

## **Closing Letter from 2012 IPAC President Jeff Feuquay**

### **2012 in Review**

Summing up IPAC 2012 proved more difficult for me than I anticipated, largely because my initial focus was on *what* happened, rather than on who made it happen and what their efforts portend for our organization. When I refocused on the latter, the task became much easier, because, really, the most important aspect of IPAC (and almost all other professional organizations) is the concerted effort of a large group of colleagues and friends to promote and sustain our profession. From elected leaders, to thought leaders, to wise elders, to excited and creative neophytes, and the mass of us who are “just doing our jobs,” we together have produced another wonderfully challenging and productive year for IPAC.

I will not attempt a thorough review of all that our members accomplished in the name of IPAC—that’s too much to put in a single article and still expect readers to make it through in one sitting. Instead, I offer several bite-sized chunks, something of a fly-over view. I am comfortable with this because our 2013 President, Deb Whetzel, has already been working on her initial communications, and will be bringing the Assessment Council News back on-line with the help of the editor, John Ford. I am counting on her thoroughness to complement my overview.

### **Member Leaders**

So much of what is done for IPAC by active members is motivated solely by a desire to be of service to IPAC and the profession. Because of that, my listing a few of the many who gave so much in 2012 carries grave risks, both of embarrassing those who spent countless hours and prefer to work in the background, and of not mentioning others who worked just as selflessly for the organization but sure wouldn’t mind if someone at least noticed their efforts every now and then. If you should be mentioned but are not, please forgive me—it reflects a lack of space and time, definitely not a lack of appreciation.

In the early months of 2010, the IPAC Board spent hours in strategy sessions with long-time IPMAAC leaders, creating a vision to carry our organization through its infancy as it spun off from IPMA-HR. Four of those founders remained on the board during 2012, and their insight and ability to see both our past and our future was the strong foundation upon which the rest of the Board relied. Only Reid Klion remains on the 2013 board from that original crew, and I thank him for his steady hand on our finances. I also relied heavily on other outgoing members of that original crew, including Julia Bayless and Warren Bobrow. My thanks to Marianne Tonjes for her thorough documentation of the Board’s discussions and decisions, which will be posted for all members as soon as I can get them to Bill Waldron. Fear not – while the Board has lost

some strong, experienced leaders, others have stepped up to assume their duties, and I am personally very excited with the possibilities they represent.

Teams of volunteers under Board and Committee Chair leadership pulled together a wonderful conference in Las Vegas, monitored our financial status, built thorough documentation of Board activity to allow us to build on that foundation, attained HRCI accreditation for our conference, and kept us highly visible in the electronic universe. We've all seen and benefited from their work, so please look on the website for who's doing what, recognize them and join me in thanking them for making our organization and field better and stronger. (And, please jump in to help . . . don't sit by your phone hoping for a personal invitation. If you want to help, there's plenty to do.)

### **Financials**

As of the end of 2012, IPAC had a balance of a bit over \$100,000. That is both short of what we'd hoped for and too much at the same time. It's less than what we'd hoped for due to our conference revenues suffering from the financial woes that hit almost all of the organizations from which we draw our attendees. Through the diligent efforts of numerous volunteers under the leadership of Conference Chair Lisa Jenkins, IPAC was able to control costs and make a little bit of money at our annual major fundraiser, but not nearly as much as what we have been able to accrue historically. It was a pattern seen last year by most of the national professional organizations. The Board has also discussed IPAC having too much money in the bank – too much, because we exist as a non-profit organization to enhance and advance the field of personnel assessment, and we need to be using our funds to do just that. The Board is already planning to work on this.

### **Conference**

Once again, our annual conference was superb, and emphatically makes my earlier point by showcasing the impact that volunteers have on IPAC – whether they are internationally known thought leaders just returning from helping China restructure its civil service or Las Vegas Metro Police Department auxiliary members keeping the conference running smoothly.

The general sessions were informative, challenging, and inspiring, and the break-out sessions were timely and thought-provoking. Again . . . all presented by volunteers. In what I hope will be a continuing and expanding focus, we had one general session dedicated to personnel assessment ethics. In his inimitable style, Dr. David Campbell closed his plenary session by leading a sing-along (“George Washington, 10,000 men, marched up the hill and down again.”), which was both preceded and followed by state-of-the-science presentations from icons in our field . . . well, like icons, but still alive.

You may have chosen to skip the hospitality suite and missed the truly spectacular show that erupted nightly. The aforesaid icons joined other seasoned professionals and new recruits to discuss and debate where we are as a profession and where we need to go. For years, I've said that some of the most valuable (and candid) discussions at our conferences occur after the sessions conclude for the day, and that was certainly reflected in the 2012 hospitality suite discussions. It was like getting to sit in on an impromptu jam session with top musicians—almost impossible to stop grinning at all the ideas flying around the room and smacking into first-time attendees, awakening them to possibilities. Be assured, something very similar will happen in Columbus in 2013. Look for it and stop by to hear at least one or two sets. Just in case, bring your head so you'll be ready to play.

A final thought about our conferences: It is solely due to the generosity of our sponsors and our partner organizations that we are able to keep our conference registration fees low. Please make sure you look through your program (It's online, if you've misplaced it.), identify the companies who help IPAC provide this wonderful educational activity, and thank them. And, if you are with a company that hasn't yet partnered with us, please consider it.

## Awards

*Stephen E. Bemis Memorial Award of Excellence.* IPAC is one of the six professional organizations that sponsor the Bemis Award. The award honors individuals who reflect the characteristics for which Steve was known: accomplished practitioners committed to merit and fairness, whose practical contributions have advanced the field, and who readily assist fellow practitioners. It is presented at our annual conference. This year, I was allowed to present the award to Dr.



Dr. Rod Freudenberg. Congratulations and well done, Rod. Thank you for making assessment and the world around you better by your presence.

*Clyde J. Lindley Exemplary Service Award.* The Exemplary Service 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 IPMAAC. It was renamed in 2003 to the Clyde J. Lindley Exemplary Service Award to honor one of IPMAAC's founding members. It was carried forward by IPAC and remains the organization's highest honor. In 1997, it was awarded to Dr. William Waldron; in 2012, it went to Bill for the second time. Thank you, Bill, for being IPMAAC's and IPAC's face in the

world, for keeping us connected, for tolerating non-techie's well, and for being a great advisor and sounding-board.

Two other awards were given at the conference. The winner of the 2012 James C. Johnson Student Paper Competition was Garrett N. Howardson of the George Washington University Department of Organizational Sciences and Communication for his paper "Coming full circle with reactions: Toward an understanding of affective training reactions through the core affect circumplex."

The 2012 Innovations in Assessment Award was presented to Lynn Collins, Sandra Hartog, Howard Epstein, Matthew Tonken, and Aria von Elbi, with Sandra Hartog Associates/Fenestra, for New Frontiers in Scalable Assessment Centers.

**In conclusion . . .**

Thank you IPACians for ~~hundreds~~ thousands of great memories. Carry on.  
Jeff Feuquay

