

27th Annual Conference on Personnel Assessment



Exploring New Horizons in Assessment

preliminary
conference
program

June 22-25, 2003
Holiday Inn, Inner Harbor
Baltimore, MD

About IPMAAC

What is IPMAAC?

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

IPMAAC's 600+ members include personnel directors and managers, staffing specialists, organizational performance managers, management consultants, psychologists, attorneys, academic faculty, and students, actively engaged in applications, research and training in personnel assessment in both the public and private sectors. IPMAAC interests and activities cover the full range of assessment methods and applications, from the use of personnel tests and interviews for employee selection to measurement of the productivity of organizations.

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

Who should attend this conference?

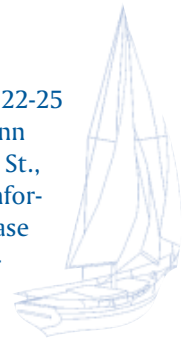
Anyone who develops, administers, coordinates, or manages the selection, promotion, or assessment of personnel. Whether you're an administrator or a human resources professional, a seasoned selection specialist or new to the field, you'll find sessions that address the problems you face today in hiring,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

What will I gain?

This conference will feature state of the art information on trends, techniques and technologies for using and applying assessment methods. Noted experts in the selection field will share the latest research and innovations. Practitioners will describe their experiences developing practical solutions to today's challenges - saving you valuable time and resources. Network and exchange information with people who are driving assessment to new heights.

Location and Activities

The conference will be held June 22-25 in Baltimore, MD at the Holiday Inn Inner Harbor on 301 W. Lombard St., Baltimore MD 21201. For more information or to reserve a room, please contact the Holiday Inn: 410-685-6169 or 1-800-HOLIDAY or www.holiday-inn.com/bal-downtown.. When making a reservation, please use our group code (IPM) to get the IPMAAC room rate of \$139.00. This special rate ends May 20, 2003.



The IPMAAC Conference is the perfect time to talk to your assessment colleagues on a professional and personal basis. We hope to see you at the following events:

Sunday, June 22 -

Welcome Reception - 5:30-6:30: IPMAAC President, Harry Brull, invites everyone to attend this fun, informal reception to enjoy drinks, hors d'oeuvres, and great conversation with your friends and colleagues. What a truly wonderful way to start the conference!

Monday, June 23 -

Inner Harbor Cruise and Crab Feast: Ohhh - do we have something special for you! This is going to be a fantastic fun-filled event! You will be whisked away onto a private boat where you, your friends, and colleagues will enjoy a three hour water tour of the Inner Harbor and a sumptuous feast of crabs, meats, fish, pastas, desserts, drinks - it's deliciousness at its best!

Tuesday, June 24 -

WRIPAC Sponsored Reception: Thank you to the Western Region Intergovernmental Personnel Assessment Council for sponsoring this wonderful reception. You will enjoy excellent food and drink at one of the Inner Harbor's most exciting spots!

Program at-a-glance...

<i>Featured Speakers</i>	3
<i>Sunday, June 22</i>	4
<i>Monday, June 23</i>	5
<i>Tuesday, June 24</i>	10
<i>Wednesday, June 25</i>	14
<i>Conference Registration Form</i>	17
<i>Conference Registration Information and Fees</i>	18
<i>Hotel Registration Form</i>	19

Highlighted Speakers

Nancy T. Tippins, Ph.D.

Dr. Nancy T. Tippins is President of the Selection Practice Group of Personnel Research Associates Inc. (PRA) where she is responsible for the development and execution of firm strategies related to employee selection and assessment. A past president of the Society for Industrial and Organizational Psychology, she currently represents the Society on the American Psychological Association's Council of Representatives and on the ADA Working Committee of the Joint Committee on Testing Practices. She is on the Editorial Board of *Personnel Psychology* and the *Journal of Applied Psychology*. Nancy is a Fellow of the Society for Industrial and Organizational Psychology and the American Psychological Association.

Richard Arvey, Ph.D.

Dr. Richard Arvey is the Land Grant Chair and Professor of Human Resources and Industrial Relations at the University of Minnesota. He received his Ph.D. in Industrial and Organizational Psychology at the University of Minnesota and has taught at the Universities of Tennessee and Houston. His research field covers many topics among which are selection and staffing, and organizational behavior. His book, *Fairness in Selecting Employees*, has received wide attention over the years.

David A. Kravitz, Ph.D.

David A. Kravitz is an Associate Professor in the School of Management at George Mason University. He spent a year as a Senior Fulbright Professor at the Universität Freiburg in Germany and has worked for a consulting firm. He has published almost forty publications have appeared in the *Journal of Applied Psychology*, *Journal of Personality and Social Psychology*, *International Journal of Selection and Assessment*, *Journal of Socio-Economics*, and *Law and Human Behavior*. He has served on the editorial boards of *Personnel Psychology* and the *Journal of Applied Psychology*. David's primary area of research deal with reactions to affirmative action programs. He has also published work in several other areas, including procedural justice, bargaining, and context effects in performance appraisals.

James C. Sharf, Ph.D.

Jim Sharf advises employment attorneys, HR managers, and fellow industrial psychologists on developing, implementing and defending selection, licensing & certification, and appraisal systems that minimize the risk of employment litigation. As EEOC's Chief Psychologist in the mid-1970s, Jim drafted the [Uniform Guidelines on Employee Selection Procedures](#). He later served as Special Assistant to EEOC's Chairman for whom he drafted the "race norming" prohibition in the Civil Rights Act of 1991. He has testified as an expert witness on class certification and "job related and consistent with business necessity" rebuttal burdens in both State and Federal courts. An author of over 50 articles and chapters on fair employment, he has conducted dozens of EEO seminars and workshops with employment attorneys nationwide. Jim is a Fellow of both the Society for Industrial and Organizational Psychology and the American Psychological Association.

Robert E. Ployhart, Ph.D.

Robert E. Ployhart is an assistant professor in the Industrial/Organizational Psychology program at George Mason University. His research and practice have focused on personnel selection (validity, adaptability, situational judgment, personality, applicant reactions, subgroup differences), job performance (ratings, cultural influences), statistics, and measurement (web-based testing, test equivalence and item/test bias). He currently serves on the editorial boards of the *Journal of Applied Psychology* and *Personnel Psychology*, as well as serving as an ad hoc reviewer for several other psychology and management journals. Rob maintains an active consulting practice and serves on several committees in the Society for Industrial and Organizational Psychology.

Highlighted Speakers



Pre-conference Workshops

7:30 a.m.- 8:30 a.m.
Registration

All Day Workshops
8:30 a.m. – 4:30 p.m.

How to Develop Valid Assessments Using Logic Based Measurement

Robert Simpson, U.S. Department of Homeland Security

Mary Anne Nester, Ph.D., U.S. Department of Homeland Security

Tests of logic-based reasoning have been used in place of reading comprehension tests in selection instruments for numerous jobs in the Federal Government. These tests have been used because they provide a superior measurement of the highly interrelated skills of reading and reasoning. This workshop aims to accomplish two things. First, it will provide human resource professionals with information on the reliability and validity of logic-based measurement instruments.

Second, it will teach question writers of all experience levels how to develop test questions using logic-based measurement. It will provide an opportunity for question writers to develop logic-based questions and receive immediate feedback on their questions. The workshop also provides a convenient logic-based taxonomy to the attendees so that they can use logic-based measurement to develop questions immediately. This workshop will expand on the highly successful tutorial presented at IPMAAC and MAPAC in 2001. *Limit 30 people*

Identifying and Developing Predictors of Job Performance

Patrick Curtin, Ph.D., Caliber Associates

Deborah Whetzel, Ph.D., Caliber Associates

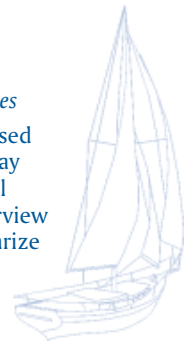
Kenneth Graham, Ph.D., Caliber Associates

The objective of this workshop is to describe how to create a test plan to identify predictors of job performance and how to use the test plan to develop predictor instruments. During the workshop, participants will brainstorm a list of Knowledge, Skills and Abilities (KSAs) for the job of manager. They will then identify the “best” predictor(s) for each KSA, given a variety of practical constraints and psychometric characteristics. The predictors to be discussed will include cognitive ability, training and experience, biodata, and interviews. We will describe the psychometric characteristics of these predictors, including validity, reliability, incremental validity beyond cognitive ability and subgroup differences. Hands-on exercises will give participants practice on how to develop training and experience, biodata, and interview measures.

Oral Exam Planning

Charles F. Sproule, Sproule & Associates

This one-day training session is based upon the recently updated three-day IPMAAC seminar on structured oral examinations. This will be an overview training session, which will summarize research findings on the validity, reliability and fairness of interviews; review legal findings and provide guidance based upon court cases involving use of interviews; review the components of an effective structured interview; and review the best current methodologies and practices for the development, conduct and evaluation of structured orals. Many examples of oral examination materials will be provided from a wide mix of using organizations.



Following are other topics which will be covered:

- Introduction to oral examination issues and concepts
- Job analysis for oral examination development
- Oral test question development
- Rating scales and scoring
- Selecting and training oral examiners
- Oral test administration
- Evaluation of the oral examination

Half-Day Workshop-Morning
8:30 a.m. -12:00 p.m.

How to Build a Situational Judgment Test

Michael A. McDaniel, Ph.D., Virginia Commonwealth University/Work Skills First

In this interactive 1/2 day workshop, participants will learn how to develop a situational judgment test. The workshop will begin with a brief history of situational judgment tests and a summary of current validity information. Participants will then have hands-on practice in developing a situational judgment test. Steps to be covered include writing critical incidents, sorting critical incidents into content areas, editing critical incidents into item stems, generation of item responses, and editing of item responses. The various response formats for situational judgment tests will be reviewed. The participants will leave the workshop with the basic skills needed for the development of situational judgment tests.

Sunday,
June 22

Half-Day Workshop-Afternoon
1:00 p.m. - 4:30 p.m.

Practical Applications of Statistical Analysis in Test Design and Validation

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

Statistical analysis plays a vital role in the design, evaluation, and validation of written tests and other selection instruments. This workshop will provide an understanding of the use of several types of statistical analysis used to accomplish the most important practical applications in test development. Statistical methods will be described, and illustrations given of their use. Participants will gain practical experience in using techniques by performing exercises in the workshop. They will also have the opportunity to raise questions, and discuss their own experiences and problems.



Monday,
June 23

Welcoming Remarks and General Session

8:30 a.m.-10:00 a.m.

Keynote Address: Technological Change on the Horizon: Adapting Personnel Assessment to Incorporate New Technology

Nancy Tippins, Ph.D., Personnel Research Associates, Inc.

The late twentieth and early twenty-first centuries have witnessed a technological revolution that has altered the way American workers perform their jobs. Computers and their associated software, the internet and the world wide web, video and sophisticated telecommunications equipment are the foundations for tools that facilitate business across wide geographic areas quickly and easily.

Like most knowledge workers, I/O psychologists have been touched by the technological changes and must now adapt their practice to meet the expectations of their clients who want products delivered faster and cheaper. At the same time that these innovations have provided opportunities to expand and enhance services, they have also necessitated changes in processes and altered the skill sets needed by I/O psychologists to operate effectively in a technologically sophisticated environment.

Dr. Tippins will address the use of technology by assessment professionals. Her talk will include a discussion of common technological innovations used in individual and orga-

nizational assessment, the advantages and disadvantages of using technology, and the changes that may be required in assessment practice. Nancy will close with practice tips for assessment professionals.

10:00 a.m.- 10:30 a.m. Break

10:30 a.m. -12:00 p.m.
Concurrent Sessions

Symposium:

Maximizing the Effectiveness of DHS Contact Representatives

Miriam Nelson, Ph.D., Aon Consulting

Seymour Adler, Ph.D., Aon Consulting

J. Anthony Bayless, Ph.D., U.S. Department of Homeland Security

Matthew Dreyer, M.A., Aon Consulting

Theodore L. Hayes, Ph.D., U.S. Department of Homeland Security

Thomas J. Lyons, Ph.D., U.S. Department of Homeland Security

Lisa M. Malik, Ph.D. U.S. Department of Homeland Security

Julia McElreath, Ph.D., U.S. Department of Homeland Security

David M. Pollack, Ph.D., U.S. Department of Homeland Security

The papers comprising this symposium address work that was undertaken to improve the effectiveness of the Department of Homeland Security's Contact Representative position. The initiatives span the employee lifecycle: improving the selec-

Sunday &
Monday

tion process, providing career pathing opportunities, evaluating the position's classification and compensation, and monitoring calls to improve customer service skills. The four innovative studies present an integrated set of efforts undertaken to address the agency's objectives to combat attrition, improve performance management, and increase customer satisfaction. The symposium will share the impact of these efforts, as well as their applicability to other agencies and sectors.

Paper Session:

◆ **Understanding the Police Work Environment**

Thurston L. Cosner, Ph.D.

Thomas Brickman, Lieutenant, Euclid, Ohio Police Department

Robert Payne, Sergeant, Euclid, Ohio Police Department

This study explored ways to describe and measure different environmental forces influencing police behavior. Data are presented describing police environments and hypotheses about environmental factors and police behavior are presented. The importance of incorporating environmental measures to explain police performance is emphasized, and suggestions about ways to conduct environmental research are presented.

◆ **Validity of an Entry-Level Police Process Under a Consent Decree**

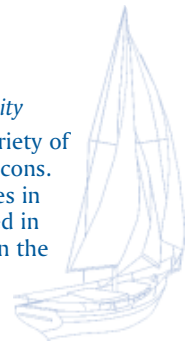
Wayne A. Burroughs, Ph.D., University of Central Florida

Police departments nationwide are faced with the problem of avoiding adverse impact while selecting qualified police officers. Under a Department of Justice consent decree, a mid-sized city in Florida installed a new selection system that included two behavioral simulation exercises. Adverse impact and predictive validity of the exercises are discussed.

◆ **Issues in Hiring Ex-cons**

Mike Aamodt, Ph.D., Radford University

This presentation will discuss a variety of issues involved in the hiring of ex-cons. Topics will include current practices in hiring ex-cons, legal issues involved in considering previous convictions in the hiring decision, and a summary of research investigating the job performance of ex-cons.



Paper Session:

◆ **Current Practices: Online Application Processing**

Lee Frier, M.S., State of Alabama

This paper presentation will present the results of a current survey of various public sector agencies' practices concerning the accepting of online applications and the issues regarding digital signatures. It will present a snapshot of how different agencies are currently addressing the technical issues of an online application process and digital signatures.

◆ **The Impact of Technology on Applicant Screening: Does IVR or Paper-and-Pencil Format Change the Construct Being Tested?**

Jennifer Hurd, Ph.D., Aon Consulting

With the increased use of technology to administer screening tools, it is common for organizations to administer the same pre-screen content via different formats (IVR, paper-and-pencil). Does the technology change the construct being measured? The current study addresses this question in regards to IVR/telephone and paper-and-pencil formats for screening applicants.

◆ **A Systems Approach to Selection: Advantages of Organization-Specific Virtual Job Tryouts over Traditional Tests**

Eric Sydell, Ph.D., Shaker Consulting Group, Inc.

Brian Stern, Ph.D., Shaker Consulting Group, Inc.

This paper examines employee selection from a systems perspective, arguing that the most effective hiring processes take into account multidimensional criteria rather than simply overall job performance. A case study involving a virtual job tryout is presented to illustrate the benefits that can be achieved using this approach.



Monday

Tutorial:

Workforce Planning: Who Will Be Minding the Store?

Katey Lavelle-Fox, IPMA-CP, Las Vegas Metropolitan Police Department

The Bureau of Labor Statistics estimates that by 2010, the United States will face a critical shortage of qualified workers because of retiring baby boomers. Workforce planning is a process of identifying within your organization where and when position vacancies will occur and then developing strategies to respond to the identified shortages or knowledge/skills losses. This tutorial focuses on the development and use of a workforce planning methodology implemented for the Forensic Scientist classifications of the Las Vegas Metropolitan Police Department. The tutorial defines workforce planning, its importance to the human resources function, and relationship to strategic planning. The concepts of supply and demand, and gap analysis are defined, including formulas for calculating. These concepts were applied to the Forensic Lab, and the findings of the analysis as well as recommendations related to recruitment, selection, classification and retention strategies are discussed.

12:00 p.m.–1:30 p.m. Lunch/Roundtables

News from the APA

Marianne Ernesto, American Psychological Association

This interactive roundtable is designed to update IPMAAC members on the recent events happening at APA and at the same time, provide an opportunity for discussion concerning how APA can best respond to the needs of the IPMAAC community. In addition to providing a sympathetic ear, former IPMAAC Secretariat, and current APA director for Testing and Assessment, Marianne Ernesto will provide updates on a number of APA activities relevant to IPMAAC members including, the revision of the SIOP Principles and the report of the Task Force on Psychological Testing on the Internet.

Reducing Academic Barriers to Employment through Design of Jobs and Selection Systems

Joel P. Wiesen, Ph.D., Applied Personnel Research

There has been a trend to require more academic preparation of job applicants as jobs become more complex. This is a barrier to the employment of people with less academic preparation, contributes to adverse impact, and restricts the number of job candidates. At this round table we will consider ways to structure jobs and personnel selection systems so that they require less academic preparation at time of hire. Some of the ideas presented may be revolutionary.

1:30 p.m. – 3:00 p.m. Concurrent Sessions

Symposium:

Transition to On-line Tests: Strategies and Results

Francois Chiocchio, Ph.D., Personnel Psychology Centre

Suzanne Lalonde, Personnel Psychology Centre

Dave Pfenninger, Ph.D., Performance Assessment Network, Inc.

Bastian Kruidenier, Ph.D., University of Ottawa

Influenced by cost reduction imperatives, improved client service initiatives and the need to attract top talent in a volatile labor market, HR organizations are increasingly using web-enabled technology to assess candidates. Even if solid psychometric properties of tests are necessary, they are insufficient to determine if web-enabled testing implementation is successful for organizations. Other factors include project management challenges of organizational change initiatives, characteristics of web technology, and ways to assess the success of the implementation. The case of the Canadian federal public service's endeavor using online tests to assess candidates will provide a systemic understanding of issues involved. Along with solutions to implementation challenges and examples of tests used, an analysis of the impact of such change on hiring managers and candidates will be presented.

Symposium:

Techniques for Improving the Measurement of Experience

Tim McGonigle, Ph.D., Caliber Associates

Shelly LaRonde, Caliber Associates

Christina Curnow, Ph.D., Caliber Associates

Lance Anderson, Ph.D., Caliber Associates

Measures of experience are one of the most common methods of personnel selection. However, there are several ways in which the assessment of experience could be improved. The purpose of this symposium is to provide some new ideas for measuring experience. We will describe several alternative forms of experience measures and discuss their development and implementation. These alternatives address some of the potential limitations of experience measures, such as the potential for adverse impact, their inapplicability to entry-level jobs and the potential for inaccurate responding. The speakers will discuss their experiences developing experience measures and will provide practical guidance about ways to enhance the measurement of experience. Finally, the speakers will describe the results of a survey of agencies that have attempted to administer their experience measures via the Internet. We will summarize the issues these agencies encountered and how they addressed them.

Symposium:
Legal Updates re: Pertinent Labor and Employment Matters

Ines Vargas Fraenkel, Attorney, Liebert Cassidy Whitmore

Jeff Feuquay, Ph.D., Attorney, Psychology-Law Center of Oklahoma

Ms. Fraenkel and Dr. Feuquay will team up to conduct this symposium. They will provide updates on the latest legal developments concerning key issues involving testing and selection, as well as labor and employment, more generally. Their presentation will include an update on the saga of the case *Paige vs. State of California and California Highway Patrol* (class action disparate impact of law enforcement promotional exams brought by racial minorities), which was presented at the 2002 IPMAAC Conference.

Paper Session:

◆ **Perceptions of Fairness and Validity to Various Promotional Selection Methods**

Ana Costa, CPS Human Resource Services

Deborah Ford, CPS Human Resource Services

Holly Smith, M.A., CPS Human Resource Services

This presentation incorporates three studies investigating employee reactions to various promotional selection methods (i.e., written examination, semi-structured interview, and assessment center). Study 1 evaluates firefighter reactions to a semi-structured interview, Study 2 evaluates law enforcement candidate reactions to a written examination, and Study 3 evaluates law enforcement officer reactions to an assessment center. In addition, the authors will summarize findings across studies and draw comparisons between assessment methods and occupations. For each study, candidates respond to statements in a short questionnaire. Candidates rated each statement on perceived procedural fairness, perceived validity (content and predictive), overall perceived performance, and perceived performance relative to the other candidates. Each study includes in-depth evaluations of the relationships between perceived performance, perceived validity, perceived fairness and rank within the organization. The implications of this research are particularly interesting for its potential impact on very real organizational consequences such as assessment validity, turnover, and employee retaliation.

◆ **Innovations in Organizational Assessment**

Heidi Keller-Glaze, Ph.D., Caliber Associates

Jon Fallesen, Ph.D., Army Research Institute, co-author

Debora Mitchell, Ph.D., Caliber Associates, co-author

This paper describes challenges and innovations in conducting a large-scale assessment of culture, training and leader development in a globally dispersed organization. The research involved surveys, focus groups, interviews, and archival data. Innovations included extensive client involvement to increase buy-in for the recommendations and technological innovations to facilitate data analysis.



3:00 p.m.-3:30 p.m. Break

3:30 p.m.-5:00 p.m. Concurrent Sessions

Foundations Track

Tutorial (3:15 p.m.-5:15 p.m.):

Competency Based In Basket-Development: Getting What You Need

Julia McElreath, Ph.D., U.S. Department of Homeland Security

David G. Hamill, M.S., U.S. Department of Homeland Security

This presentation focuses on gathering competency-based information from multiple sources in the process of developing an in-basket assessment. Discussion includes strategies in conducting site visits, incumbent interviews, and subject matter expert panels in order to elicit the information necessary to create a valid, reliable, fair and defensible assessment.

Symposium (3:15 p.m.-5:15 p.m.):

A Systematic Approach to Address Recruitment and Retention Issues for Correctional Officers

Steven D. Serra, M.S., MD Department of Budget and Management

Janet Cora, MD Department of Public Safety & Correctional Service

Tom Mitchell, Ph.D., University of Baltimore

Recruitment and retention problems for Correctional Officers in Maryland are being addressed through a strong partnership between the Maryland Department of Public Safety and Correctional Services, the Maryland Department of Budget and Management's Office of Personnel Services and Benefits, and the University of Baltimore. This presentation will describe each phase of

research including an initial study and recommendations, and various follow-up activities including the design of an exit interview protocol; a salary, compensation and market research analysis; a workflow analysis of the selection process; and plans for conducting an organizational assessment. Finally, the results for a Correctional Officer Selection Study Pilot, including a video exam, a biographical inventory, a personality inventory and a traditional written exam that contains an audio portion will be presented. The presentation will also include an overview of plans to administer appropriate exam components online on an open and continuous basis. The activities involved with this partnership might be viewed as a model for addressing recruitment and retention needs with an immediate short-term response, mid-range activities, and long-term goals.

Foundations Track

Panel:

Job Analysis in the "Real World"

Moderator:

Lesley A. Perkins, Ph.D., Caliber Associates

Panelists:

Jennifer L. Fisher, Ph.D., Caliber Associates

Cassi L. Fields, Ph.D., Fields Consulting Group

Karina Hui, Ph.D., State of Alabama

Job analysis lays the foundation for legally defensible selection procedures that add value to personnel selection systems. Through job analysis, complete and accurate information is obtained about a job's work behaviors and tasks, and the characteristics needed by individuals to perform jobs successfully. Often, however, practitioners have to struggle with organizational and other constraints that present challenges to the execution of job analysis studies. In this panel discussion, practitioners in the consulting, government, and public safety arenas consider the technical and practical challenges faced when conducting job analysis studies in organizations, and discuss the methods they have adopted for dealing with these challenges.

Join your colleagues tonight for the Inner Harbor Cruise and Crab Feast!



Monday

Paper Session:

◆ Effective Competency Modeling: Matching the Description of Work to Organizational Purpose

Tara Carpenter, Federal Management Partners, Inc.

Kara A. Marsh, Personnel Decisions Research Institutes (PDRI)

Competency modeling is a widely used process for understanding work. However, the strategies encompassed by the term include multiple approaches to modeling work. This paper explores effective choices in competency content for driving a variety of human resource applications.

◆ Development of Competencies Using Subject Matter Expert Focus Groups

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

Competencies are widely used in human resource programs, and there is a need for effective procedures to develop competencies linked to appropriate job information. This paper describes the method used to develop a comprehensive set of competencies for a large state health department. SME focus groups were used, with each group representing a major functional area. Critical work behaviors were provided by SME's representative of the job families within the functional area. Work behaviors were clustered to form meaningful job-related competencies applicable across all jobs.

◆ Cleaning up a Custodial Hiring Mess-A Competency Based Approach

Stephen D. Salyards, U.S. Office of Personnel Management

Shirley M. Plunkett, U.S. Postal Service

This presentation summarizes the findings of a three-year study designed to improve the selection quality of custodial maintenance employees in the U.S. Postal Service. We describe the development of a new custodial maintenance battery (CMB) based on an occupational analysis of critical competencies. We conclude with an overview of research findings assessing the validity of the CMB with respect to item content and the prediction of job performance.

Inner Harbor Cruise and Crab Feast

Cost to attend the Cruise and Crab Feast is \$39.95 per person. Please select the event on your conference registration form

8:30 a.m.-10:00 a.m. Awards Presentation
Steven E. Bemis Memorial Award
Innovations in Assessment Award
Student Paper Award

10:00 a.m.-10:30 a.m. Break

10:30 a.m.-12:00 p.m.
Concurrent Sessions

Symposium:

Writing Biodata Items

Gwen Schindler, M.S., MD Department of Budget and Management

Elliot Lasson, Ph.D., MD Department of Budget and Management

Traditionally, biodata instruments have served as an indirect method of assessing candidates' preferences, attitudes, motivation and personal history that may affect other work-related factors. They are typically high in validity and low in adverse impact. Personnel analysts at the Maryland Department of Budget and Management developed a protocol for generating biodata items in conjunction with a validation study on which they were collaborating with the MD Department of Public Safety and Correctional Services, the University of Baltimore, and Darany and Associates. The eight-step protocol involves the participation of Subject Matter Experts (SME's) in writing critical incidents about their jobs, the identification of the personal characteristics required for successful outcome of the critical incidents and the writing of life history essays. This presentation will include examples workshop materials developed and of items that were written as a result of the protocol developed.

Paper Session:

◆ **Same Test-Different Jobs:
Developing Tests to Screen
Candidates for Multiple Positions**

Todd Baker, Ph.D., Human Performance Systems, Inc.

Deborah L. Gebhardt, Ph.D., Human Performance Systems, Inc., co-author

The procedures used to conduct the job analysis, develop, validate, and establish passing scores for tests applicable to multiple positions and different job levels will be discussed. The benefits of these tests as well as procedures for determining if a test is applicable for additional positions will be discussed.

◆ **Capturing Performance:
Developing Criterion Measures
for Validation Studies**

Julia McElreath, Ph.D., U.S. Department of Homeland Security

Theodore L. Hayes, Ph.D., U.S. Department of Homeland Security

This paper presentation will discuss the development and use of multiple criterion measures for validation studies of entry-level batteries. The presentation will emphasize how to identify, develop, collect data on, and analyze criterion measures to enhance the evaluation of predictors and predictor combinations.



◆ **Content Valid Composites: The
Empirical Elegance of Unit Weights**

Maury Buster, Ph.D., Alabama State Personnel Department

Philip Bobko, Ph.D., Gettysburg College, co-author

Philip L. Roth, Ph.D., Clemson University, co-author

Although content validation is a common strategy in exam development, there is scant literature in personnel management regarding test composite weightings strategies for such an approach. We present a series of seven studies examining the relationship between three common content validation weighting approaches (job analysis data, direct SME weights, and unit weights).

Paper Session:

◆ **Situational Judgment Tests:
Recent Innovations in Development
and Scoring**

Ray Morath, Ph.D., Caliber Associates

Patrick Curtin, Ph.D., Caliber Associates

Evan Brownstein, Caliber Associates

Carter Christopher, Caliber Associates

Situational Judgment Tests (SJTs) have been found to be valid predictors of job performance across a variety of occupational settings. This paper will discuss recent innovations in the development and scoring of SJTs designed to measure interpersonal and non-technical abilities and skills. These innovations are designed to both reduce development costs as well as improve the reliability of the instrument.

◆ **Innovative Strategies for Measuring
Customer Service**

Seymour Adler, Ph.D., Aon Consulting

Miriam Nelson, Ph.D., Aon Consulting

Telephone role play assessments have proven to be valid tools for measuring the skills criti-

cal to customer service excellence in both the private and public sectors. This presentation will describe and evaluate the innovative use of these simulations in both the public and private sectors.

◆ **Job Knowledge versus Multiple Choice In-Basket Examination: Which Method is a Superior Indicator of Job Knowledge**

*Karin A. Orvis, M.A., George Mason University
Laura E. Fields, M.S., Fields Consulting Group
Cassi L. Fields, Ph.D., Fields Consulting Group*

This research discusses the advantages and limitations of job knowledge exams versus multiple-choice in-basket exams in assessing the construct of job knowledge. Specifically, data from a large police promotional process are utilized to compare each method in terms of its validity, adverse impact, and applicant reactions. Implications are discussed.

Symposium:

Development and Use of a Practical Training Curriculum for Personnel Assessment Professionals

Chairperson:
Mabel Miramon, California State Personnel Board

Participants:
Charles F. Sproule, Sproule & Associates

Steven D. Serra, M.S., MD Department of Budget and Management

Avis Kunz, D.Ed., Penn State Center for Personnel Assessment and Selection

James C. Johnson, State of Tennessee

This symposium will review the development, history, content and format of practical workshop and other training for assessment professionals offered by IPMAAC, MAPAC, IPMA-HR, and Penn State. This training has recently been offered as a core curriculum for practical training on personnel assessment. The training includes six three-day seminars on job analysis, examination planning, ratings of training and experience, written test item writing, oral examinations, and statistics. The experience of the State Maryland, which has used the seminars for training central personnel office staff and state agency staff with delegated examining responsibility, will be shared. The six seminars will be offered throughout the country by the Penn State Center for Personnel Selection and Assessment. Information about this new center and its' relationship with IPMAAC and MAPAC will be provided. Plans for a series of one-day overview training sessions being offered as part of the IPMA-HR professional development program will be reviewed. A report will be given on the results of a 2003 IPMAAC/Penn State training needs survey. The survey results will help to define future

training offerings and directions. Your input on the future training directions of IPMAAC will be solicited in an open discussion following the presentations.

12:00 p.m.-1:30 p.m.

Lunch and Learn Sessions

During the Lunch and Learn Sessions, you will have the opportunity to learn about new developments in personnel assessment. You will be able to discuss the research papers, and related ideas and issues with the individuals who conducted the research.

Using Self-Efficacy Measures to Select Employees

Lance Anderson, Ph.D., Caliber Associates

Responses to University Changes of Assessment Professionals

Eva Ausin Andres, Deusto University

Maria Hoyos Anderica, Deusto University

Jose Ignacio Ruiz Olabuenaga, Deusto University

The Importance of Context in Enhancing Assessment Centers Skills

Wayne A. Burroughs, Ph.D., University of Central Florida

Job Classification: A Benefit to Assessment Development

Bethany Bocketti, M.S., Caliber Associates

Laura Baranowski, M.S. Caliber Associates, co-author

Tim McGonigle, Ph.D. Caliber Associates, co-author

The Effect of Humor on Group Cohesion

Christopher Cancialosi, M.A., Human Performance Systems, Inc.

Managing Applicant Reactions in the Selection Process

Jennifer L. Harvey, Ph.D., Caliber Associates

Lesley A. Perkins, Ph.D., Caliber Associates

Tim McGonigle, Ph.D., Caliber Associates

High Versus Low Fidelity Simulations: Does the Type of Format Affect Candidates' Performance or Perceptions?

Lauren Havighurst, M.A., Fields Consulting Group

Laura E. Fields, MS, Fields Consulting Group

Cassi L. Fields, Ph.D, Fields Consulting Group

Interpreting Trait Scores of the College Graduate

Pierce J. Howard, Center for Applied Studies

Bilingual 9-1-1 Operator Certification

James E. Kuthy, Biddle Consulting Group, Inc.

Tuesday,
June 24

Unobtrusive Ability Tests and Stereotype Threat

Daniel E. Martin, M.S., Alinea Group
Peter J. Legree, Ph.D., US Army Research Institute
for Behavioral and Social Science

A Model Of Self-Appraisal Accuracy For Personnel Assessment

Tim McGonigle, Ph.D., Caliber Associates

Adaptability During an Organizational Change

W. Benjamin Porr, George Mason University
Gunna Yun, George Mason University
Robert E. Ployhart, Ph.D., George Mason University

Physical Attractiveness Bias in India and the US

Comila Shahani-Denning, Ph.D., Hofstra University
Purvi Dudhat, M.A., Illinois Institute of Technology

An In-Depth, Content Review of Spatial Ability Tests

Joel P. Wiesen, Ph.D., Applied Personnel Research

1:30 p.m. - 3:00 p.m.
Concurrent Sessions

Foundations Track

Symposium:

Analytic Decisions in the Practice of Job Analysis

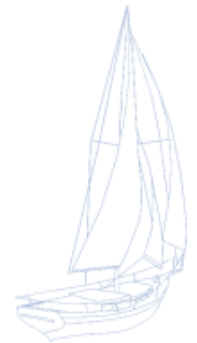
Tim McGonigle, Ph.D., Caliber Associates

Patrick Curtin, Ph.D., Caliber Associates

Christina Curnow, Ph.D., Caliber Associates

Laura Baranowski, M.S., Caliber Associates

Accurate and reliable job analysis data are critical to developing valid and defensible assessment systems. Only to the extent that accurate and complete job analysis information is available can other activities, such as selection test development, be conducted in a manner that complies with professional standards. In this symposium, we will discuss the effect of several analytic decisions on job analysis ratings. Specifically, we will discuss the effects of different task criticality formulas, the effects of job analysis descriptor (i.e., task and KSA label) specificity on inter-rater reliability and agreement; and the accuracy and reliability of different rating sources (e.g., job incumbents and analysts) for making work behavior-KSA linkage ratings. We will discuss the practical implications of these decisions when performing job analyses to develop content-valid selection instruments, with particular focus on implications for best practices to produce reliable job analysis results.



Tuesday

For updates visit the IPMAAC website at www.ipmaac.org

Symposium (1:15 p.m.-3:15 p.m.):

Increasing Your Safety with Transportation Security Administrator Security Screeners

Deborah L. Gebhardt, Ph.D., Human Performance Systems, Inc.

Elizabeth B. Kolmstetter, Ph.D., Transportation Security Administration

Ann M. Quigley, Transportation Security Team

In response to the terrorist attacks on the United States on 9-11, Congress and the President enacted the Aviation and Transportation Security Act (ATSA, Public Law 107-71). Not only did this Act create an entirely new federal agency, but it mandated that this new agency federalize 429 airports in the United States. This act included many specific requirements related to air travel and airport security, including specifying the skills and qualifications for a new workforce of Security Screeners. To meet these mandates a selection and training system for a federal workforce of over 40,000 security screeners was developed and implemented in less than one year. The creation of TSA was the beginning of a groundbreaking and history-making selection effort unlike any this country has

ever seen. Never had a brand new federal agency had to recruit, hire, and train an entire workforce in mere months. This symposium will relay to the audience the story that has made history, from personal, professional, and public perspectives.

Foundations Track

Tutorial:

Candidate Test Preparation Over the Internet-Integrating HR professionals with IT Staff to Create an Online Test Preparation Guide and Sample Exams

Kathy Tinios-Rose, M.S., CPS Human Resource Services

James Edward Stephens, J.D., CPS Human Resource Services

Lisa M. Kobe, Ph.D., CPS Human Resource Services

Christian Jones, CPS Human Resource Services

This tutorial is geared for those HR professionals who are interested in designing online computer-based testing components and candidate preparation materials. The presenters will demonstrate how to use some of the latest software technology to develop useful HR tools that meet your needs. In response to a client need, CPS staff created a comprehensive candidate preparation guide that includes:

- General strategies for taking written and oral examinations
- List of knowledge and skills being measured by the exams
- Reference/reading list
- Two sample written tests (60 multiple-choice items)
- Explanation of the keyed answers to the written tests
- Two sample oral tests
- Multiple examples of the oral test performance recorded by certified language professionals

The presenters include two testing consultants and the CPS Webmaster. Two interactive exercises using state-of-the-art software will be included as well as a complete demonstration of the candidate preparation guide.

Paper Session:

◆ A New Tool for Assessing Basic Writing Skills

Bruce Davey, Bruce Davey Associates

Writing ability is critical for many jobs, but assessing it has proved difficult, especially with a large applicant pool. This paper will describe the development and validation of a narrative writing assessment that is quickly administered, scored in three minutes per

paper, and has shown impressive levels of reliability, validity and acceptance.

◆ The Potential Of Diagnostic Basic Math Tests

Joel P. Wiesen, Ph.D., Applied Personnel Research

Diagnostic math tests can serve an affirmative action function and can help organizations hire qualified workers in a tight labor market. Keeping the length manageable is a major test development challenge. An approach to that problem will be described. Reliability and validity data will be reported.

◆ We Developed an On-line Interview Builder!

Erica Klein, Hennepin County

Hennepin County's online structured behavioral interview builder is based on the county competency model and allows supervisors to create customized behavioral interviews including rating anchors and rating worksheets. The guide was created and implemented by HR employees and is available to all supervisors via the county's Intranet.

3:30 p.m.-5:00 p.m. General Session

Sponsored by WRIPAC

The Determinants of Leadership: Genetic, Personality, and Cognitive Factors

Richard Arvey, Ph.D., University of Minnesota

The role of genetic and environmental factors that contribute to leadership emergence as investigated using a sample of 650 identical and fraternal male twins. Survey data was collected where the twins indicated their various leadership experiences in work settings. Data was also available concerning their personality and cognitive make-up. Analyses shows that genetic factors are substantial and significant determinants of leadership, but that environmental features also play a major role. In addition, the personality and cognitive variables also predicted leadership and the genetic factors that determined leadership also contributed to the personality and cognitive variables indicating a possible common or mediating linkage. The bottom-line of this research is that both nature and nurture determine leadership.

5:00 p.m. – 6:00 p.m.

Program Committee Meeting for Seattle 2004

8:30 a.m.-10:00 General Session

Sponsored by MAPAC

Employment Testing: Prospects In a Post-Affirmative Action World

Chair:

Donna Denning, Ph.D., City of Los Angeles

Presenters:

David E. Kravitz, Ph.D., George Mason University

Robert E. Ployhart, Ph.D., George Mason University

Jim Sharf, Ph.D., Sharf & Associates

Employers must make difficult choices regarding test use when trying to optimize both workforce diversity and performance outcomes. In these presentations, strategies will be provided to assist in making these choices from the perspectives of affirmative action, employment test validity and utility, and the current legal environment.

David A. Kravitz, one of the most prolific researchers within psychology on the subject of affirmative action, will provide an overview of affirmative action and relevant research results. Robert E. Ployhart will present the results of his research team's broad-based review and analysis of adverse impact in employment testing and possible means of ameliorating such impact. And as the final speaker, James C. Sharf will discuss the current legal environment it relates to these issues.

10:00 a.m.-10:30 a.m. Break

10:30 a.m.-12:00 p.m.

Concurrent Sessions

Symposium:

Promotion, Evaluation, and Compensation at NIMA

Thomas Stetz, Ph.D., National Imagery and Mapping Agency

Tim Barnhart, Federal Management Partners

Carolyn Kurowski, Federal Management Partners

The National Imagery and Mapping Agency (NIMA) was created in 1996 and was excepted from many of the requirements of the civil service system, as defined in Title 5 of the Code of Federal Regulations. Since that time NIMA has created new and innovative HR processes. A center piece of NIMA's new HR system is a process called Total Pay Compensation (TPC). This unique process gives supervisors and managers direct input and control over employee assessment. Supervisors and managers make all performance evaluation, compensation, and promotion decisions at a single point in time once a year. Three presenters will layout TPC's basic process, talk about its advantages and disadvantages, and discuss the pitfalls and agency requirements for successful implementation of the system.

Symposium:

Video and Animated Test Design

Oscar Spurlin, Ph.D., Ergometrics & Applied Personnel Research

Carla Swander, Ergometrics & Applied Personnel Research

Carl Swander, Ph.D., Ergometrics & Applied Personnel Research

This symposium provides analysis of methods of simulation that make use of modern technology. Presenters will demonstrate evolving aspects of video and animated test design. The depiction of teamwork as a firefighter job dimension will be used to demonstrate improvements in item design and new variations in response interpretation. New video based testing materials will also be demonstrated for working with juvenile offenders. These materials address the long term human and social impact of hiring decisions made by juvenile correctional administrators. Of particular interest is the use of test materials, not on a specific task or skill area, but on a broad and pervasive dimension that is heavily influenced by attitudes and maturity. Presenters will also show how animation is used to dramatically improve simulation for mechanical aptitude. Presenters are well recognized leaders in research, design and production of video and animated tests.



Paper Session:

◆ **Issues in Implementing a Small-Scale Selection Program**

Ray Colangelo, Ph.D., U.S. Department of Labor

This paper will examine factors affecting decisions about pre-testing, setting the minimum passing score, test delivery modality (paper-and-pencil versus computer), and testing for additional aspects of the job (e.g., social skills) in a small-scale selection program. It will identify lessons learned relevant to similar small-scale selection programs.

◆ **Are GEDs and High School Diploma's Equivalent?**

Michael G. Aamodt, Ph.D., Radford University

Dina Coppola, Radford University

Becky Garvida, Radford University

Erin Leveque, Radford University

Lona Stanley, Radford University

Our paper serves as an extension to the meta-analysis presented at the 2002 IPMAAC meeting. We will present new data on the validity of education across jobs in a variety of settings. In particular, we will focus on performance and tenure differences between employees with high school diplomas and those with GEDs.

◆ **The Development and Validation of the Submarine Attrition Risk Scale (SARS)**

Mark N. Bing, Ph.D., Naval Submarine Medical Research Laboratory

CDR Ken Eisenburg, M.D., United States Navy
Submariner attrition is costly in terms of lost US Navy training dollars and operational disruptions. To predict and prevent adverse attrition, the authors developed the Submarine Attrition Risk Scale (SARS), which provides the actuarially probability of attrition for submariner trainees. The implications of the SARS are discussed in terms of the current military and global climate.

Symposium:

Selection and Testing Under a Consent Decree

Maury Buster, Ph.D., Alabama State Personnel Department

Lisa W. Borden, J.D., Berkowitz, Lefkowitz, Isom & Kushner

Lance Anderson, Ph.D., Caliber Associates

Christina Curnow, Ph.D., Caliber Associates

Discrimination lawsuits can be both costly and time-consuming for public sector jurisdictions to defend. Oftentimes the parties enter agreements referred to as consent decrees in order to “settle” these disputes. The Alabama Department of Transportation and the Alabama State Personnel Department (SPD) have been entangled in a discrimination lawsuit (*Reynolds v. State of Alabama*) for approximately 17 years. In 1994, the State entered into a consent decree in the Reynolds case. As part of this decree, SPD agreed to develop and validate exams; establish minimum qualifications; conduct multi-grade classification studies and analyze individual reclassification requests. The ensuing years have brought significant litigation in the interpretation of the 1994 decree. This symposium will inform participants about issues associated with consent decrees by using the Alabama case as an example.

12:00 p.m. – 1:30 p.m.
Lunch/Roundtables

Regional Relations

Donna Denning, Ph.D., City of Los Angeles

ComputerCEd Testing

Stephen Berkley, Pennsylvania State Civil Service Commission

1:30 p.m. – 3:00 General Session

**Business Meeting,
Presidential Address**

Harry Brull, IPMAAC President

3:00 p.m. – 3:30 p.m. Break

3:30 p.m.- 5:00 p.m.
Concurrent Sessions

Symposium (3:15-5:15):

Entry-Level Testing in the Public Sector: Identifying and Managing the Unexpected Applicant

Chair:

Susan M. Reilly, Ph.D., U.S. Department of Homeland Security

Speakers:

Henry Busciglio, Ph.D., U.S. Department of Homeland Security

Patricia Harris Thomas, U.S. Department of Homeland Security

Theodore L. Hayes, Ph.D., U.S. Department of Homeland Security

Charles MacLane, Ph.D. U.S. Office of Personnel Management

Randolph K. Park, Ph.D., U.S. Department of Homeland Security

Mark C. Young, Ph.D., U.S. Army Research Institute

Nicholas L. Vasilopoulos, Ph.D., George Washington University, co-author

Discussant:

Wanda J. Campbell, Ph.D., Edison Electric Insitute

Co-author:

Julia M. McElreath, Ph.D., U.S. Department of Homeland Security

The symposium will describe several lines of research on test-retakers and non-test-takers for public sector entry-level jobs.

Researchers from the U.S. Department of Homeland Security will explore policies and questions relative to test-retakers for the Immigration Inspector and Border Patrol Agent jobs, such as, How frequently may applicants take entry-level batteries? Who are the retakers and how do they perform on reasoning and biodata measures?

Longitudinal research conducted at the U.S. Department of Homeland Security Service will compare training academy failure rate among Inspectors and Canine Enforcement Officers hired on the basis of written tests with the failure rate of those hired under special hiring initiatives requiring no test. Research done at the Office of Personnel Management will explore retakers' performance on two different assessments. The U.S. Army Research Institute will provide insight into the effects of response distortion on a new self-report measure of motivational attributes.

Symposium:
Web-Based Assessment for Multiple Classifications: Professional Fiscal Careers (PFC) System

Steven D. Serra, M.S., MD Department of Budget and Management

Doug Swanson, M.S., MD Department of Budget and Management

Gwen Schindler, M.S., MD Department of Budget and Management

In 2001, the Maryland Department of Budget and Management introduced an open and continuous, online application and assessment process for 35 professional fiscal classifications. Project goals included streamlining the assessment process, increasing validity and improving recruitment efforts. Traditional task-based job analysis was conducted to develop an evaluation of education, experience and certification, using a banding process to reduce the effect of non-job related additional points required by Maryland State law (residency points, veteran status and seniority). The assessment includes an optional assessment of 23 special skills in which candidates can be certified. This assessment process has reduced the average time to produce an Eligible list from more than 60 days to 7 days. Team members received the Governor's 2002 Exceptional Employees Achievement Award in the Information Technology Innovative Team category for this project. This presentation will include a demonstration of the online assessment process and a discussion of the technical aspects of project development.

Foundations Track

Tutorial (3:15-5:15):

The Art and Science of Language Testing: Creating and Maintaining a Language Testing Program

Kathy Tinios-Rose, M.S., CPS Human Resource Services

Jeanne Makiney, Ph.D., CPS Human Resource Services

Language testing is often more art than science. The nebulous nature of language and communication can make the assessment of language skills particularly challenging. This tutorial will provide testing professionals with suggestions for addressing the unique challenges involved in developing and maintaining a language-testing program. Topics for discussion will include: understanding language testing foundations; identifying the type of testing process needed (i.e., written, oral or both); selecting language software

programs; dealing with the impact of cultural norms on test development and scoring activities; identifying the options available for developing rating scales and scoring algorithms; providing candidates with appropriate feedback; and ensuring test security throughout the development and administration process. An interactive question-and answer format will allow attendees to focus the tutorial on issues relevant to their needs while drawing on the experiences of the presenters and other members of the audience.



Paper Session:

◆ **Good, Fast, Cost-effective & Transportable: The Federal Public Service of Canada's Streamlined Assessment Centre for Executive Selection**

Beverley Desjardins, Personnel Psychology Centre

Luc Briere, Personnel Psychology Centre, co-author

Cheryl Burgess, Personnel Psychology Centre, co-author

Diane Laroche, Personnel Psychology Centre, co-author

Philippe Proulx, Personnel Psychology Centre, co-author

Eileen Donoghue, Clancy Consulting, co-author

Through this presentation, participants will learn how the Personnel Psychology Centre (PPC) developed a streamlined Assessment Centre for the large-scale selection of executives for the Federal Public Service of Canada. They will learn how the PPC built on its own long-standing experience and learned from others in making the leap to an innovative, technology-enabled process. Also to be explored is how participants can apply this streamlining approach to other management assessment tools.

◆ **Linking Personality to Effective Leadership Behavior**

Will Franks Jr., Caliber Associates

Ken Graham, Ph.D., Caliber Associates

Selecting and developing leaders is becoming increasingly important in today's competitive marketplace. In this session, the researchers will present the results of a recent study examining the relationship between personality, leader efficacy (i.e., confidence to lead) and effective leader behaviors. Implications for selecting and developing leaders will be discussed.

Conference Registration Form

2003 IPMA-HR Assessment Council Conference, June 22-25 –Baltimore, MD

Please print all information

Name: _____ Title: _____

Organization: _____ Member # (if applicable): _____

Address: _____

City/State/Zip: _____

Phone: (_____) _____ Fax: (_____) _____

E-Mail: _____

Please describe any special accommodation you require to fully participate in the conference:

Membership Status

First Time Conference Attendee

Member of IPMAAC \$ _____

Individual IPMA-HR Member or Employee of IPMA-HR Agency Member \$ _____

Nonmember of IPMA-HR/IPMAAC \$ _____

Student Member of IPMA-HR/IPMAAC \$ _____

(must be full-time undergraduate or graduate student)

Registration Information

Full Conference Registration \$ _____

One Day Registration: Sunday Monday Tuesday Wednesday \$ _____

Student Membership Fee \$ _____

(if not currently a Student member, must attach transcript from undergraduate or graduate institution)

Full Day Workshops –Sunday, June 22

8:30am – 4:30pm

How to Develop Valid Assessments Using Logic Based Measurement \$ _____

Identifying and Developing Predictors of Job Performance \$ _____

Oral Exam Planning \$ _____

Half Day Workshops –Sunday, June 22

8:30am – 12:00pm

How to Build a Situational Judgment Test \$ _____

1:00pm- 4:30pm

Practical Applications of Statistical Analysis in Test Design and Validation \$ _____

Applicable Discount

(please review page 18 for information concerning pre-conference workshop and conference registration discounts)

Inner Harbor Cruise and Crab Feast social event, Monday June 23 (\$39.95pp) \$ _____

Yes, I would like to become a member of IPMA-HR and/or IPMAAC \$ _____

For the discounted rate *(see page 18 for information)*

Method of Payment:

Check/Money Order
(please make checks payable to IPMA-HR and return with registration form)

Purchase Order (PO #: _____)

Credit Card: ___ Visa ___ MasterCard

Card # _____ Exp. Date: _____

Signature _____

**Please return
form to:**

**IPMA-HR
Meeting Department
1617 Duke St
Alexandria, VA 22314
Fax: 703-684-0948**

Registration
Form

Conference Registration Information and Fees

Full Conference (Four Days) Registration Fees

Conference registration fees are based on IPMA-HR/IPMAAC membership status as follows:

- \$250 for IPMAAC members. Individuals must be a member of IPMAAC, which means, in addition to being IPMAAC members, they are also IPMA-HR members or employees of an IPMA-HR Agency member.
- \$290 for individuals who are not IPMAAC members but are IPMA-HR members or employees of IPMA-HR Agency members.
- \$390 for individuals who are not members of IPMAAC or IPMA-HR and are not employees of an IPMA-HR Agency member.
- FREE for students who are members of both IPMA-HR (\$35 membership fee) and IPMAAC (\$10 membership fee).

Not a member of IPMA-HR or IPMAAC? Join now and save \$25!

Take advantage of the conference special and join IPMA-HR for \$120 and/or IPMAAC for \$40. You must be an IPMA-HR member to join IPMAAC.

One Day Registration Fees

- \$115 for IPMAAC members
- \$130 for IPMA-HR Individual or Agency members (employees of IPMA-HR Agency members)
- \$145 for non-members
- FREE for Student members of IPMA-HR and IPMAAC

Pre-Conference Workshop Registration Fees

Full Day Workshop

- \$170 for IPMAAC members
- \$200 for IPMA-HR Individual or Agency members (employees of IPMA-HR Agency members)
- \$230 for non-members
- \$170 for Student members of IPMA-HR and IPMAAC

Half Day Workshops

- \$ 85 for IPMAAC members
- \$100 for IPMA-HR Individual or Agency members (employees of IPMA-HR Agency members)
- \$115 for non-members
- \$ 85 for Student members of IPMA-HR and IPMAAC

Activity Fees

The Inner Harbor Cruise and Crab Feast event held on Monday night, June 23, is \$60; however thanks to a generous anonymous donation we can offer the cruise and feast for 39.95.

Applicable Discounts

Individuals attending the full conference for the first time and interested in the half day workshops may register for two half day workshops for the price of one.

Individuals attending the full conference for the first time and interested in the full-day workshop may register for the full day workshop for at 50% off.

Conference Fees, Mailing and Additional Information

Return completed registration form to:

IPMAAC 2003 Conference Registration
 1617 Duke Street, Alexandria, VA 22314
 Phone 703-549-7100, Fax 703-684-0948
(If registering by fax, please confirm receipt, but DO NOT mail original to avoid duplicate registration.)

If you have questions regarding the conference, please contact Julie Galli, IPMA-HR Director of Assessment Products.

Conference Activities and Fees

	IPMAAC Members	IPMA-HR Members	Non-Members	Student Members
Conference Registration	\$250	\$290	\$390	Free
One Day Registration	\$115	\$130	\$145	Free
Full Day Workshop	\$170	\$200	\$230	\$170
Half Day Workshop	\$ 85	\$100	\$115	\$ 85
Inner Harbor Cruise	\$ 39.95	\$ 39.95	\$ 39.95	\$ 39.95

Registration Information

Hotel Registration Form

2003 IPMAAC Conference, June 22-25

Send form directly to:

HOLIDAY INN INNER HARBOR
301 W. LOMBARD ST.
BALTIMORE, MD 21201
Tel: (410) 685-3500
Fax: (410) 727-6169

Please print all information

Name: _____

Address: _____

City/State/Zip: _____

Phone: (_____) _____ Fax: (_____) _____

E-Mail: _____

Arrival Date: _____ Time: _____

Departure Date: _____ Time: _____

Number in Party: _____

Accommodations Request:

- One king bed or Two double beds
 Smoking or Non-smoking
 Handicap room

Method of Payment:

Room rate: \$139 single/double

Enclosed is my credit card authorization or check for \$ _____ for the first night deposit, in order to guarantee my reservation.

- Check/Money Order
 Please charge my credit card: AMEX MC Visa

Card Number: _____ Exp. Date: _____

Signature: _____

Rates are subject to a 12.5% sales tax per room per night. Check in time is 3:00pm. Check out time is 12:00pm. All reservations should be sent to the Holiday Inn Harbor at the above no later than May 20 to ensure accommodations. Reservations received after the block of rooms assigned to IPMAAC has been filled, or May 20 2003, whichever comes first, will be taken on a space-available basis at prevailing hotel rates. Cancellations must be received 72 hours prior to arrival.

Hotel
Registration



IPMA Assessment Council

1617 Duke Street, Alexandria, VA 22314
phone 703-549-7100 fax 703-684-0948
web www.ipma-hr.org

