

Assessment Council News (ACN)

President's Message

By Liz Reed, IPAC President



July 2015

The 2015 IPAC Conference Committee, led by Matisha Montgomery, is abuzz as they gear up for the Atlanta conference that kicks off July 19. They have created a platform perfectly suited for "Hot Topics and Cool Solutions." The coordinated efforts of the Program Committee, led by Becky Frasier, has yielded pre-conference workshops, keynote speakers, and concurrent sessions that will surely make a high-impact on attendees. During the conference, we will be immersed in topics that will influence design, implementation, and measurement in the field of personnel assessment.

As we make our way through the abundance of information and ideas, we can find collaboration and celebration during networking opportunities that our Host Committee, led by Mary Ann Haskins, has conjured. I look forward to welcoming you to the conference during our Sunday evening reception where you will be able to meet new people and reunite with colleagues. The Monday night social event at Park Tavern and the nightly hospitality suite gatherings are destined to create wonderful memories...a few of which may be lost, but what happens in HOTlanta, stays in HOTlanta! Seriously, these social settings will provide the opportunity to meet in a relaxed environment and invoke spontaneous deep discussions that will further enhance your conference experience.

I can personally attest to the inestimable impact of IPAC. The Columbus Civil Service Commission has sent representatives to IPAC, formally IPMAAC, for well over 20 years. Our team has accumulated knowledge, generated creative solutions, and developed leading-edge assessments all sprung from the people we met during our IPAC Conferences. Sometimes Columbus team members learned what we can do by using and expanding upon the knowledge gained at IPAC, other times the needed change came from IPAC's experienced and professional vendors. The IPAC conference is the place to be if you are interested in discussing hot topics and exploring cool solutions in assessment..

It is our members that set us apart. We come from all backgrounds: I/O, HR, legal, management, research, education, consulting, and more, all with the willingness to share practical experience. It is our diversity, with a common goal of providing predictive personnel measures, that unite us and make this annual conference the place to be for any assessment professional.

I look forward reuniting or meeting you during this amazing conference. See you in Atlanta!

Liz Reed
IPAC President

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IPAC 2015 Poster Session: Behind the Scenes

*By Bharati Belwalkar, Poster Session Chair and 2015 Conference Committee Member
and Matisha Montgomery, 2015 Conference Chair*

The 2015 IPAC conference is just around the corner! New to this year's conference is our inaugural **Student Poster Session**. In an effort to make IPAC membership more approachable to the current and prospective student membership, the membership committee introduced the student poster session to the 2015 Conference. The IPAC Conference Committee envisions a session that allows students to showcase their scholarly work in a casual, professional and interactive environment. This inaugural poster session marks the beginning of IPAC's effort to actively involve students from disciplines such as: industrial-organizational psychology, organizational behavior, human resource management, human factors engineering, and public administration. We are confident that everyone – from young professionals to seasoned practitioners – will have something to gain from this session; moreover, presenting students are eager to benefit from your feedback and expertise.

True to this year's theme– **Hot Topics & Cool Solutions**, a total of six high-quality posters have been accepted. These posters, presenting topics such as scale development, statistical methods and techniques, and best practices in selection/assessment, represent work conducted by students within their graduate programs at Bowling Green State University, University of Georgia, and Louisiana Tech University. This session will present attendees with an opportunity to learn about various applied and academic initiatives in one convenient session. In order to make this an enriching experience for both students and attendees, past-president and a long-standing member of IPAC – **Harry Brull** – will serve as facilitator. We are excited to witness some spirited interactions during the session!

Please mark your calendars to drop by the student poster session on Monday, **July 20th**, anytime between **12:00 PM to 1:30 PM**. We are excited to welcome our first set of student posters and presenters and look forward to seeing you all there!

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2015 IPAC Annual Conference Atlanta, Georgia from July 19-22!

It's all about *Hot Topics* & *Cool Solutions* this year, and we have an exciting ensemble of keynote speakers:

- **The Predictor Method-Change Approach to Reducing Subgroup Differences: True Method Effects or Camouflaged Construct-Change Effects?** Winfred Arthur, Jr., Ph.D., Professor of Industrial/Organizational Psychology, Texas A&M University
- **Gamification: Leveling Up to Personnel Selection** Mike Fetzer, Ph.D., Global Director - Advanced Assessment Technologies, CEB
- **Changes in Workers and Work: Implications for Staffing Modern Organizations** Brian Hoffman, Ph.D., Associate Professor & Chair of the Industrial/Organizational Psychology Program, University of Georgia
- **The Federal Government: The Place to be for Hot Topics and Cool Solutions** Ann Quigley, M.A., Deputy Chief, Strategic Workforce Planning, U.S. Government
- **Big Data and Big Challenges in Managing the Legal Risk of your Assessments** Kathleen Lundquist, Ph.D., President and CEO, APTMetrics

In addition, IPAC is pleased to present a line-up of seven Pre-Conference Workshops to be held on July 19th. Through these workshops, attendees will be provided with insights into *Hot Topics* and practical tools for implementing *Cool Solutions*.

Half-Day Morning Workshops

- **Legal Update: What you need to know as a selection and assessment professional**
Eric Dunleavy, Ph.D. & Emilee Tison, Ph.D., DCI Consulting
- **Know the Goal: How to Develop Performance Elements and Write Performance Standards**
Rebecca Ayers, Ph.D. & Amanda Custer M.S., U.S. Office of Personnel Management
- **Integrating Affective Decision-Making Competence into Leadership Development**
Magda du Preez, Ph.D., Informed Talent Decisions

Half-Day Afternoon Workshops

- **A Primer on Job-Relatedness and Reasonable Alternatives**
Eric Dunleavy, Ph.D., & Emilee Tison, Ph.D., DCI Consulting
- **Making Telework Work: Evaluating and Measuring Telework Program Success**
Megan Arens, M.S. & Kate McGrath, M.S., U.S. Office of Personnel Management
- **Getting the Right People on Board: Recruitment and Selection**
Harry Brull, Ph.D., PDI Ninth House

Full-Day Workshop

- **Situational Judgment Tests in Action**
Ryan O'Leary Ph.D. & Greg Haudek, Ph.D., PDRI, a CEB Company

Please visit the 2015 Conference Home Page at www.ipacweb.org/2015 to find additional information. "Like" our Facebook page, follow us on LinkedIn or Twitter @ipacweb! #IPAClanta



Don't miss these and many other amazing sessions at the upcoming 2015 IPAC Conference!

Participate in discussions around *Hot Topics* across the public and private sectors and learn about the *Cool Solutions* planned for the future or already underway. This year's concurrent sessions cover assessment development, video-based and online testing, legal issues, leadership assessment, talent management, and much more.

What *cool solutions* are your colleagues implementing? Screening programs, entry-level assessment centers, innovative physical abilities tests, and more. Don't miss this year's conference to learn more! Check out, *Calling all Stakeholders: Strategic Collaboration in HR System Development*.

Building a case for candidate assessment? Communicating ROI for human capital initiatives? Attend this year's concurrent sessions to hear the success stories, lessons learned, and recommendations from other professionals in personnel assessment. Don't miss, *Presenting a data driven business case for candidate assessment*.

Time to brush up your legal knowledge? The 2015 conference includes presentations on criterion validation, predictive efficacy of selection systems, and the latest testing standards, such as, *Optimal selection: Predictive efficacy and diversity fairness using Pareto-optimal selection systems*.

Want to hone your skills in assessment development? This year's conference offers numerous opportunities on topics such as assessment centers, in-baskets, and job knowledge tests! Gather best practices in sessions such as, *In-baskets: Development, Validity, and Utility*.

Wondering what's *hot* in online testing? Don't miss sessions discussing online testing practices, internet-based testing challenges, and mobile assessments, such as *Apples to oranges? Use and comparative scores for mobile and non-mobile selection assessments*.

Developing leadership talent in your agency? The 2015 conference provides a sampling of numerous leadership assessment, development, and talent management programs, such as, *The Development and Validation of "Leader" Profiles: Assisting the Canadian Armed Forces Talent Management Efforts*.

Curious about the latest and greatest survey development? Check out, *Three Text Analytics Techniques That Can Change Your Life—Or at Least Improve Your Surveys*.

All this and more July 19-22nd in Atlanta!



A sneak peak at some of our amazing sessions at the upcoming 2015 IPAC Conference!

Hiring in the Fast Lane (Walker, K., Ross, B., & Johnston, G., U.S. Secret Service)

The U.S. Secret Service utilizes an intricate hurdle hiring system to ensure it selects the most qualified applicants for entry level Special Agent and Uniformed Division Officer positions. This hurdle system has multiple steps and can take up to 12 months for some applicants to endure. Through the implementation of an Entry-level Assessment Center (ELAC) the U.S. Secret Service has expedited its hiring to fill triple the amount of classes in half the amount of time with qualified applicants. The ELACs provide the U.S. Secret Service with an influx of best qualified applicants that can then be further screened for best organizational fit by competency, ability to obtain security clearance, and meet the medical and physical requirements.

Recent Developments in the Application of Ideal Point Measurement Models for Personality Assessment (Carter, N., Williamson, R., Guan, L., & Siedor, L., University of Georgia)

Recent research suggests that ideal point measurement models are more appropriate for use in personality assessment in selection scenarios due to their ability to more correctly rank-order applicants. This talk will summarize research showing the advantages and disadvantages of using these models in personnel applications.

The Test is valid because I say it is valid (and other ways to lose in court) (Kuthy, J. & Patchell, H., Biddle Consulting Group, Inc.)

Test developers frequently assume the validation reports they produce demonstrate a practice, procedure, or test is "job related and consistent with business necessity" (Griggs v. Duke Power Co., 1971). However, they are often surprised when their evidence is found to be problematic when challenged in court. For example, we frequently review validation studies that inappropriately rely on techniques related to validity generalization or the "transportability" of content-related evidence, neither of which has been traditionally accepted by the courts. Other reports skip important steps in the validation process, while still others inappropriately rely on the test creator's reputation as evidence of its validity. During this session we will go over the process we use when reviewing the appropriateness of job analysis and validation studies to determine whether they address the requirements of the federal Uniform Guidelines on Employee Selection Procedures, which is the standard that the EEOC and courts rely on.

An Innovative Succession Planning Program in the Federal Aviation Administration (Marrelli, A. & Patsfall, M., Federal Aviation Administration)

Formal succession planning is rare in Federal agencies. Regulations specific to government pose challenges that the private and non-profit sectors do not face. This paper will describe an innovative succession planning program developed by the Federal Aviation Administration and the structured assessment methods employed to ensure an objective, merit-based process.

Developing Knowledge-Based Written Exams – How to Maximize Reliability and Validity, and Minimize Challenges and Group Differences (Gotlib, T., Ergometrics)

This session will cover best practices for the development of knowledge-based multiple-choice written exams with the intent of educating attendees on how to maximize reliability and content validity, while minimizing challenges and group differences. The session will also give attendees an opportunity to practice writing test questions with the knowledge gained during the session and receive feedback.

Upcoming Conferences and Workshops

July

- June 28 - July 1** Society for Human Resource Management. Annual Conference. Las Vegas, NV. Contact: www.shrm.org
- July 19-22** International Personnel Assessment Council. Annual Conference. Atlanta, GA. Contact: www.ipacweb.org
- July 22** PTCMW. LATE AFTERNOON MEETING (3:30 - 5:00 pm). Dr. Kathleen Kappy Lundquist, APTMetrics, Darien, CT. Topic to be announced. McCormick & Schmick's Restaurant, Crystal City, VA. Contact: www.ptcmw.org
- July 27-29** Human Capital Institute. Conference. "Employee Engagement." San Francisco, CA. Contact: www.hci.org
- July 28-31** Industry Liaison Group & OFCCP. National Conference. New York, NY. Contact: <http://nationalilg.org>
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August

- Aug 6-7** American Psychological Association. Annual Convention. Toronto, Canada. Contact: www.apa.org
- Aug 7-11** Academy of Management. Annual Conference. Vancouver, Canada. Contact: www.aomonline.org
- Aug 8-13** American Statistical Association. Annual Convention. Seattle, WA. Contact: www.amstat.org
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September

- Sept 15-16** Hogan Assessments. Workshop. "Hogan Advanced Interpretation." Atlanta, GA. Contact: www.hoganassessments.com
- Sept 15-19** International Association for HR Information Management. Conference. "HR Management Strategies." Atlanta, GA. Contact: <http://ihrim.org>
- Sept 16-18** Human Capital Institute. Conference. "Learning and Leadership Development." Chicago, IL. Contact: www.hci.org
- Sept 17-19** Council on Licensure, Enforcement & Regulation. Educational Conference. Boston, MA. Contact: www.clearhq.org
- Sept 26-30** International Public Management Association for Human Resources. Annual Conference. "International Training Forum & Expo." Denver, CO. Contact: www.ipma-hr.org
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(Some of the information in this calendar was reprinted with permission from the PTC/MW Newsletter calendar which was compiled by Lance W. Seberhagen, Seberhagen & Associates, sebe@erols.com.)

Upcoming Conferences and Workshops

October

- Oct 2-3** Society for Industrial and Organizational Psychology. Leading Edge Consortium. "Performance Management and How to Build High-Performance Organizations." Boston, MA. Contact: www.siop.org
- Oct 7-9** Society for Human Resource Management. Conference. "Emerging Leaders." San Antonio, TX. Contact: www.shrm.org
- Oct 13-15** Society for Human Resource Management. Conference. "Diversity & Inclusion." New Orleans, LA. Contact: www.shrm.org
- Oct 17-20** Organization Development Network. Annual Conference. Portland, OR. Contact: www.odnetwork.org
- Oct 18-20** Organization Development Network. Annual Conference. Portland, OR. Contact: www.odnetwork.org/?page=FutureConferences
- Oct 18-21** Human Resource Executive. HR Technology Conference & Exposition. Las Vegas, NV. Contact: www.hrtechnologyconference.com
- Oct 23-24** University of Tennessee. River Cities I/O Psychology Conference. "Performance (Good, Bad, Ugly)." Chattanooga, TN. Contact: www.utc.edu/psychology/rcio
- Oct 26-28** Society for Human Resource Management. Conference. "Diversity & Inclusion." Boston, MA. Contact: www.shrm.org
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November

- Nov 2-3** Human Capital Institute. Conference. "Global Talent Management." Los Angeles, CA. Contact: www.hci.org
- Nov 3-4** Development Dimensions International. International Congress on Assessment Center Methods. San Diego, CA. Contact: www.assessmentcenters.org
- Nov 4-5** Human Capital Institute. Conference. "Talent Acquisition Innovation Forum." Los Angeles, CA. Contact: www.hci.org
- Nov 4-6** Business & Legal Resources (BLR). Symposium. "Advanced Employment Issues." Las Vegas, NV. Contact: <http://aeisonline.com>
- Nov 8-10** Diversified Communications. Conference. "Recruiting Trends." Orlando, FL. Contact: www.recruitingtrends.com
- Nov 9-14** American Evaluation Association. Annual Conference. Chicago, IL. Contact: www.eval.org
- Nov 11** PTCMW. SPECIAL EVENT! PANEL DISCUSSION & EMPLOYER-TALENT NETWORKING. (Panel 2:00-4:00 pm, Networking 4:00-6:00 pm). Dr. Eden King, George Mason University; Dr. Rick Guzzo, Mercer, Washington, DC; Dr. Amy Grubb, FBI; Dr. Dan Putka, HumRRO, Alexandria, VA. "Big Data in HR." GMU, Arlington, VA. Contact: www.ptcmw.org
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If you have an item to add to the calendar, please contact the Editor at john.ford@mspb.gov or (202) 254-4499.

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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. 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. The Council has approximately 300 members.

The ACN is published on a quarterly basis: January, April, July, and October. Respective closing dates for submissions are December 1, March 1, June 1, and September 1.

Submissions for Publication: Prospective authors are invited to send in their articles, research reports, reviews, reactions, discussion papers, conference reports, etc., pertaining to the field of personnel research and assessment. Topics for submission include, but are not limited to:

- Technical
- Practical – lessons learned, best practices
- Legal
- Technology/Tools
- Statistics/Measurement
- Book reviews

Articles and information for inclusion should be submitted directly to the Editor via e-mail, at john.ford@mspb.gov. Articles will be accepted only by electronic submission (Word compatible). Submissions should be written according to the *Publication Manual of the American Psychological Association*, 5th edition.

The editor has the prerogative to make minor changes (typographical/grammatical errors, format, etc.); substantial changes will be discussed with the author. Submissions more than 1500 words should include an abstract of maximum 100 words, preferably with three keywords.

If you have questions or need further information, please contact the editor.

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