

Assessment Council News

Presidential Message

by Mike Willihnganz, President

Greetings IPAC members and friends! Well, we did it! Our first official IPAC event, the joint IPAC/IPMA-HR conference, which was held in Nashville from September 12th through the 16th, was a huge success. The IPAC-focused conference sessions were all extremely well attended by IPAC and IPMA members alike, and the IPAC hospitality suite became *the* hot ticket for conference socializing. IPAC indeed made an impressive showing and left its mark on this year's joint conference. In fact, IPAC's conference presence was so notable that many long-time IPMA-HR members have suggested that additional joint conferences be planned.

For those of you who were unable to join us in Nashville for the joint conference because of the higher than normal conference registration fee, or perhaps because of the sour economy, have no fear. Plans are well underway for IPAC's first solo conference which will be held from July 18th through the 21st, 2010, in Newport Beach, California. The 2010 conference promises to be more "pocketbook friendly" than the 2009 joint conference with programming and social events sure to please the most discriminating assessment professional. **Shelley Langan**, the 2010 conference chair, is in the process of assembling the conference committee. If you are interested in helping out, please e-mail Shelley at slangan@cps.ca.gov.

Planning for the 2010 conference in Newport Beach is only one of many activities creating energy and excitement within IPAC these days. Let me give you a quick update on some of the other activities:

Marketing and Membership Campaign. IPAC has entered into a contract with the Center for Association Resources (CAR), an association management company, for the development of a marketing and membership campaign. As part of the research process, CAR will be conducting a brief on-line membership survey. Watch for an e-mail alert regarding the survey right around the time this issue of the ACN is published.

Virtual Town Hall Meeting. Those of you who attended the conference in Nashville had the opportunity to participate in an



October 2009

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IPAC town hall meeting. This forum provided valuable information and feedback to the IPAC leadership as it shapes the future of the organization. Planning is now underway for a virtual town hall meeting in which all members will have the opportunity to provide input and feedback to the IPAC Board. More information on this event will be forthcoming.

Election. Within the next few weeks, you will be asked to vote in IPAC's first election. Members will be electing a President-Elect, Financial Officer, Secretary, and a Board member. Officer terms begin on January 1, 2010. In accordance with our recently adopted bylaws, balloting will be done electronically. Please take a few minutes and vote for the leaders of your organization when the voting period commences.

Membership Renewal. Since we are now fully entrenched in the fall season of the year, that means membership renewal is upon us. If you recall, IPAC changed its membership from a rolling to a calendar year membership (January 1st through December 31st). Membership dues for 2010 will remain at \$75. Student membership is \$25. Watch your e-mail box for a membership renewal notice coming soon.

Membership Directory. IPAC now has a membership directory. The directory is available to all IPAC members on the IPAC website (IPACweb.org). Since the directory is only available to IPAC members, you will need your IPAC user name and password to access it.

[Since IPAC is an all-volunteer organization,] "I would like to send out a call for more active membership participation."

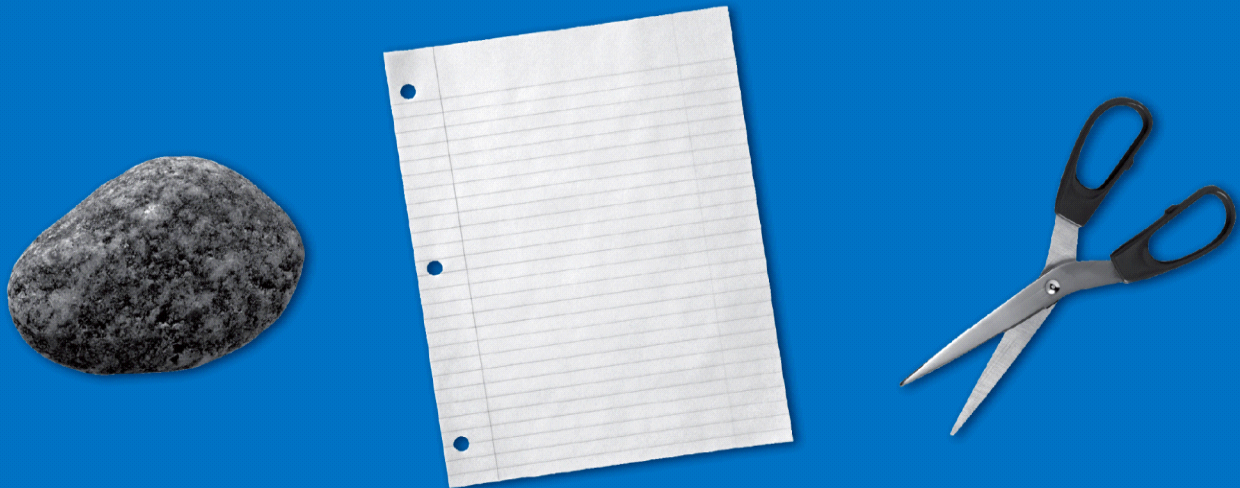
~ Mike Willihnganz

Finally, I would like to send out a call for more active membership participation. An all-volunteer organization, such as IPAC, relies on the participation and contributions of its valued members. Keep in mind, IPAC has no paid staff like IPMAAC had when it was a section of IPMA-HR. Consequently, everything we do requires member volunteers. IPAC is currently seeking volunteers to assist with the following activities:

- ◆ Membership renewal and tracking
- ◆ White papers and monographs
- ◆ Workshops and training
- ◆ Policy and procedures

Please send me an e-mail (mwillihnganz@co.napa.ca.us) or give me a call (707-259-8720) to explore how you can play an active role in IPAC's success. Your involvement does not require a huge investment of time and I am sure you will find the experience rewarding and enjoyable. I hope to hear from all of you!





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Now Available Online — 2009 IPAC Membership Directory!

The 2009 IPAC Membership Directory can be accessed from the IPAC members-only page on the IPAC website (www.ipacweb.org).

For more information or to update your contact information, please contact Julia Bayless, IPAC Membership Chair, at julia.bayless@sodexo.com or 301-987-4343. Thanks!

IPAC Membership Update

By Julia Bayless, Membership Chair and Board Member

With an action-packed IPAC/IPMA-HR conference behind us, there is still a lot going on for IPAC! Here are some of the current things we're working on:

Partnership with Center for Association Resources: IPAC has partnered with an association management firm, the Center for Association Resources, to help us develop and implement a membership and marketing campaign. One element they are working on is a short membership survey – please take a moment to respond to the survey when you receive it. The survey should be available in the next few weeks.

2010 Conference: Planning is underway! **Shelley Langan**, Conference Chair, is busy working on the call for proposals (due out later this fall), keynote speakers, and a host of other activities. If you would like to get involved in the planning or have ideas for our conference in Newport Beach, CA July 18-21, please get in touch with Shelley or any of the other Board Members.

Membership Renewal for 2010: Keep your eyes peeled for your membership renewal notice for 2010 – renewals will be sent in the next few weeks. Membership dues remain the same as for 2009 at \$75 for regular members. We have a new student membership category – students can join IPAC for a full year for just \$25. Membership runs on a calendar year from January 1 to December 31.

2010 Board Elections: Ballots will be out soon for the 2010 Board! Nominations closed October 9th. Please contact **Deónda Scott** or any of the Board Members with any questions regarding the election process.

For more information or to volunteer to assist IPAC, please check out the IPAC website (www.ipacweb.org), or contact any of the Board members (**Harry Brull, Bryan Baldwin, Shelley Langan, Julia Bayless, Mike Willihnganz, Inés Fraenkel, Deónda Scott, Warren Bobrow, or Oscar Spurlin**). Thank you for your continued support!



**CHECK OUT THE MEMBERSHIP
UPDATE ABOVE!!**

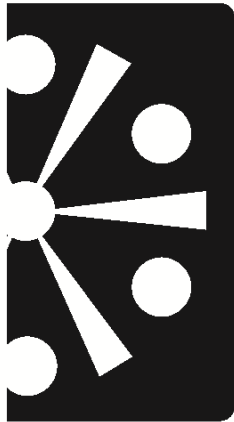
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ONE BOARD MEMBER

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News of the Councils

By Kris Smith, Associate Editor

American Psychological Association (APA) — The 2009 conference was held August 6-9 in Ontario, Canada. The 2010 conference will be held August 12-15 in San Diego, CA. For more information, visit their website at www.apa.org.

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

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

International Public Management Association for Human Resources (IPMA-HR) — For more information, visit the IPMA-HR website at www.ipma-hr.org.

Metropolitan New York Association for Applied Psychology (METRO) — For more information, call the MetroLine at (212) 539-7593 or visit METRO's website at www.metroapppsy.com.

Mid-Atlantic Personnel Assessment Consortium (MAPAC) — MAPAC is a non-profit organization of public sector personnel agencies involved and concerned with testing and personnel selection issues. For details on MAPAC, visit the MAPAC webpage at 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 website at www.mppaw.org.

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

News of the Councils — continued

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 website accessible through the IPAC website at 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 website accessible through the IPAC website at www.ipacweb.org.

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

Society for Industrial/Organizational Psychology (SIOP) — The 2010 conference is scheduled for April 8-10 in Atlanta, GA. For more information, visit the SIOP website at www.siop.org.

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

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



Upcoming Conferences and Workshops

By Kris Smith, Associate Editor

NOVEMBER

- 2-5 International Military Testing Association Conference. Pensacola, FL. Contact: www.internationalmta.org
- 5-6 MAPAC Fall Conference. Albany, NY. Contact: www.ipacweb.org/mapac.
- 6 PTC/SC Fall Conference. Anaheim, CA. Contact: www.ipacweb.org/ptcsc.
- 11 PTC/MW Luncheon Meeting. Speakers: Brian Vander May, Booze Allen Hamilton, and Bob Lavigna, Partnership for Public Service. Unrealized Vision: Re-imagining the Senior Executive Service. Arlington, VA. Contact: www.ptcmw.org.
- 12 IPMA-HR Webinar. Benchmarking Survey Results: Workforce and Succession Planning. Contact: www.ipma-hr.org.
- 12 PTC/NC Luncheon Meeting. Sacramento, CA. Contact: www.ptcnc.org.
- 19 METRO Dinner Meeting. Speaker: Dr. Robert Hogan. Engagement. Contact: metroapppsych.com.
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DECEMBER

- 9 PTC/MW Luncheon Meeting. Speaker: Dr. Richard Cober, Marriott International. Presidential Address. Contact: www.ptcmw.org.
- 10 PTC/NC Luncheon Meeting. Contact: www.ptcnc.org.
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JANUARY

- 13 PTC/MW Luncheon Meeting. Speaker: Dr. Eden King, George Mason University. Contact: www.ptcmw.org.
- 14 PTC/NC Luncheon Meeting. Bay Area. Contact: www.ptcnc.org.
- 27 WRIPAC Training. Job Analysis. Sacramento, CA. Contact: www.wripac.org.
- 28-29 WRIPAC Meeting. Sacramento, CA. Contact: www.wripac.org.
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FEBRUARY

- 11 PTC/NC Luncheon Meeting. Sacramento, CA. Contact: www.ptcnc.org.
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MARCH

- 10-11 PTC/NC Annual Conference. Berkeley, CA. Contact: www.ptcnc.org.
- 17-19 SHRM Employment Law and Legislative Conference. Washington, DC.
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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 or by telephone at (909) 798-4475.

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

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* - 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 300 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 each of the 2009 issues are:

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.

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