

Assessment Council News (ACN)



IPAC

INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL

President to President

January 2016

*By Liz Reed, Past IPAC President
And Martha Hennen, IPAC President*

Final Message—as outgoing, IPAC President Liz Reed

It has been a pleasure and an honor to serve as IPAC President in 2015. It was in Girl Scouts that I learned that you should leave a place in as good of shape or better than when you entered. At a minimum, this was my personal leadership goal. Through the years, IPAC has been an inspiration for me. In 2015, we continued our inspirational, researched and practical messages through our annual conference in Atlanta. We had meaningful conference sessions and preconference workshops, recognitions of accomplishments through the Bemis Award, student paper competition and the Innovations in Assessment Award. Outside of the conference we posted our presentations, held two GLEAN training sessions, and hosted many helpful discussions through our List-Serv.

New for 2015, we rolled out our inaugural edition of the Journal of Personnel Assessment and Decisions (PAD), our first-ever student poster session, implemented a new look and logo, and a new communications strategy. I would love to take credit for leaving IPAC better than I found it, but in reality it's our membership that made it possible. What makes IPAC an astounding organization the people. IPACers are insightful, brilliant, resourceful, studied, approachable, helpful, and have a passion for employment assessment—but we do all this while embracing fun. It is you that truly makes this organization great.

My parting words are simple. 1) Utilize the IPAC resources—IPAC members gave graciously of their time to provide members with a wealth of resources. The resources abundant; IPAC's free access journal PAD, previous presentations posted on the website, our network of IPACers, discussions on the List-Serv and the 2016 annual conference. Dig in and put them to use. 2) Carry on—Martha Hennen our new IPAC President is a sensational leader—but she will need you. Please continue to share your quests, your insights, skills and experience with IPAC. In Martha's opening message she points out three (four for academic members) concrete ways you can contribute. Take these steps. 3) Thank you—you presented, you were engaged, you stepped up and helped, you demonstrated your professionalism, and you were inspiring. As a member of IPAC and even more so as President, I have had the opportunity to work with so many of you. I admire your dedication and your energy. So many of you fill my mind and I want to give you all personal call-outs, but the list would be long and I could not possibly mention you all in this short article. But please know—yes I mean you—Thank you.

Inside this issue:

Presidents' Messages	1-3
2015 IPAC Election Results	4-5
PAD Makes a Big Splash	5
Out with the Old and In with the New	6-7
IPAC 2016 Conference	7
IPAC Awards	8
Conferences and Workshops	9-10
2016 Officers and Board Members	11
2016 Committee Chairs	12
About the ACN	13

(Continued on page 2)

(Continued from page 1)

Opening Message—Martha E. Hennen, IPAC President

It is an exciting time to serve the membership of IPAC as your president. IPAC has grown and developed by leaps and bounds in the years since establishing ourselves as an independent organization in 2008. I continue to be amazed with the quality of applied research, work product and the innovation that IPAC embraces. The 2016 Board has a strong legacy to build on and high standards to live up to. I want to thank Liz Reed for her excellence and service as the 2015 president. I can only hope to demonstrate a small fraction of Liz's organizational talent and energy. Liz, you are an inspiration.

This year, 2016, IPAC celebrates 40 years of organizational history. The world of personnel assessment has changed dramatically in the past four decades. Still the underlying passion to build relationships and share practical assessment resources and methods based on the most up to date knowledge and thinking in the fields of measurement, Industrial/Organizational Psychology and Human Resource management remains unchanged. I know that you, our membership, share that passion and are searching for ways to learn and grow together. Many of you are exploring new ways to contribute to the ever changing world of personnel assessment and to enhance relationships with colleagues from a variety of backgrounds, both those new to the field and more seasoned researchers and practitioners. For the coming year, IPAC plans to expand the channels and methods you can use to share and collaborate.

The IPAC conference has been our strongest method for networking with like-minded professionals (our "peeps"), and this year's conference will be no exception. This year's conference theme, aligned with our Sacramento locale, is *Gold Rush, Sharing Nuggets of Truth in Assessment*. I encourage everyone who is reading this message to contribute something to the conference by responding to the call for proposals (<http://ipacweb.org/2016proposals>).

I often hear that IPAC members are searching for ways to bring new professionals and students up to speed about the assessment world. At the 2015 Atlanta conference, IPAC expanded its service to student members with the inaugural student poster session. The poster session, coordinated by Harry Brull in Atlanta, will be a part of the annual conference agenda going forward. Building on the James C. Johnson Student Paper Competition ([link](#)), the student poster session provides a collegial environment for students to network with and share their interest and research results with IPAC members. Students gain experience presenting and discussing their projects; other IPAC members build connections to the current research thinking and with their fellow members. Everybody wins. Look for more information about the student paper competition and poster session in the coming weeks.

To further build connection with new members and students, IPAC will be hosting regular news briefs online blog posts and other communications, beyond this publication, our quarterly Assessment Council News (ACN). With support from our new membership chair, Lilly Lin and our immediate past president, Liz Reed, IPAC will be posting more regular updates of *news you can use*. We will leverage the more regular distributions and blog posts to encourage more contributions from students. We understand from you, our members that students are looking for ways to interact with the membership base. If you are a student or faculty advisor of a student seeking to expand your professional reach and contribute to IPAC's information share, please reach out to Liz (EReed1@columbus.gov) with your ideas and suggestions.

On yet another information share front, I was thrilled to enjoy the first issue of IPAC's official journal, *Personnel Assessment and Decisions (PAD)*, an entirely open access online resource. *PAD* provides a relevant, freely available channel for sharing and learning about high quality applied personnel assessment research. I express the deep appreciation of the IPAC Board for the particular efforts of long time IPAC contributors Scott Highhouse and Dennis Doverspike who helped shape this new journal from vision to reality. I hope you have had a chance to take a look at the first issue; I know you will find something useful. If you find something valuable, take that next step and pass it on to your colleagues. You can find the first issue of *PAD*, here: <http://scholarworks.bgsu.edu/pad/>.

I am excited and a little daunted to be taking the helm of such a wonderful organization in this time of change and expanding opportunity. As you read this, I hope you are as excited as am I. If you are asking yourself, what can I do right now to contribute and share with IPAC, here are three concrete next steps (plus one for our academic members):

1. Submit to the annual conference call for proposals to share your *nuggets of truth*; let us know what you are doing in personnel assessment. We want to hear from you.

(Continued on page 3)

(Continued from page 2)

2. Send a link for the inaugural *PAD* issue to at least three colleagues, with a suggestion for how they can benefit from the information shared there.
3. Consider serving more formally on an IPAC standing committee or in support of the annual conference.
4. For academic members: expand your school's presence in the IPAC community. We have had strong participation from a small cadre of great schools; we want more, to serve you all better. Students and academic faculty can get more involved through regular blog posts, through the James C. Johnson Student Paper competition and in the student poster session at the annual conference.

Reach out to me by [email](#) to respond to these calls to action. I look forward to hearing from you.

Dennis A. Joiner and Associates

Helping employers identify the best candidates since 1977

916.967.7795 - www.joinertests.com - info@joinertests.com

SITUATIONAL JUDGMENT TESTS

candidates are given hypothetical situations and are asked to choose the best course of action.

PROMOTIONAL WRITTEN TESTS

assess candidates' knowledge of job related source material.

ASSESSMENT CENTERS

allow candidates to demonstrate job-related dimensions of performance in job simulation exercises that replicate important situations that occur on the job.

Additional information about these testing methods is available at www.joinertests.com.

2015 IPAC Election Results

By Liz Read

Exiting Board Members Leave their Mark

We eagerly anticipate the inclusion of three new IPAC Board members who will begin to shape in influence our organization. But, before their introduction, it is important to acknowledge the three Board Members who left their mark and assured IPAC's sustainability. A special thanks to our outgoing Board members.

Board Director, **Scott Highhouse**, served a three-year term and leaves with a splash. During Board meetings he expressed a vision; a gap that needed filling in the practitioners' world of I/O Psychology. With the support of IPAC, that vision became a reality in December of 2015. The official journal of IPAC, *the Journal of Personnel Assessment and Decisions (PAD)*, was launched. Within a week of the inaugural edition *PAD* was dubbed as one of the I/O journals that is fixing I/O Psychology (Landers). The first edition includes an article, authored by Scott Highhouse that describes the need for a new journal. His vision included the creation of a journal with no cost to readers or authors, a focus on short stimulating articles, a modified review process, and a section focused on practitioners. Read his entire article [here](#). Job well done!

Our long-standing Financial Officer, **Reid Klion**, was here when IPAC made the transition to our own independent organization. With this independence came the risk of not staying afloat financially. In our few years, we have moved from financial uncertainty to an organization with great financial health. Reid has served as the voice of reason. His experience with the financial aspects of IPAC helped Board members stay focused on gaining the most member services from our available dollars. When Scott proposed *PAD* he immediately stepped forward to explain how IPAC could do our part funding the journal. When the idea of a regional chapter arose, he quickly chimed in and supported the endeavor. He reasoned the funding was worth the benefits to members and to the growth and well-being of IPAC. As a result of Reid's participation on the Board, our decisions regarding finances have been thoughtful and wise.

Finally, **Michael Blair** completes his three-year term serving first as President-Elect, President and finally Past-President. He stepped into the role under the tutelage of Deborah Whetzel as President-Elect and as President he made the role his own. Michael is a man who has a clear understanding of what IPAC has been, who were are today, and what we are becoming. Throughout his tenure, Michael shared a keen voice for maintaining continuity of what we are doing right, guiding us through new endeavors, and following through on our commitments. It was Michael who set the stage and showed me the ropes—it was his leadership and support that allowed me to follow through and continue his success. I hope that in 2016, as Past-President, that I will serve as meaningfully to Martha Hennen as he has for me. To Michael—a special thank you.

Meet our Newly Elected Board Members

Our desire was to fill the Board of Director vacancy with board member who is strongly affiliated with academia. **Frank Igou** was a clear choice and your votes demonstrated that. His enthusiasm for IPAC is proven through the remarkable participation of IPAC students from Louisiana Tech University. He shared with his students the excitement and wealth of opportunities that IPAC has to offer. In turn, several of his students have presented during conferences, served as IPAC Chairs, and led the initial Student Poster session in 2015. In his new role he seeks to work toward continuing IPAC's track record of excellence and uniqueness. As he eloquently stated, "when it comes to integrating theory and practice of assessment and selection, we are "the" organization. We need to continue to grow the membership by reaching out to underserved organizations who need our professional expertise and to a new generation of assessment and selection professionals."

We elected **Natasha Riley (Tasha)** to serve as our new Financial Officer. This role requires a sense of soundness, while not limiting the visions of what IPAC can become. Tasha served as an IPAC Board of Directors in 2013 and 2014, but it was in her role as the 2013 IPAC Conference Chair that I had the opportunity to see these traits in action. Tasha provid-

(Continued on page 5)

(Continued from page 4)

ed guidance, direction, and also allowed the host committee chair to do what needed to be done to have a successful conference. She never lost sight of the details and asked salient questions. She did not hesitate to set the right tone for our use of financial resources. She will have a great deal to learn in her new role, and Reid will provide her with the ins and outs that will allow her to continue the success that he began. Tasha, welcome back to the Board, we look forward to your guidance in your new role.

Our incoming President-Elect will be **Mary Ann Haskins**. Mary Ann is a relative newcomer to IPAC, but she fell in quickly and deeply. Her expression of adoration for IPAC comes in words and in deeds. She brings with her as robust background in leadership roles through other organizations, but what makes her uniquely qualified is her character. Mary Ann is enthusiastic; she has an energy that rubs off. As the 2015 IPAC Host Committee Chair, Matisha Montgomery raved about her get 'r done attitude, her ability to pull people in and coordinate many moving parts. She is a leader through and through. She demonstrated all the qualities needed for this role to include her earnest desire to be a student of the role as the President-Elect. This attitude will set the stage as a remarkable IPAC President in 2017.

The Journal of Personnel Assessment Decisions (PAD) Makes a Big Splash

By Liz Read

PAD is the official journal of the International Personnel Assessment Council (IPAC). *PAD* is unique and has a submission model unlike any other in I/O Psychology. *PAD*'s inaugural edition it was dubbed, in [NeoAcademic](#), as a journal that is fixing I/O psychology.

PAD is open-access and accessible to practitioners. As a practitioner I am committed to merit principles and sound measurements. Accordingly, I previously requested access to various journal articles only to be denied such access. Often times, I worked through our IPAC network to gain access to critical information that could assist in research-based assessment goals. *PAD* continues IPAC's vision of sharing researched and measured assessment in an employment setting. Check out the inaugural edition of [PAD](#).

In Volume 1 Issue 1 there are three research-focused articles. The first is, [The Validity of Individual Psychological Assessments for Entry-Level Police and Firefighter Positions](#) (Kwaske, Morris). The authors recognized the sparse empirical research on individual psychological assessment (IPA) for employee selection into police and fire jobs. They examined through a multistage, multisite study the validity of IPAs. In the second article, [The Interactive Influence of Ambition and Sociability on Performance in a Behavior Description Interview](#) (Huffcutt, Culberston, Goebel), the authors state the value of Behavior Description Interviews, but point out that what these interviews actually measure remains unclear. The purpose of their investigation was to present and empirically test a potential source of influence on rating in a Behavior Description Interview. The third research article, [Identifying the Strongest or the Weakest Link: Effects on Subsequent Ratings](#) (Weyhrauch, Culbertson), has implications for the structuring of performance ratings procedures in short-term performance observations such as assessment centers. Each of these researched articles contributes to our understanding of employment assessment.

The invited article is a boon for researchers. [Cloud-based Meta-analysis to Bridge Science and Practice: Welcome to metaBUS](#), (Bosco, Steel, Oswald, Uggerslev, Field) show how metaBUS can provide the building blocks needed to move beyond engineering design phase and toward construction, generating rapid, first-pass meta-analyses on virtually any topic to inform both research and practice. The article provides an Internet link to access a preliminary version of the metaBUS interface and provides two brief demonstrations illustrating its functionality.

Without *PAD*, the next two articles quite possibly, would not reach publication, yet provide a wealth of incite for practitioners. [Assessment of Personality through Behavioral Observations in Work Simulations](#) (Speer, Christiansen, Honts) outlines the development of a rating scale designed to measure personality-related behavior in the context of work simulations. [Using Technology to Improve the Interview as a Selection Tool](#) (Chambers, Arnold) introduces a technology-based selection interview system which is designed for real world realities. The system is designed to efficiently increase consistency, improve questions/probes, improve the behaviorally anchored rating scales, and the enhance assessor training.

Indeed, *PAD* has made a big splash. Jump in and [download](#) the articles. Share them with colleagues and friends.

Out with the Old and In with the New

By Dennis Doverspike, Chair, Professional and Scientific Affairs Committee

Where did 2015 go? Wasn't it just 1999 and we were worried about the Y2K bug? We are already through the first 15 years of this century. Wow, I feel old.

This time a year I like to do a look back and forward. So here goes.

A Look Back at 2015

This time last year I issued my own personal Gates' Grand Challenge. I think my challenge was pretty much ignored, but it is still worth a look back. At the time, I challenged you to 1) look at the use of tests beyond the typical selection context; and 2) consider doing research in areas such as annual testing, return to work, or development.

Upon reflection, I am not sure much or any progress was made. So, I will reissue my challenge. I would like to see research, reviews, or thought pieces related to annual testing, return to work, or the use of tests in development.

Finally, I noted the crisis in terms of police work and police job performance. Last week, here in Cleveland, the prosecutors reached the decision not to pursue charges in the Tamir Rice case. As expected, the decision was met by protests from the community.

The issue of how to deal with the recruitment, selection, training, and retention of safety forces is going to continue to be a challenging topic. What specific advances can we point to? I hope 2016 brings some new and innovative proposals regarding how human resource professionals can contribute to improving the provision of public safety services.

I would like to add a new challenge. Certification testing. I believe that certification testing will continue to grow in importance, especially as the use of technologies such as digital badging increase in use. Traditionally, the certification and preemployment testing literatures have been separate lines of inquiry. I hope 2016 sees greater interest in certification testing among public sector human resource professionals.

Trends for 2016

I was going to present my own use of trends, but SIOP beat me to it; you can find the SIOP list of top 10 trends at http://www.siop.org/article_view.aspx?article=1467#sthash.IHVpHOH9.dpuf.

My own list, which is more oriented toward assessment, would share with the SIOP list:

- Big Data – I am still a skeptic, still not sure what big data is, and still not sure how big data will be used or incorporated into public sector assessment, but I do know it will continue to be a major area of interest and a hot trend.
- Technology in General – Emerging technology will continue to shape and change the way we work and the ways in which we think about human resources. Older emerging technologies will be looked back on as fads or yesterday's news, to be replaced by the hot, young, newest advances. Assessment professionals will continue to experience pressures to adjust to new technologies. With Winfred Arthur, Ted Kinney, and Matt O'Connell, I have an upcoming book chapter on the interplay between emerging technologies and validation models entitled. *The impact of emerging technologies on selection models and research: Mobile devices and gamification as exemplars.*
- Using Social Media to Make Employment-Related Decisions – This topic has been hanging around for years. I do believe it will continue to grow in importance. Furthermore, its growth may be linked to the use of digitalD badges, which then leads us back to the topic of the use of certification testing in order to establish standards for badges.
- Mobile Device Use in Testing – I will be part of another symposium at SIOP on this topic, so interest seems to remain high. We may have reached the point where we simply accept that applicants will be taking tests on mobile devices. This will require a much bigger adjustment for the public sector than for the private sector.

Additional Nuggets

With big thanks to Scott Highhouse, everyone at IPAC, the editorial board, and Harry Brull, the first edition of the who contributed time and effort from *Personnel Assessment and Decisions* Journal is out. I hope there is a full announcement elsewhere in this newsletter. You can find the journal and the outstanding articles at <http://scholarworks.bgsu.edu/pad/>.

(Continued on page 7)

(Continued from page 6)

The *Personnel Assessment and Decisions (PAD)* is the official journal of IPAC. The journal welcomes any studies or reviews related to staffing organizations and assessing its members. You can find more information at the journal web-site. The best aspect – it is free. Free to publish. Free to access articles. Free to use articles. How can you beat free? The first edition is chock full of helpful interesting articles. If you teach a course, please consider adding articles from *PAD* to your syllabus. I edit two special sections: *Measurement and Measures* and *Practitioner Demonstration Projects*. Please, if you are doing good work out there, consider submitting a paper to *PAD*.

In more self-promotion, and another collaboration with Scott Highhouse, a new or second edition is now available of *Essentials of Personnel Assessment & Selection* (Highhouse, S, Doverspike, D., & Guion, R. M., 2015). The new edition of the book continues in the tradition of the first edition, and stays true to Bob Guion's vision, in covering both basic and advanced concepts in personnel selection in a straightforward fashion, intended to be used by practitioners and also in undergraduate and graduate courses.

I have a lot more observations, but I am trying to keep my articles more blog length. So, please look for future columns expanding on these topics. Plus, I would like this to be more a dialogue, so feel free to email me at dennis-doverspike@gmail.com.

Hope everyone has a good year. Please consider attending the 2016 40th Annual IPAC Conference at the Holiday Inn Sacramento-Capitol Plaza in Sacramento, CA.

IPAC 40th Annual Conference

Gold Rush: Nuggets of Truth in Assessment

- **Conference Dates:** July 31-Aug 3, 2016
- **Pre-Conference Workshops Date:** July 30, 2016
- **Location:** Holiday Inn Sacramento-Capitol Plaza in Sacramento, CA

The International Personnel Assessment Council (IPAC) is the premier organization of assessment professionals who develop and deliver advanced testing and measurement services within the HR community. IPAC provides:

- educational opportunities
- a forum for expertise sharing
- best practices and research in the field
- resources that demonstrate the value added by assessment in organizations

Check the IPAC 2016 Conference web site for more information:

<http://ipacweb.org/2016>

James C. Johnson Student Paper Competition

The 2016 James C. Johnson Student Paper Competition will open this month to recognize the contributions of students in the field of personnel assessment. IPAC is dedicated to the promotion of sound, merit-based personnel assessment practices, and encourages efforts to improve assessment practices. The Student Paper Competition is a means to recognize the valuable efforts of students. *The winner of this competition will be invited to present his or her paper at the 2016 IPAC Conference in Sacramento, July 31—August 3. The winner will receive up to \$600.00 in conference related travel expenses, free conference registration, and a free one-year membership in IPAC.* In addition, the winner and honorable mention competitors will be recognized in the IPAC conference program and the Assessment Council News. Finally, the University Department in which the student completed his or her research will be given a plaque commemorating the student's IPAC award achievement. The competition opens soon, so students should begin preparing to submit their best work.

IPAC's Innovations in Assessment Award

The 2016 Innovations in Assessment Award nominations will be accepted beginning in April. This award will recognize an individual or a work group for the development of an innovative personnel assessment tool, the use of an existing assessment tool in an innovative manner, or general innovations in assessment policies or procedures which resulted in improved effectiveness, efficiencies, or cost savings.

If someone you know has made such contribution, honor them by nominating them for the 2016 Innovations in Assessment Award. *This year's award will be presented at the upcoming IPAC Conference that will be held July 31— August 3, 2016 in Sacramento, CA. The winner will receive an engraved plaque to commemorate the accomplishment, the opportunity to present a paper about the innovation at the IPAC conference, and a waiver of the conference registration fee for one person.* In addition, award recipient(s) will be invited to share their innovation with the IPAC membership in a future issue of the Assessment Council News publication.

Upcoming Conferences and Workshops

January

- Jan 8** HR Leadership Forum. Breakfast Meeting. Omar Hameed. "Building Highly Productive Teams." Arlington, VA. Contact: <http://www.hrleadershipforum.org>
- Jan 12** NY Metro Association of Applied Psychology. Dinner Meeting. Speaker to be announced. New York, NY. Contact: <http://metroapppsy.com>
- Jan 13** PTCMW. Late Afternoon Meeting (Networking 3:45-4:15 pm, Speaker 4:15-5:15 pm). Speaker to be announced. McCormick & Schmick's Restaurant, Crystal City, VA. Contact: www.ptcmw.org

February

- Feb 5** HR Leadership Forum. Breakfast Meeting. Rebecca Shambaugh, Shambaugh, Inc., McLean, VA. "Diversity and Inclusion." Arlington, VA. Contact: <http://www.hrleadershipforum.org>
- Feb 10** PTCMW. Late Afternoon Meeting (Networking 3:45-4:15 pm, Speaker 4:15-5:15 pm). Speaker to be announced. McCormick & Schmick's Restaurant, Crystal City, VA. Contact: www.ptcmw.org
- Feb 10-12** Human Capital Institute. Conference. "Workforce Planning and Talent Strategy." Atlanta, GA. Contact: www.hci.org
- Feb 18** NY Metro Association of Applied Psychology. Dinner Meeting. Speaker to be announced. New York, NY. Contact: <http://metroapppsy.com>
- Feb 18-20** American Statistical Association. Conference. "Statistical Practice." San Diego, CA. Contact: www.amstat.org
- Feb 18-20** Institute for Cross Cultural Management. Summit Conference. Melbourne, FL. Contact: <http://research.fit.edu/iccm/summit/register.php>
- Feb 24-28** Society of Psychologists in Management. Conference. Atlanta, GA. Contact: www.spim.org

March

- Mar 14-16** Society for Human Resource Management. Conference. "Law & Legislation." Washington, DC. Contact: www.shrm.org
- Mar 18-22** American Society for Public Administration. Annual Meeting. Seattle, WA. Contact: www.aspanet.org
- Mar 20-23** Association of Test Publishers. Annual Conference. "Innovations in Testing." Orlando, FL. Contact: www.testpublishers.org
- Mar 24** NY Metro Association of Applied Psychology. Dinner Meeting. Speaker to be announced. New York, NY. Contact: <http://metroapppsy.com>
- Mar 29-30** Human Capital Institute. Conference. "Human Capital Summit." New Orleans, LA. Contact: www.hci.org
- Mar 29–
Apr 1** Institute for Corporate Productivity (i4cp). Annual Conference. Scottsdale, AZ. Contact: www.i4cp.com
-

Upcoming Conferences and Workshops

April

- Apr 7-11** National Council on Measurement in Education. Annual Meeting. Washington, DC. Contact: www.ncme.org
- Apr 8-12** American Educational Research Association. Annual Meeting. Washington, DC. Contact: www.aera.net
- Apr 10-12** International Society for Performance Improvement. Annual Conference. Philadelphia, PA. Contact: www.ispi.org
- Apr 10-13** HR People & Strategy. Annual Conference. Scottsdale, AZ. Contact: www.hrps.org
- Apr 13-16** Society for Industrial and Organizational Psychology. Annual Conference & Workshops. Anaheim, CA. Contact: www.siop.org
- Apr 18-20** Biostat, Inc. Workshop. Dr. Michael Borenstein, Biostat, Inc., Englewood, NJ. "Meta-Analysis." New York, NY. Contact: www.meta-analysis-workshops.com
- Apr 18-20** Society for Human Resource Management. Conference. "Talent Management." Orlando, FL. Contact: www.shrm.org
- Apr 20-22** Center for Culturally Responsive Evaluation and Assessment. Conference. "The Next Generation of Theory and Practice: Rethinking Equity through Culturally Responsive Evaluation and Assessment." Chicago, IL. Contact: <http://education.illinois.edu/CREA/conference>
-

May

- May 2-4** Human Capital Institute. Conference. "Strategic Talent Acquisition." Boston, MA. Contact: www.hci.org
- May 19** NY Metro Association of Applied Psychology. Dinner Meeting. Speaker to be announced. New York, NY. Contact: <http://metroapppsych.com>
- May 22-25** Association for Talent Development (formerly ASTD). Annual Conference. Orlando, FL. Contact: www.astd.org
- May 24-26** University of Connecticut. Conference. "Modern Modeling Methods." Storrs, CT. Contact: <http://www.modeling.uconn.-edu/2016-conference>
- May 26-29** Association for Psychological Science. Annual Convention. Chicago, IL. Contact: www.psychologicalscience.org
-

June

- June 4-6** Canadian Psychological Association. Annual Convention. Victoria, BC Canada. Contact: <http://www.cpa.ca>
-

(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.)

2016 IPAC Officers

President**Martha E. Hennen**

Personnel Psychologist
Consumer Financial Protection Bureau
1700 G Street, NW
Washington, DC 20552
(202) 435-7130
(202) 435-7844 (fax)
Martha.Hennen@cfpb.gov

President-Elect**Mary Ann Haskins**

HR & Support Services Director
City of Johns Creek, GA
(678) 512-3185
(678) 630-0196 (mobile)
MaryAnn.Haskins@JohnsCreekGA

Past President**Elizabeth Reed**

Personnel Analyst Supervisor
City of Columbus
750 Piedmont Road
Columbus, OH 43224
(614) 645-6032
EReed1@columbus.gov

Financial Officer**Natasha Riley**

Director of Assessment and Testing Services
Human Capital Management Division
State of Oklahoma
(405) 521-6361
(405) 521-6308 (fax)
financial@ipacweb.org

Secretary**Margaret Barton**

Personnel Research Psychologist
U.S. Office of Personnel Management
1627 Marco Place
Jacksonville, FL 32207
(904) 398-9116
Margaret.Barton@opm.gov

2016 IPAC Board Members

Frank Igou

Associate Professor of I/O Psychology
116B Woodard Hall
Department of Psychology and
Behavioral Sciences
Louisiana Tech University
Reston, LA 71272
(318) 257-5455
shighh0@bgsu.edu

Kathlea Vaughn

Personnel Research Psychologist
U.S. Customs and Border Protection
5049 7th Rd. S #T1
Arlington, VA 22204
(202) 863-6294
kathlea.vaughn@dhs.gov

Kathleen Walker

Employment Services Manager
City of Little Rock
500 W. Markham, Ste 130W
Little Rock, AR 72201
(501) 371-4595
kawalker@littlerock.org

2016 IPAC Committee Chairs

Assessment Council News Editor

John Ford

Senior Research Psychologist
U.S. Merit Systems Protection Board
1615 M Street, NW
Washington, DC 20419
(202) 254-4499
john.ford@mspb.gov

Electronic Communications Network

Ben Porr

Managing Consultant
FMP Consulting
1500 N. Beauregard Suite 103
(703) 671-6600 ext 114
elcomnet@ipacweb.org

Continuity, Policy and Procedures Committee

Ilene Gast

Senior Personnel Research Psychologist
(Retired)
9507 Rockport Road
Vienna, VA 22180
(703) 281-0190
ifgast@aol.com

Bemis Memorial Award Nomination

Dennis Joiner

Assessment Specialist
Dennis A. Joiner & Associates
4975 Daru Way
Fair Oaks, CA 95628-5452
(916) 967-7795
joinerda@pacbell.net

Innovations in Assessment Award

Meredith Ramsey

Senior HR Analyst
Arrow Electronics, Inc.
7459 South Lima Street
Englewood, CO 80112
(720) 261-7600
meredithramsey22@gmail.com

Professional and Scientific Affairs Committee

Dennis Doverspike

Professor of Psychology
Psychology Department
University of Akron
Akron, OH 44325
(330) 972-8372
(330) 972-5174 (fax)
dd1@uakron.edu

Nominations/Bylaws Committee

Martha Hennen

Personnel Psychologist
Consumer Financial Protection Bureau
1700 G Street, NW
Washington, DC 20552
(202) 435-7130
(202) 435-7844 (fax)
Martha.Hennen@cfpb.gov

Membership & Committee Services

Elizabeth Reed

Manager
Public Safety Assessment Team
City of Columbus
Columbus, OH 43224
(614) 645-6032
(614) 645-0866 (fax)
EReed1@Columbus.gov

Student Paper Committee

Christopher Nye

Assistant Professor
Department of Psychology
Michigan State University
nyechris@msu.edu

Conference Chair

Andrey Pankov

Assessment Research Manager
International Public Management
Association for Human Resources
1617 Duke St.
Alexandria VA 22314
(703) 535-5252
conference@ipacweb.org

Accreditation Chair

Jim Kurtessis

Society for Human Resource Management
1800 Duke St.
Alexandria, VA 22314
(202) 372-7267
jnk7711@gmail.com

Personnel Assessment and Decisions

Scott Highhouse

Professor,
Bowling Green State University
Bowling Green, OH 43403
shighh0@bgsu.edu

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 January 1, April 1, July 1, and October 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.

Editors

John Ford

Senior Research Psychologist
U.S. Merit Systems Protection Board
1615 M Street, NW
Washington, DC 20419
(202) 254-4499
john.ford@mspb.gov

Katie Wrenn

Personnel Research Psychologist
U.S. Customs and Border Protection
Tel 202-863-6291
kathryn.wrenn@cpb.dhs.gov

Associate Editors

Legal Watch

Ryan O'Leary

Manager
Hiring and Assessment Services
PDRI
3000 Wilson Blvd, Suite 250
Arlington, VA 22201
Tel 202-321-1204
ryan.oleary@pdri.com

Professional and Scientific Affairs

Dennis Doverspike

Professor of Psychology
Psychology Department
University of Akron
Akron, OH 44325
(330) 972-8372
(330) 972-5174 (fax)
dd1@uakron.edu
dennisdoverspike@gmail.com



IPAC
INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL

Advertising Rates

Advertisement Size	Advertisement Dimensions	Cost per Advertisement	Cost for 4 Issues
Full Page	7.5" x 9.75"	\$50	\$200
Half Page	7.5" x 4.875"	\$25	\$100
Business Card Size	3.5" x 2"	\$12.50	\$50