CI/OP is a society of human resources professionals from the Greater Chicago area who meet to discuss current issues in I/O psychology. CI/OP generally has Friday afternoon sessions from 1:00 p.m. to 5:00 p.m. featuring several speakers addressing a topic. For more information and to confirm meeting dates and topics, visit their Web site at [www.ciop.net](http://www.ciop.net).

**Gateway Industrial-Organizational Psychologists (GIOP)** — GIOP is a group of psychologists and human resources professionals in the metropolitan St. Louis area. The group offers programs and conferences on a wide range of topics. For more information, visit the GIOP Web site at [www.giop.org](http://www.giop.org).

**International Public Management Association for Human Resources (IPMA-HR)** — IPMA-HR is an organization that provides information and assistance to help federal, state and local government human resources professionals by providing cost effective products, services and educational opportunities. For more information, visit the IPMA-HR Web site at [www.ipma-hr.org](http://www.ipma-hr.org).

**Metropolitan New York Association for Applied Psychology (METRO)** — METRO is hosting a presentation by Dr. Richard Hackman, Edgar Pierce Professor of Social and Organizational Psychology at Harvard University, on Tuesday, February 17, 2009. Dr. Hackman will present “Senior Leadership Teams: What It Takes to Make Them Great!” For more information, call the Metro-Line at (212) 539-7593 or visit METRO's Web site at [www.metroapppsych.com](http://www.metroapppsych.com).

## News of the Councils

(Continued)

**Mid-Atlantic Personnel Assessment Consortium (MAPAC)** — MAPAC is a non-profit organization of public-sector personnel agencies involved and concerned with testing and personnel selection issues. The Spring 2009 MAPAC Conference will be held in Harrisburg, PA, on May 3, 4, and 5. For details on MAPAC, visit the MAPAC Web page at [www.ipacweb.org](http://www.ipacweb.org).

**Minnesota Professionals for Psychology Applied to Work (MPPAW)** — MPPAW is an organization consisting of a broad range of practitioners, consultants, and professors who meet to encourage an open exchange of information relevant to psychology as applied to work and human resources management. For more information, visit the MPPAW Web site at [www.mppaw.org](http://www.mppaw.org).

**Personnel Testing Council of Arizona (PTC/AZ)** — PTC/AZ serves as a forum for the discussion of current issues on personnel selection and testing. It encourages education and professional development in the field of personnel selection and testing and advocates the understanding and use of fair and professionally sound testing practices. For more information about PTC/AZ, contact Vicki Packman, Salt River Project at 602-236-4595 or [vspackma@srpnet.com](mailto:vspackma@srpnet.com), or visit the PTC/AZ Web site accessible through the IPAC Web site at [www.ipacweb.org](http://www.ipacweb.org).

**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 IPAC Web site at [www.ipacweb.org](http://www.ipacweb.org).

**Personnel Testing Council of Northern California (PTC/NC)** — PTC/NC offers monthly training programs addressing topics and issues that are useful and relevant to personnel practitioners of all levels of expertise. The monthly programs are typically scheduled for the second Friday of each month and alternate between Sacramento and the Bay area. The monthly programs feature speakers who are active contributors to the personnel assessment field. For more information regarding PTC/NC programs, visit the PTC/NC Web site accessible through the IPAC Web site at [www.ipacweb.org](http://www.ipacweb.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 IPAC Web site at [www.ipacweb.org](http://www.ipacweb.org).

**Society for Human Resource Management (SHRM)** — Contact [www.shrm.org/education](http://www.shrm.org/education) for a current listing of seminars and conferences.

**Society for Industrial/Organizational Psychology (SIOP)** — The 2009 conference is scheduled for April 2-4 in New Orleans. For more information, visit the SIOP Web site at [www.siop.org](http://www.siop.org).

**Western Region Intergovernmental Personnel Assessment Council (WRIPAC)** — WRIPAC comprises public agencies from the western region of the United States who have joined together to promote excellence in personnel selection practices. WRIPAC has three meetings each year that are typically preceded by a training offering. Additionally, WRIPAC has published a monograph series and job analysis manual. Additional information may be obtained by visiting WRIPAC's Web site at [www.wripac.org](http://www.wripac.org).

**Western Region Item Bank (WRIB)** — WRIB is a cooperative organization of public agencies using a computerized test item bank. Services include draft test questions with complete item history, preparation of "printer ready" exams, and exam scoring and item analysis. Membership includes more than 160 agencies nationwide. For more information, call (909) 387-5575. For more information, visit the Web site at [www.co.san-bernardino.ca.us/hr/wrib/splash.asp](http://www.co.san-bernardino.ca.us/hr/wrib/splash.asp).

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## Upcoming Conferences and Workshops

*By Kris Smith, Associate Editor*

### **FEBRUARY**

11 PTC/MW Luncheon Meeting. Timothy Elig, Ph.D., Department of Defense, Manpower Data Center. "Personnel Survey Research in the Department of Defense." GMU, Arlington, VA. Contact: [www.ptcmw.org](http://www.ptcmw.org).

## Upcoming Conferences and Workshops (Continued)

- 17 MPPAW Meeting. Fred Fishback, ePsychometrics
- 17 METRO Meeting. Richard Hackman, Ph.D., Edgar Pierce Professor of Social and Organizational Psychology, Harvard University. "Senior Leadership Teams: What It Takes to Make Them Great!" Contact: [www.metroapppsych.com](http://www.metroapppsych.com)
- 22-25 Association of Test Publishers. Annual Conference. Palm Springs, CA. Contact: [www.testpublishers.org](http://www.testpublishers.org)

### **MARCH**

- 5-6 WRIPAC Job Analysis Workshop. Mike Willihnganz, Ph.D., and Karen Coffee, MPA. Auburn, CA. Contact: [www.wripac.org](http://www.wripac.org)
- 9-11 Society for Human Resources Management. Conference. "Employment Law and Legislation." Washington, D.C. Contact: [www.shrm.org](http://www.shrm.org)
- 11 PTC/MW Luncheon Meeting. To be announced.
- 12-13 PTC/NC Annual Conference. Sacramento, CA.
- 17 MPPAW Meeting. Ken Lahti, PreVisor Inc.

### **APRIL**

- 1-4 SHRM Annual Conference and Workshops. New Orleans, LA. Contact: [www.shrm.org](http://www.shrm.org)
- 8 PTC/MW Luncheon Meeting. To be announced.
- 12-16 National Council on Measurement in Education. Conference. San Diego, CA. Contact: [www.ncme.org](http://www.ncme.org)
- 13-17 American Educational Research Association. Annual Meeting. Contact: [www.aera.net](http://www.aera.net)
- 16 PTC/NC Luncheon Meeting. Bay Area. To be announced.
- 19-22 International Association for Human Resources Information Management. Conference. San Diego, CA.
- 26-29 Human Resources Planning Society. Conference. Tucson, AZ. Contact: [www.hrps.org](http://www.hrps.org)
- 28-30 SHRM Conference. "Staffing Management". Las Vegas, NV. Contact: [www.shrm.org](http://www.shrm.org)

### **MAY**

- 3-5 MAPAC Conference. Harrisburg, PA. Contact: [www.ipacweb.org](http://www.ipacweb.org).
- 14 PTC/NC Luncheon Meeting. Sacramento. To be announced.
- 17-22 Organization Development Institute. Annual Conference. Fairhope, AL. Contact: [www.odinstitute.org](http://www.odinstitute.org)
- 19 MPPAW Meeting. John Fennig, Ph.D., Managing Partner, DRI Consulting. "A Unique Approach to Leadership Development".
- 22-25 Association for Psychological Science. Annual Convention. San Francisco, CA. Contact: [www.psychologicalscience.org](http://www.psychologicalscience.org)
- 31-6/1 American Society for Training and Development. Annual Conference. Washington, D.C. Contact: [www.astd.org](http://www.astd.org)

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Kristine Smith is a Senior Associate with Darany and Associates in Redlands, California. If you have regional organization news or an item to add to the calendar, please contact her by e-mail at [smithk1@earthlink.net](mailto:smithk1@earthlink.net) or by telephone at (909) 798-4475.

*(Some of the information in this calendar was reprinted with permission from the PTC/MW Newsletter which was compiled by Lance W. Seberhagen, Seberhagen & Associates.)*

## 2009 IPAC Officers

### *President*

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### *2008 Past President*

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### *2007 Past President\**

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

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\* - denotes an extra year of service beyond the typical two-year term due to transition from IPMA-HR



## About the ACN

The *ACN* is the official newsletter of the International Personnel 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:** IPAC members and others with letters or articles of interest are encouraged to submit materials for review and publication.

Submission deadlines for 2009 are:

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 should be submitted directly to the Editor (Anthony Bayless). If you have questions or need further information, please contact the Editor.

### *Editor*

#### **Anthony Bayless**

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## Note from the Editor

IPAC Members,

We are currently in the process of revamping the *Assessment Council News*. In doing so, you may see the content and the format change over the coming months. As we transition from being an IPMA-HR Section to an independent association, we have the freedom to change our content and our look. You may notice that some material which typically appeared in the *ACN* may now appear as a link on the IPAC Web site ([www.ipacweb.org](http://www.ipacweb.org)). Please be patient with us as we iterate to a solution! Thank you!

