



IPAC 2014 Annual Conference

Call for Proposals

December 23, 2013 – January 31, 2014

Conference Dates: July 20-23, 2014
Conference Location: Embassy Suites Denver Downtown, Denver, Colorado
Proposal Due Date: **January 31, 2014**

About IPAC

The International Personnel Assessment Council (IPAC) is the premier organization of assessment professionals who develop and deliver state-of-the-science 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

IPAC is a nonprofit organization of over 300 human resource professionals actively engaged in or contributing to the professional, academic, and practical field of personnel research and assessment. The Annual Conference offers professionals the opportunity to share their latest research, programs, and ideas with their peers. Since its origins in IPMAAC over thirty years ago, IPAC's greatest strengths have been its members' commitment to building a solid theoretical and applied research foundation for their professional activities and the spirit of cooperation and mutual support that pervades the organization.

You are cordially invited to be a part of that IPAC tradition. Anyone may submit a proposal for consideration. Membership in IPAC is not required.

Examples of Topic Areas

All topics in the area of personnel assessment and selection are welcome at the conference. IPAC recognizes the value of assessment across the HR continuum as HR fulfills its role of

strategic partner in the organization's pursuit of its mission, vision, and business goals. Examples of potential program topics include:

Impact of Big Data/Talent Analytics on Personnel Assessment

As the use of big data and talent analytics becomes more widespread, what benefits or challenges does it present to personnel assessment? Have you developed an innovative application of big data in your organization? As the growth of big data expands, what changes in the perception of the role of assessment professional have you experienced or have occurred?

Challenges and Innovations in Personnel Assessment

As organizations and the nature of work continue to change, how are personnel assessment practitioners meeting the challenge? What innovative approaches have been employed to handle issues such as the assessment of teams and the use of non-traditional assessment techniques?

Programs and Practices Demonstrating Excellence in Assessment

The focus of this program component is on sharing "sound practices" with colleagues. Have you developed an effective program to address a specific personnel assessment challenge?

Strategies/Techniques for Managing the Assessment Function

The focus of this component is on the management of the assessment program. What approaches have you found to be effective in managing an assessment program that meets legal and professional standards as well as the needs of your organization/client?

Responses to Change/Role of Assessment Professionals

What strategies have you employed to meet the challenges of civil service reform, regulatory changes, quality initiatives, and/or downsizing? How is the assessment function impacted by environmental changes, and how do assessment professionals assist in facilitating these changes? Has the assessment function had a role in change management in your organization?

Information Technology in Personnel Assessment

How is the use of information technology changing capabilities in personnel assessment? How have video, computer-based, and Internet testing been incorporated into selection programs? How can we use technology to make the human resources function more effective?

Assessment-Related Research

What research projects have you been involved with, either in a workplace or academic setting? Have you, or someone you know, recently completed a thesis or dissertation on a topic related to personnel assessment?

» [back to top](#)

Session Formats

Session formats include symposia, panel discussions, paper presentations and tutorials and are described as follows.

Symposium (Typical length: 1 or 1½ hours)

A symposium is a group of usually three to five presenters, each of whom makes a presentation on the selected topic or problem. Effective configurations of presenters include: (1) individuals from different work settings to discuss their experiences with a given problem; (2) individuals with different opinions or interpretations of the problem; (3) individuals offering alternative solutions to the problem; and (4) individuals with in-depth knowledge of different aspects of the problem.

Panel Discussion (Typical length: 1 or 1½ hours)

In contrast to a symposium, a panel discussion is designed to generate spontaneous interaction among participants and between participants and the audience. The chairperson of a panel discussion must be knowledgeable about the topic to serve as a moderator, pose pertinent questions to participants, ensure that each panelist has the opportunity to speak, and guide the flow of the discussion. Although diversity of perspectives among panelists is often key to success, panels that present innovations, programs, or research are also appropriate. Proposals should describe (1) the themes to be discussed; (2) questions to be addressed; and (3) the proposed session's structure.

Paper Presentation (Typical length: 30, 45, or 60 minutes)

Proposals for individual paper presentations may also be submitted. Participants need not have completed a formal research paper for publication; instead the proposal may take the form of an executive summary or write-up of a topic of interest. The Program Committee will assign accepted proposals to a session comprising two to four presentations on related topics and designate a session chairperson or discussant, as appropriate.

Tutorial (Typical length: 1½ hours)

A tutorial provides in-depth coverage of a topic. Tutorials aim to help the target audience develop new skills or enhance existing skills. Tutorials are not lectures; they should be interactive sessions that afford an opportunity to gain “hands on” experience applying new skills and to discuss problems and issues related to the subject. A tutorial may be presented by one or more persons. Proposals must describe (1) the audience level for which they are appropriate (i.e., beginner or advanced); and (2) the interactive activities planned.

[»back to top](#)

HRCI Pre-approval

All sessions included in the IPAC conference will be submitted for HRCI approval for recertification credit. All submitted proposals will be required to provide the necessary information to establish HRCI credit within one of the PHR/SPHR Exam Functional Areas by providing at least three one-sentence learning objectives directly tied to the body of knowledge covered by the PHR/SPHR exams.

Submission Process

Proposals must be submitted using IPAC's online system. To register with the system, you will need to provide your email address and create a password to log in to the system. Please select a password that you will remember.

A proposal has two components: (1) an online form that you will complete outlining the proposal and providing information about the presenters, and (2) a narrative summary describing the content of the presentation plus three learning objectives.

To complete the online form, you must provide:

- **Title** of the presentation
- **Presenter/Author** name(s), contact information, and a bio for each speaker
- **Topic Area(s)** of your presentation (the system will provide a list of areas to choose from) to help us match proposals to reviewers and schedule sessions
- **Session Type** (i.e., paper presentation, symposium, panel discussion, or tutorial) and length of time requested
- **Abstract:** Provide a short statement that clearly describes the session's content and format and states why it will be of interest to IPAC conference attendees. Your abstract will be printed in the Conference Program if the proposal is accepted for presentation. *Length:* 50 words for a paper presentation, 150 words for all other submissions.

Important: After submitting this proposal information, you will be prompted to upload the file containing a narrative summary of your proposal. Acceptable formats are PDF (preferred) and Microsoft Word. To enable blind review of the proposals, please ensure that presenter names do not appear in the written summary you upload. *Length:* up to 500 words for a paper presentation; 1,000 words for all other session formats.

To be approved, sessions need to fit within one of the PHR/SPHR Exam Functional Areas as evidenced by at least three **learning objectives**. At the end of the summary file is where you should list the learning objectives—these will not count against your word limit. Provide at least three one-sentence learning objectives directly tied to the body of knowledge covered by the PHR/SPHR exams. Include the name of the Functional Area, number of the Responsibility within that Functional Area, and the number(s) that best describe the Knowledge area(s) your presentation covers. Click here to see the [exam content](#) (Functional Areas, Responsibilities, and Knowledge). If this session has been previously approved for HRCI credit, please provide any information that we can use to assist HRCI with our approval process, such as the session approval code, sponsoring organization, event, date, and location where the presentation was previously given.

After submitting your proposal, you will receive a confirmation email including a proposal ID. You may log in to the system to make revisions to your proposal until the deadline.

Review Process and Notification

Proposals will be reviewed by the Program Committee for technical soundness, theoretical and/or practical significance, and interest to the conference attendees. You will be notified by e-mail regarding acceptance/rejection of your proposal. Please be sure to include an accurate e-mail address for the presenter who wishes to receive correspondence regarding this submission.

Presenter Requirements

All presenters must—

- Provide an *electronic* copy (i.e., a PDF, PowerPoint, or word processor file) of their presentation to the Program Committee prior to the conference. We will make these documents available to attendees and IPAC members via our conference website. Presenters are *not* required to provide paper handouts to session attendees.
- Register for the conference.

Questions?

Questions about the proposal process and/or conference planning activities may be directed to the Conference Program Committee at conference@ipacweb.org.

*Proposals are due by 5:00 PM PST on **January 31, 2014**. [Click here](#) to submit a proposal on or after December 23, 2013.*

