

Report to the IPMAAC Membership
Paul D. Kaiser, President
Annual Business Meeting
June 25, 1997

Below are some highlights of what's been going on this year.

The committee chairs and members are to be commended for their excellent efforts this year. IPMAAC is fortunate to have such a dedicated group of professionals willing to undertake the effort necessary to make IPMAAC an effective and valuable organization. On behalf of the Board, I extend our thanks and appreciation for their contributions.

- The **Conference** - Program Co-Chairs Mike Willihnganz and Dave Dye did a spectacular job of assembling a great program. The quality of the program is apparent from the array of presenters participating in the conference. Host Committee Chair Mabel Miramon did a wonderful job of arranging for the social portion of the program. Of particular note is the host committee's ability to reach out to regional organizations and gain their support for the conference's social activities. Although the figures on the number of attendees is preliminary, we may set a record.
- Under the guidance of our Editor-in-Chief, the **Assessment Council Newsletter** is stronger and better than ever. The survey data indicate that the ACN is very well received by the membership and is, quite possibly, IPMAAC's most valued contribution to the membership. One survey recommendation is that we publish twelve issues a year!
- Thanks to the leadership of T.R. Lin, the **University Liaison/Student Paper Competition** has made substantial advances this year--we received a record breaking sixteen student paper submissions. All were of high quality. T.R. has arranged for two student paper sessions at this year's conference.
- The **Electronic Communications Network** has evolved into one on IPMAAC's most successful endeavors. Bill Waldron has labored mightily to make this one of the best homepages on the Web. I'm not sure all the IPMAAC members are fully aware of the impact IPMAAC Online has made on increasing IPMAAC's respect among our assessment colleagues across the nation. It allowed IPMAAC to be at the center of the raging discussion surrounding the Nassau County situation. The site averages more than 600 'hits' a day.
- The **Training** Committee held IPMAAC's first workshop in a number of years--we co-sponsored the Examination Planning workshop with MAPAC. Kristine Smith has also arranged with MAPAC to co-sponsor the first ever holding of the Oral Examination workshop. Plans are underway to work with WRIB to host an Examination Planning workshop in December. The survey shows how important the training workshops are to the membership. It is critical that IPMAAC continue to make progress in this area.
- Marianne Bayes oversaw the **Nominations** Committee's work to present the membership with an excellent slate of candidates for this year's IPMAAC election. I am pleased to announce the election of David Dye as IPMAAC's 1999 President and welcome T.R. Lin and Mike Aamodt to the Board of Directors.
- As chair of the **Continuity** Committee, President-elect Jeff Feuquay has prepared the 1998 budget and a strategic plan for the organization. He will be addressing the membership on these and providing an overview of his plans at this Business Meeting.

- IPMAAC's part in the **Bemis Memorial Award Program** has gone smoothly, as expected. Anne Soileau ensured that IPMAAC's nomination was submitted on time and coordinated IPMAAC's part in this important activity with her usual seamless efficiency.
- Dennis Joiner continues to serve as our **Marketing** coordinator. His activities have resulted in IPMAAC advertisement in TIP and other publications. Dennis was instrumental in bringing the IPMAAC water bottle to the membership.
- Nancy Abrams has been coordinating IPMAAC's input into the revised **APA Standards**. Nancy has arranged for a session on the new standards at the conference and will 'keep us posted' as work on the standards progresses.

Other items of interest include:

- IPMAAC's **Financial** statement shows a surplus of \$14,831.48 for the year. Actual income was 108% of budgeted income while actual expenses were 91% of budgeted expenses. Income for both the annual conference and the pre-conference workshops exceeded budgeted income. IPMAAC has an overall fund balance of \$46,020.28.
- We offered discounts on the training workshops for first time conference attendees and group discounts for those organizations sending three or more individuals to the conference. The effectiveness of this action will be evaluated after the conference.
- We re-wrote the conference application/fee structure procedure in the conference brochure. Hopefully it was more user friendly than the previous versions.
- The board made a technological breakthrough in conducting board business via the internet. We made motions, discussed and voted on a number of issues online. This allowed the board to be more responsive to issues as they arose and 'keep in touch' between board meetings.
- A letter was sent to all presenters requesting that they allow their presentation materials to be published online. The goal is to have at least half the presentations included on the homepage. This will allow conference participants who can't attend all sessions to access the materials in a convenient format. It will also allow IPMAAC members unable to attend the conference to gain information--thanks to the sharing nature of our presenters.
- A segment of IPMAAC Online has been dedicated to the regional organizations. The concept was to establish a place where the regional organizations could post meeting notices, their newsletters, membership information, etc. and readily find out about the activities of their sister organizations. Thus far, MAPAC, WRIPAC, PTC/SC, PTC/MW and PTC/ Arizona have joined the group. To find out more about these organizations contact **IPMAAC Online** at <http://www.ipmaac.org/>
- We have also arranged for 'regional' tables in the vendor area of the conference. This will allow regional organizations a location to place their organizational information, programs, training materials, etc. at a site accessible to conference attendees. If you can't get online, visit the tables in the vendor area.
- The 1997 *Membership/Resources Directory* has been distributed to the membership

- The results of the **IPMAAC Member Opinion Survey** are attached. The board discussed these results at Sunday's meeting and are attempting to discern areas where IPMAAC's direction and programming should be adjusted in accordance with the wishes of the membership. Some preliminary observations are:

The highest priorities of our membership are to market IPMAAC more effectively to public sector assessment professionals; to encourage more intergovernmental cooperation; and, to conduct more workshops.

Our membership feels that IPMAAC should keep its members informed on key issues in assessment; should publish periodic monographs on key personnel topics; should continue to sponsor pre-conference workshops; and should periodically republish the *Membership Directory*.

IPMAAC members do feel that the organization has an impact and provides value. They believe that their IPMAAC membership is a worthwhile investment; is helpful to their professional development; and, has increased their contribution to their organization.

The things that are most important to our membership are: the support of sound selection methods; the support of professional development; the annual conference; the support of professional ethics; the support of selection on the basis of merit; and, the **ACN**.

Of these, we do the ACN, the Annual Conference, and support of sound assessment methods very well. We could improve in the other three areas.

Although of lesser import, IPMAAC's publishing of the conference proceedings, publication of the *Membership Directory* and support of Affirmative Action need improvement.

IPMAAC MEMBER OPINION SURVEY DATA (N of Responses)

Part One: Priorities

How much priority should IPMAAC place on the following activities:	Critical	High Priority	Moderate Priority	Low Priority	Unimportant
1. IPMAAC should strengthen relationships with universities and colleges and try to attract more student members.	3	30	71	33	2
2. IPMAAC should market itself more effectively to public sector assessment professionals.	19	82	37	5	0
3. IPMAAC should market itself more effectively to private sector assessment professionals.	13	47	52	27	4
4. IPMAAC should try to ally itself more closely with regional assessment organizations (PTC's, MAPAC, WRIPAC, etc.).	11	45	62	19	3
5. IPMAAC should strengthen its relationship with IPMA.	15	37	49	30	11
6. IPMAAC should encourage more intergovernmental cooperation in the personnel assessment area.	31	69	31	10	2
7. IPMAAC should provide more concrete services (e.g., a testing service, job analysis exchange).	25	41	39	33	5
8. IPMAAC should sponsor a professional journal.	10	43	39	40	11
9. IPMAAC should aggressively focus on increasing its membership base.	11	52	61	16	0
10. IPMAAC should conduct more workshops such as the <i>Training and Experience</i> and <i>Exam Planning</i> workshops.	29	52	51	11	1
11. IPMAAC should establish a certification program for personnel assessment professionals.	18	35	35	29	25

Part Two: Agreement

Please indicate your strength of agreement with the following statements:	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
12. IPMAAC should take public positions on personnel assessment matters.	45	55	29	12	1
13. IPMAAC should keep its members informed on key issues in assessment.	118	26	0	0	0
14. IPMAAC should serve as a clearinghouse for assessment-related educational materials (manuals, papers, articles, etc.).	58	56	23	6	0
15. IPMAAC should serve as a clearinghouse for assessment-related operational products (job analysis formats or results, test materials, tests, forms and formats, etc.).	47	59	24	13	1
16. IPMAAC should periodically update and republish the <i>Membership/Resource Directory</i> .	41	82	16	3	0
17. IPMAAC should continue to publish periodic monographs on key personnel topics.	72	67	3	1	0
18. IPMAAC should continue sponsoring pre-conference workshops at the IPMA regional conferences.	65	60	17	1	0
19. The leadership of IPMAAC has shown itself to be concerned about the organization's members.	46	59	26	4	2
20. IPMAAC membership is more important to me than my IPMA membership.	82	18	22	10	2
21. My IPMAAC membership has an influence on the way I do my job.	41	62	30	8	0
22. My IPMAAC membership has been helpful to my professional development.	51	76	11	4	0
23. My IPMAAC membership has increased my contribution to my organization.	48	65	26	3	0
24. My IPMAAC membership is a worthwhile investment.	71	64	8	0	0

Part Three: Importance

How important is it to you for IPMAAC to do each of these well	Critical	High Priority	Moderate Priority	Low Priority	Unimportant
25. Assessment Council News (ACN)	57	67	20	0	0
26. IPMAAC Online (Electronic Communications Network)	31	44	38	25	3
27. Annual Conference	80	47	16	0	1
28. Proceedings of the Annual Conference	18	51	51	18	6
29. <i>Membership/Resources Directory</i>	20	49	61	12	2
30. Pre-conference Workshops	34	58	44	8	0
31. Training workshops (Training and Experience, Exam Planning, etc.)	40	54	39	10	0
32. IPMAAC support of selection on the basis of merit	95	30	17	2	0
33. IPMAAC support of equal employment opportunity	71	43	24	5	1
34. IPMAAC support of affirmative action	31	36	47	19	9
35. IPMAAC support of professional ethics	96	29	17	1	0
36. IPMAAC support of professional development	91	38	15	0	0
37. IPMAAC support of sound assessment methods	116	20	8	0	0

Part Four: Performance

How would you rate IPMAAC's performance on these activities:	Excellent	Good	Fair	Poor	Terrible	N/A
38. Assessment Council News (ACN)	74	60	6	0	0	1
39. IPMAAC Online (Electronic Communications Network)	35	27	7	0	0	64
40. Annual Conference	50	67	7	0	0	11
41. Proceedings of the Annual Conference	8	40	33	8	1	34
42. <i>Membership/Resources Directory</i>	12	70	39	3	1	9
43. Pre-conference Workshops	26	63	16	0	0	21
44. Training workshops (Training and Experience, Exam Planning, etc.)	18	47	17	4	0	30
45. IPMAAC support of selection on the basis of merit	33	66	19	4	1	6
46. IPMAAC support of equal employment opportunity	25	65	23	4	0	10
47. IPMAAC support of affirmative action	14	53	31	4	0	18
48. IPMAAC support of professional ethics	32	62	24	5	0	7
49. IPMAAC support of professional development	40	64	19	3	0	6
50. IPMAAC support of sound assessment methods	47	63	16	3	0	4

IPMAAC MEMBER OPINION SURVEY DATA (% of Responses)

Part One: Priorities

How much priority should IPMAAC place on the following activities:	Critical	High Priority	Moderate Priority	Low Priority	Unimportant
1. IPMAAC should strengthen relationships with universities and colleges and try to attract more student members.	2	22	51	24	1
2. IPMAAC should market itself more effectively to public sector assessment professionals.	13	57	26	4	0
3. IPMAAC should market itself more effectively to private sector assessment professionals.	9	33	36	19	3
4. IPMAAC should try to ally itself more closely with regional assessment organizations (PTC's, MAPAC, WRIPAC, etc.).	8	32	44	14	2
5. IPMAAC should strengthen its relationship with IPMA.	11	26	35	21	8
6. IPMAAC should encourage more intergovernmental cooperation in the personnel assessment area.	22	48	22	7	1
7. IPMAAC should provide more concrete services (e.g., a testing service, job analysis exchange).	18	29	27	23	4
8. IPMAAC should sponsor a professional journal.	7	30	27	28	8
9. IPMAAC should aggressively focus on increasing its membership base.	8	37	44	11	0
10. IPMAAC should conduct more workshops such as the <i>Training and Experience</i> and <i>Exam Planning</i> workshops.	20	36	35	8	1
11. IPMAAC should establish a certification program for personnel assessment professionals.	13	25	25	20	18

Part Two: Agreement

Please indicate your strength of agreement with the following statements:	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
12. IPMAAC should take public positions on personnel assessment matters.	32	39	20	9	1
13. IPMAAC should keep its members informed on key issues in assessment.	82	18	0	0	0
14. IPMAAC should serve as a clearinghouse for assessment-related educational materials (manuals, papers, articles, etc.).	41	39	16	4	0
15. IPMAAC should serve as a clearinghouse for assessment-related operational products	33	41	17	10	1
16. IPMAAC should periodically update and republish the <i>Membership/Resource Directory</i> .	29	58	11	2	0
17. IPMAAC should continue to publish periodic monographs on key personnel topics.	50	47	2	1	0
18. IPMAAC should continue sponsoring pre-conference workshops at the IPMA regional conferences.	46	42	12	1	0
19. The leadership of IPMAAC has shown itself to be concerned about the organization's members.	33	42	18	3	1
20. IPMAAC membership is more important to me than my IPMA membership.	59	13	16	7	1
21. My IPMAAC membership has an influence on the way I do my job.	29	44	21	6	1
22. My IPMAAC membership has been helpful to my professional development.	35	53	8	3	0
23. My IPMAAC membership has increased my contribution to my organization.	34	46	18	2	1
24. My IPMAAC membership is a worthwhile investment.	50	45	6	0	0

Part Three: Importance

How important is it to you for IPMAAC to do each of these well	Critical	High Priority	Moderate Priority	Low Priority	Unimportant
25. Assessment Council News (ACN)	40	47	14	0	0
26. IPMAAC Online (Electronic Communications Network)	22	31	27	18	2
27. Annual Conference	56	33	11	0	1
28. Proceedings of the Annual Conference	13	35	35	13	4
29. <i>Membership/Resources Directory</i>	14	34	42	8	1
30. Pre-conference Workshops	24	40	31	6	0
31. Training workshops (Training and Experience, Exam Planning, etc.)	28	38	27	7	0
32. IPMAAC support of selection on the basis of merit	66	21	12	1	0
33. IPMAAC support of equal employment opportunity	49	30	17	4	1
34. IPMAAC support of affirmative action	22	25	33	13	6
35. IPMAAC support of professional ethics	67	20	12	1	0
36. IPMAAC support of professional development	63	26	10	0	0
37. IPMAAC support of sound assessment methods	81	14	6	0	0

Part Four: Performance

How would you rate IPMAAC's performance on these activities:	Excellent	Good	Fair	Poor	Terrible	N/A
38. Assessment Council News (ACN)	53	43	4	0	0	1
39. IPMAAC Online (Electronic Communications Network)	26	20	5	0	0	48
40. Annual Conference	37	50	5	0	0	8
41. Proceedings of the Annual Conference	6	32	26	6	1	27
42. <i>Membership/Resources Directory</i>	9	52	29	2	1	7
43. Pre-conference Workshops	21	50	12	0	1	17
44. Training workshops (Training and Experience, Exam Planning, etc.)	16	41	15	3	0	26
45. IPMAAC support of selection on the basis of merit	26	51	15	3	1	5
46. IPMAAC support of equal employment opportunity	20	51	18	3	0	8
47. IPMAAC support of affirmative action	12	44	26	3	0	15
48. IPMAAC support of professional ethics	25	48	19	4	0	5
49. IPMAAC support of professional development	30	49	14	2	0	5
50. IPMAAC support of sound assessment methods	35	47	12	2	0	3

Part Five: Comments

What is your main reason for maintaining membership in IPMAAC?

See Attached

What is the most important thing IPMAAC could do to better meet your needs?

See Attached

Any other comments?

See Attached

Part Six: Background Information

To help us understand the results in more detail, and to obtain a demographic profile of the membership, we would appreciate your providing some background about yourself:

Years as an IPMAAC member: 9.20

Number of Annual Conferences attended: In the last five years: 2.38 In the last ten years: 4.15

Age: 45.6

Gender: Male 71 Female 71

Race/Ethnicity: White 129; Black/African American 8; Hispanic 3; Asian 1; Other 1

Education (highest degree):

High School	1
Bachelors Degree	34
Masters Degree	69
Doctoral Degree	36

Major Field (for highest degree):

I/O Psychology	40
Other Psychology	33
Education	11
Mathematics/Statistics	3
Other	52

Primary Employment Setting:

Private Industry	5
Municipal/County Government	59
State Government	45
Federal Government	5
Military	0
Consulting/Private Practice	15
Other	15

Other professional memberships you maintain (check all that apply):

WRIPAC	2
MAPAC	3
PTC - (please indicate which)	11
SIOP	1
APA	1
APS	
SHRM	14
More than one of above	44

If you work in government or private industry, how many employees are in your organization: 15,817.66

How many employees do you directly supervise: 4.28

How many employees do you indirectly supervise: 11.72

Have you ever accessed the discussion list on IPMAAC Online? Yes 37 No 90 f so, how often? 36.45

Survey Response Mode: Electronic 50 Paper 94

Exemplary Service Award - The IPMAAC president has the opportunity to present the Exemplary Service Award recognizing an individual's contributions to the organization. Certainly there are a number of IPMAAC members who are deserving of this award. I would like to honor two such individuals this morning. This award was established in 1991, in conjunction with IPMAAC's 15th anniversary, as a way to recognize members for continuously and generously contributing their time, energy, and talents to IPMA Assessment Council.

The Exemplary Service Award is our organization's highest honor. This award has previously been bestowed on Sue Christopher, Charles F. Sproule, Nancy Abrams and Clyde J. Lindley. Clearly a distinguished group. On behalf of the membership, and with our gratitude and appreciation, I present this award to Jim Johnson and Bill Waldron.

Jim Johnson has been a contributing member of IPMAAC since its inception. For over twenty years Jim has shared his knowledge, research and wisdom with his colleagues and friends in the profession. Each year Jim is called on to make at least one presentation at the conference; he has served on every IPMAAC committee, and chaired most of them. Jim was IPMAAC's longest tenured president, overseeing our transition to an improved and more vital organization. Dr. Johnson was instrumental in bringing IPMAAC to the internet--but that is characteristic of Jim--he's always looking for new ways to improve IPMAAC's contribution to the profession and make sure assessment professionals stay on the cutting edge of technology. Jim has long been the person we call for technical advice or how to find our way around a particularly troublesome problem. I ask you to join me in expressing our affection and appreciation to one of IPMAAC's best friends, Jim Johnson.

Bill Waldron has steadfastly served as IPMAAC's technology guru for the past several years. When I queried the board members and other IPMAAC devotees about who was deserving of this award, Bill's name immediately sprang from everyone's lips. And rightly so. Bill has been the heart and soul behind the IPMAAC's Electronic Communications Network. Under his guidance IPMAAC Online has evolved into one of the organization's most successful endeavors. I'm not sure all of you present are fully aware of the impact IPMAAC Online has made on increasing IPMAAC's respect among our assessment colleagues across the nation. It allowed IPMAAC to be at the center of the discussion surrounding the Nassau County situation. The site averages more than 600 'hits' a day. Bill labored mightily to make this one of the best homepages on the Web. On a personal note, I don't think a week went by this year when I didn't ask Bill to post something, add a group to the site, or do work that went well beyond the call of duty. Each request was honored with Bill's customary charm and competence. For example, just this Tuesday someone came up with the brainstorm to take pictures at IPMAAC conference. The idea here is that we could post the 'candid' snapshots on the homepage and allow all conference participants to view their friends and colleagues once they get back home. Bill's response was typical and I quote, "Neat idea. Let's make it happen. I'll take care of everything." On behalf of the membership, and all the users of IPMAAC Online, thank you Bill Waldron.