

IPAC

MINNEAPOLIS 2019



Max Assessments
in Minneapolis

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Scott Highhouse	Personnel Assessment and Decisions Journal

Nominations

Matisha Montgomery	Nominating Committee
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Bharati Belwalkar	Student Poster
Nathan Carter	Innovations in Assessment Award
Martha Hennen	SHRM/HRCI credits

Letter from the President

I would like to personally welcome each of you to the 2019 IPAC Conference, Max Assessments, in beautiful Minneapolis. It is a very exciting time for IPAC as our organization continues to grow and adapt in the ever changing world of assessment. Lead up to the conference has been a tremendous journey and now the pinnacle of all the planning, hard work, and dedication is here. This conference would not be a success without the perseverance of all the committee chairs and members involved with planning the conference. There are a million details that have to be addressed and I specifically would like to thank Lindsay McFarlane and Julie Weintraub for all of the amazing work they have done. I am humbled and grateful.



I am very excited about this year's conference. We have exceptional pre-conference workshops ranging from the use of Artificial Intelligence as a tool for recruitment to hosting an inaugural consortium on opportunities in the field of I-O Psychology and assessment. The lineup of excellent keynote speakers should create some stimulating thoughts and conversations about a broad spectrum of ideas. The entire program will offer an array of topics that will give everyone an opportunity to learn, share, and grow as practitioners in the field. Do not forget to check out the vendors and sponsors, because without their support our conference would not be a success.

In addition to the amazing conference program, don't overlook the incredible networking opportunities IPAC affords its members. Our membership is growing, yet the intimacy of our conference has not been lost. Please join me at the President's Reception on Sunday night hosted at the Embassy Suites, in addition to the Monday night social at Windows on Minnesota, and you cannot leave the conference without stopping by our exceptional hospitality suite.

This has been an exciting year as IPAC President, and I would like to thank all the Board Members, Committee Chairs and members, and all the individuals who support IPAC in various capacities. A quote from Alfred North Whitehead states it best, *"No one who achieves success does so without acknowledging the help of others. The wise and confident acknowledge this help with gratitude."*

I would like to thank each and every one of you for attending our conference. IPAC's members are truly its greatest asset and through its membership IPAC will continue to educate, grow, and thrive as we move into the future.

Marty Alber
2019 IPAC President

Conference Activity Schedule

Activities at the Embassy Suites

President's Welcome Reception

Sunday, July 14, Plymouth Ballroom Pre-Function Area,
6:00 p.m. – 8:00 p.m.

Celebrate the beginning of the conference with this year's President, **Marty Alber**. Come join us for complimentary drinks, appetizers, and a chance to get to know some fellow conference attendees.

Drink & Snack Breaks

* Complimentary **cooked-to-order breakfast provided to all hotel guests by Embassy Suites.**

Sunday, July 14

Plymouth Ballroom Pre-Function Area

7:00 – 8:00 am (Drinks only)

10:00-10:30

3:00 – 3:30

Monday & Tuesday, July 15-16,

Plymouth Ballroom Pre-Function Area

7:30 – 8:30 (Drinks only)

10:00-10:30 am

3:00 – 3:30 pm

Wednesday, July 17th

Plymouth Ballroom Pre-Function Area

7:30 – 8:30 am (Drinks only)

10:00-10:30 am

Exhibitor Hours

Plymouth Ballroom Pre-Function Area

Sunday: 5:30 pm – 7:30 pm

Monday: 7:30 am – 5:00 pm

Tuesday: 7:30 am – 3:30 pm

Hospitality Suite

Room 433

Come take part in the IPAC tradition. Each evening, join board members and fellow conference attendees for stimulating conversation and refreshments in the hospitality suite – graciously sponsored by Shaker International.

Sunday, 8:00 pm – Midnight

Monday, 9:30 pm – Midnight

Tuesday, 8:00 pm – Midnight

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IPAC Social Event

Windows on Minnesota

Monday, July 15, 6:30 pm – 9:30 pm

The Monday Night Social will be hosted in the Windows on Minnesota event space on the 50th floor of the IDS Tower, which boasts amazing views of downtown Minneapolis! It's just a short walk at street level or through the skyway. Enjoy complimentary drinks and hors d'oeuvre while connecting with your fellow assessment professionals over the stunning downtown vista. Don't miss this fun evening of good conversation, delicious eats, and breath-taking views.



Why Shaker?

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Better science combined with cutting-edge technology means better results.

Shaker provides predictive talent intelligence that empowers companies to improve quality of hire, reduce turnover, create recruiting efficiencies, and deliver a better hiring experience.

Business Impact

Shaker has helped some of the world's leading brands:

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- Increase recruiting workflow efficiency 25-30%

Shaker clients have won an unprecedented three **Human Resource Management Impact Awards** for solutions that drove bottom-line impact saving millions of dollars annually.



Candidate Experience

Shaker's carefully designed, multi-method assessments:

- Engage candidates while educating them about the job
- Provide a chance to show off a wide range of skills
- Are job relevant, realistic, validated, and fair
- Are endorsed by 98% of candidates

Shaker was a founding partner of Talent Board and the Candidate Experience Benchmark Research Program. Our clients earn Candidate Experience Awards every year.



Artificial Intelligence

Our innovative applications of machine learning and deep learning techniques are transforming the assessment experience:

- 500+ million data points drive predictive analytics
- 35 data scientists and I/O psychologists on staff
- Automated scoring of open-ended responses

Shaker's researchers are leading the industry in applied machine learning technology and designed and engineered SIOF 2019's annual Machine Learning Competition.



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Location of Conference Activities

Embassy Suites Hotel Floor Plan

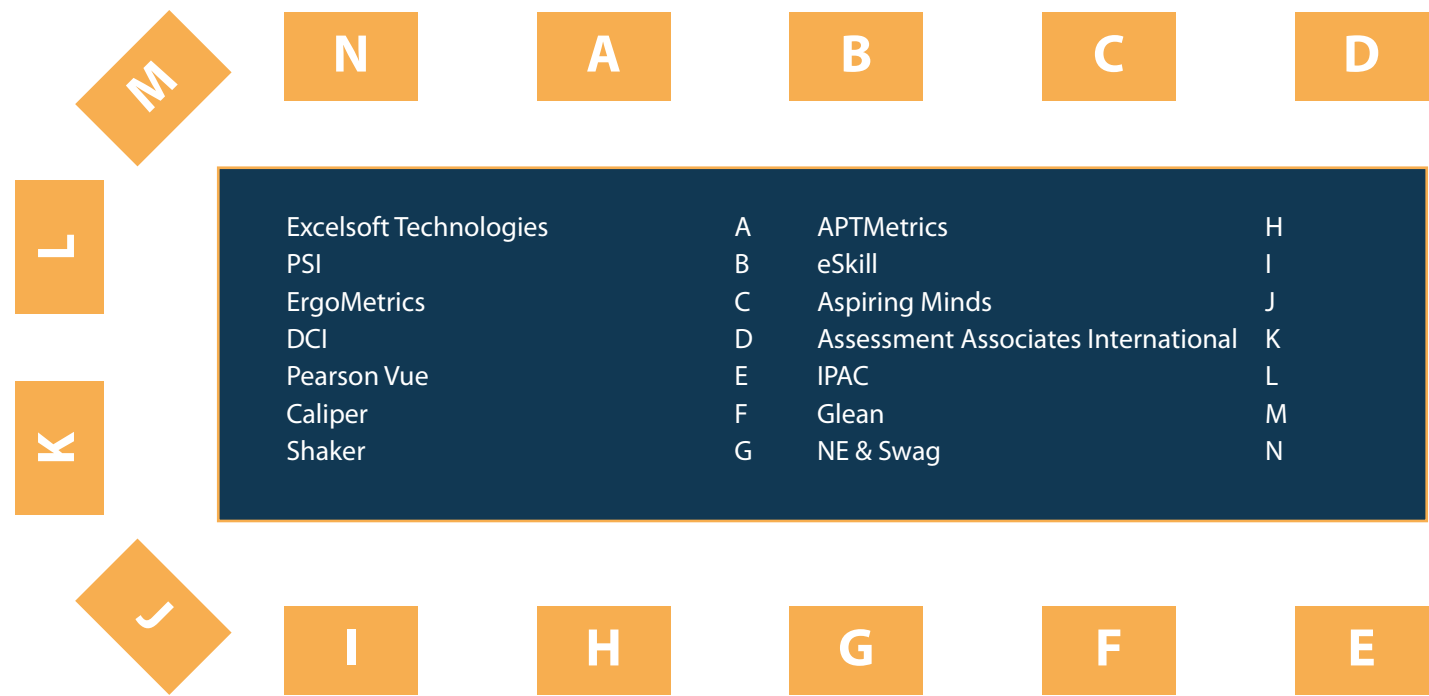


Restaurant Map



Exhibitor Floor Plan

Plymouth Pre-Function Vendor Space





Booth #A

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Modern Perspectives on the Assessment of Intelligence



Harold W. Goldstein



Charles A. Scherbaum



Dr. Kenneth P. Yusko

Dr. Goldstein is a professor of industrial and organization psychology at Baruch College, City University of New York. He is a recognized expert in the management of human capital with nearly 20 years of independent consulting experience in industrial and organizational psychology and human resource management. Dr. Goldstein's primary areas of expertise are in the areas of personnel selection, strategic competency modeling, managerial assessment, and leadership development.

Dr. Scherbaum is a professor industrial and organizational psychology at Baruch College, City University of New York. His research focuses on personnel selection, cognitive ability testing, test validation, analytics, and applied psychometrics. He has consulted with both private and public organizations such as Hampton Hotels, Royal Bank of Canada, Morgan Stanley Smith Barney, Chicago Public Schools, City of Dayton, Port of Seattle, and Jefferson County, AL.

Dr. Kenneth P. Yusko is a professor of industrial and organizational psychology at the University of Maryland. He is an expert in the design of personnel selection, development, and performance management systems and has worked with Fortune 500 companies, small businesses, and government agencies, as well as professional sports teams and leagues. His research focuses primarily on improving the diversity outcomes, as well as accuracy, of employment testing systems.

What's New in the Testing and Assessment Literature That's Important for Practitioners

Dr. Paul Sackett is the Beverly and Richard Fink Distinguished Professor of Psychology and Liberal Arts at the University of Minnesota. His research interests revolve around various aspects of testing and assessment in workplace, military, and educational settings.



He served as founding editor of the Society for Industrial and Organizational Psychology's (SIOP) journal *Industrial and Organizational Psychology: Perspectives on Science and Practice*, and editor of *Personnel Psychology*. He has served as president of SIOP, as co-chair of the Joint Committee on the Standards for Educational and Psychological Testing, as a member of the National Research Council's Board on Testing and Assessment, as chair of APA's Committee on Psychological Tests and Assessments, and as chair of APA's Board of Scientific Affairs.

Dr. Sackett has received awards for teaching, research, and service. He is the only person to receive lifetime achievement awards in the three domains of teaching, research, and service from SIOP (Distinguished Teaching Contribution Award, Distinguished Scientific Contribution Award, Distinguished Service Contribution Award). He has been awarded an honorary doctorate by Ghent University, Belgium.

Maximizing Virtual Assessments in an Age of Accelerated Development

As Head of the Assessment Practice, Dr. Hartog is responsible for the development and expansion of the global assessment practice at BTS as well as innovation in technology-enhanced assessment and development centers. Prior to BTS, Dr. Hartog was President and CEO of Fenestra, Inc., a leading provider of global talent management and technology solutions acquired by BTS in 2014. She brings extensive experience in strategic succession management, executive coaching of senior and C-suite leaders, individual and group assessment for development and selection, leadership competency studies, enhanced 360° feedback design, assessment and feedback delivery, and developmental action planning.



Dr. Hartog has over 25 years of experience as a consultant and executive coach to Fortune 500 companies and other organizations, including Edward Jones, Bank of America, Merrill Lynch, General Electric, UBS, New York Life Insurance, Kellogg's, Merck Pharmaceuticals, Interpublic Group, Anthem, Mercer, RedHat, MetLife, Siemens, Verizon and others. As a seasoned executive coach, she has worked with a range of industries with numerous executives and senior leaders across the globe.

Keynote Speakers

Assessing Strategies for Reducing Adverse Impact

Paul J. Hanges, Ph.D. is Professor of Industrial/Organizational Psychology at the University of Maryland and is also the academic director of the university's new MPS (Master's in Professional Studies) in IO Psychology program. He is also an affiliate of the University of Maryland's R. H. Smith School of Business and the Zicklin School of Business (Baruch College). Originally from New York City, he received his Ph.D. from the University of Akron in 1987.



Dr. Hanges has worked with both public and private organizations (e.g., Central Intelligence Agency, Federal Bureau of Investigation, Maryland Administrative Office of the Courts, Personnel Board of Jefferson County, S. C. Johnson & Son) as well as various consulting firms (e.g., American Management Systems, Emerson Human Capital, Mercer, Inc.) and has been retained as an expert witness for several law firms. With regard to developing performance management systems, Dr. Hanges created a competence model for the information technicians (IT) job family at the FBI. This competence model was designed to be used as the basis of evaluating the proficiency of IT specialists. He also was on the executive board of OBA Bank from 2012 until the bank was sold in 2015. His expertise enabled him to work with bank's HR specialist to review the effectiveness of their compensation and evaluation system.

Dr. Hanges' research centers on three themes: a) human resource practices, team/organizational diversity and organizational climate, b) leadership, team-processes, and cross-cultural issues, and c) dynamical systems theory. He has written over 90 articles and book chapters. His 2004 co-authored book, *Culture, Leadership, and Organizations: The GLOBE study of 62 Societies*, book, won the M. Scott Myers Award for Applied Research from the Society of Industrial/Organizational Psychology. His publications have appeared in such journals as *Advances in Global Leadership*, *American Psychologist*, *Applied Psychology: An International Review*, *Journal of Applied Psychology*, *Journal of International Business Studies*, and *The Leadership Quarterly*. He is on the editorial boards of the *Journal of Applied Psychology* and *The Leadership Quarterly*. He also won the 2011 M. Scott Myers Award for Applied Research from the Society of Industrial/Organizational Psychology for his work developing a new human resource selection process.

Using Behavioral Insights and Artificial Intelligence to Minimize Bias and Maximize Potential

Lori Foster, Ph.D. is a Professor of industrial-organizational psychology at North Carolina State University (USA) and the University of Cape Town (South Africa) who recently completed posts as a Fellow with the White House Social and Behavioral Sciences Team, and as a Behavioral Sciences Advisor to the United Nations. In her academic role, she oversees the 4D Lab, which focuses on research at the intersection of work, psychology, technology, and development. She currently serves as Head of Behavioral Science at pymetrics, a company that uses neuroscience and artificial intelligence to connect talent with job opportunities.



Lori is a Fellow of the American Psychological Association (APA), the Association for Psychological Science (APS), and the Society for Industrial-Organizational Psychology (SIOP). She has held visiting scholar appointments at a number of universities around the world, including the London Business School, Singapore Management University, and the Universities of Valencia, Barcelona, and Bologna. As a scientist-practitioner, she has more than 20 years of experience as a consultant, applying the science of work behavior to regional, state, national, and international organizations in the private and public sectors. She has delivered hundreds of papers and talks to audiences in countries spanning six continents. Her work has been featured in popular media outlets such as *The Wall Street Journal*, *Folha de São Paulo*, *ARS Technica*, *Fast Company*, *Fortune*, *Science*, *U.S. News and World Report*, and *Scientific American*.

Conference Program Summary

SUNDAY, July 14, 2019

7:00 a.m.	Registration and Beverages (Plymouth Ballroom Pre-Function Area)		
	Topaz	Turquoise	Opal Boardroom
8:00 a.m.	Developing Work Simulations: Building a Rich, Accurate Assessment Cheryl Paulin, HumRRO	How to Measure Personality Right: Know-How and Tips for the Practitioner Deniz S. Ones, University of Minnesota	IPAC Board Meeting (9:00 a.m. – 11:00 a.m.)
10:00 a.m.	Refreshment Break		
10:30 a.m.	Morning Workshops Continue		
Noon	Lunch on Your Own		
1:00 p.m.	Topaz	Turquoise	Sapphire
1:00 p.m.	Navigating Artificial Intelligence (AI) for Human Resources and Talent Analytics Jasmit Kaur, Culturebie	Creating a Comprehensive Leadership Assessment and Development Program James A. Scrivani, PepsiCo Robert E. Lewis, APTMetrics	Student, Early Career, and Future Leader Inaugural IPAC Consortium Ketaki Sodhi, Center for Organization Research; Dennis Doverspike, Doverspike Consulting; Bharati Belwalkar, City of New Orleans
3:00 p.m.	Refreshment Break (Plymouth Ballroom Pre-Function Area)		
3:30 p.m. - 5:00 p.m.	Afternoon Workshops Continue		
6:00 p.m. - 8:00 p.m.	President's Welcome Reception at the Embassy Suites (Plymouth Ballroom Pre-Function Area)		
8:00 p.m. - Midnight	Hospitality Suite		

MONDAY, July 15, 2019

7:30 a.m.	Registration, Beverages, and Visit Exhibitors (Plymouth Ballroom Pre-Function Area)				
8:30 a.m.	Opening Remarks and Bemis Award Presentation (Plymouth A)				
9:00 a.m.	Plenary Session (Plymouth A): Dr. Lori Foster “Using Behavioral Insights and Artificial Intelligence to Minimize Bias and Maximize Potential”				
10:00 a.m.	Refreshment Break and Visit Exhibitors (Plymouth Ballroom Pre-Function Area) Student Posters Session (Turquoise & Sapphire Pre-Function Area)				
10:30 a.m.	Plymouth A	Plymouth B	Topaz	Turquoise	Sapphire
	Developing Assessment Tools to Predict Employee Turnover	Human Capital Career Mythbusters	Work Analysis Competency Model (WACM) Design Competencies as Strategic Narrative: Linking Motivation with Mission	Expedited Creation and Validation of Public Safety Exams Maximizing Fire Fighter recruiting through continuous testing	Are Integrity Tests Worth their Salt? An Examination of Integrity Testing for Public Safety Occupations Amazon's Mechanical Turk in Applied Settings
12:00 p.m.	Lunch on Your Own and Visit Exhibitors				
1:30 p.m.	Utilizing Shiny to build web applications for standard settings, job analyses, and other interactive processes	Lessons Learned from Working with Non-Traditional Jobs Arrested Development: Job Analysis Challenges with Federal Law Enforcement Officers	Transitioning to Vendor-Supported Employment Test Delivery: What Should You Consider? Seamless Integration of Assessment and Development	Data Analytics: Changing the Way Front-Line HR Professionals Work Assessing spatial ability for personnel selection: Are tests with increased conceptual and contextual similarity to job tasks better	Reinventing the City of New Orleans Performance Management Program: Best Practices and Lessons Learned The Performance Assessment Rating Scale (PARS) for Selection Tool Validation
3:00 p.m.	Refreshment Break and Visit Exhibitors (Plymouth Ballroom Pre-Function Area) Student Posters Session (Turquoise & Sapphire Pre-Function Area)				
3:30 p.m.	Plenary Session (Plymouth A) Dr. Paul Hanges “Assessing Strategies for Reducing Adverse Impact”				
4:30 p.m.	Closing Remarks followed by IPAC Business Meeting (Plymouth A)				
6:30 p.m.-9:30 p.m.	IPAC Social Event at Windows on Minnesota				
9:30 p.m.-12:00 a.m.	Hospitality Suite				

Conference Program Summary

TUESDAY, July 16, 2019

7:30 a.m.	Registration, Beverages, and Visit Exhibitors (Plymouth Ballroom Pre-Function Area)				
8:30 a.m.	Opening Remarks, Innovations in Assessment Award Presentation, and Student Paper Award Presentation (Plymouth A)				
9:00 a.m.	Plenary Session (Plymouth A): Dr. Harold W. Goldstein, Dr. Charles A. Scherbaum, Dr. Kenneth P. Yusko “Modern Perspectives on the Assessment of Intelligence”				
10:00 a.m.	Refreshment Break and Visit Exhibitors (Plymouth Ballroom Pre-Function Area)				
10:30 a.m.	Plymouth A	Plymouth B	Topaz	Turquoise	Sapphire
	Student Paper Award Presentation Innovations in Assessment Award Presentation	You say Pay Gap, I say Wage Gap, You Say Who Cares, I Say Beware	Testing in Local & State Government: Police, Fire, and Everyone Else Practice Testing for Entry-Level Police Candidates: A Tool that Meets Everyone’s Needs	Advances in Test Security – Detecting potential cheating and other fraudulent behavior Incorporating Context in Leader Selection to Enhance Performance and Diversity	The New (2018) SIOP Principles: Content, History, and Perspective The Role of Assessment in Addressing Poor Performance
12:00 p.m.	Lunch on Your Own and Visit Exhibitors				
1:30 p.m.	Innovative Survey Programs: Integrating the Assessment of Leadership and Organizational Climate	Assessing Mental Toughness in Professional and College Sports The Moderating Effects of Emotional Exhaustion on Employee Withdrawal Intentions	The times they are a’changing: Assessment in an increasingly diverse landscape Reducing Potential for Adverse Impact Through the Use of Novel Approaches to Traditional Test Components	Union Engagement in Assessment: Horror Stories and Hindsight Realistic Job Previews: Aligning Applicant Expectations with Realities of the Job	Building Trust: Best practices in selection Trends and Practices in Talent Analytics
3:00 p.m.	Refreshment Break and Visit Exhibitors (Plymouth Ballroom Pre-Function Area)				
3:30 p.m.	Plenary Session (Plymouth A) Dr. Sandra Hartog “Maximizing Virtual Assessments in an Age of Accelerated Development”				
4:30 p.m.	Closing Remarks (Plymouth A)				
8:00 p.m.-12:00 a.m.	Hospitality Suite				

WEDNESDAY, July 17, 2019

7:30 a.m.	Beverages (Plymouth Ballroom Pre-Function Area)				
8:30 a.m.	Plymouth A	Plymouth B	Topaz	Turquoise	Sapphire
	Assessment Trends in the Public and Private Sector: Employee Selection Today, Tomorrow, and Beyond	Applying the Good AI to Assessment Leadership Assessment & Development in the Nuclear Power Industry	Open Science and its Implications in Assessment: Looking Forward Validity of Personality Interactions for Predicting Performance	Challenges in Public Safety Selection Tools to Hire Qualified Minority Police Officers	Implementing a Candidate Experience Survey Job Analysis Techniques for Job Redesign
10:00 a.m.	Refreshment Break (Plymouth Ballroom Pre-Function Area)				
10:30 a.m.	Plenary Session (Plymouth A): Dr. Paul Sackett “What’s New in the Testing and Assessment Literature That’s Important for Practitioners”				
11:30 a.m.	Closing Remarks (Plymouth A)				
12:00 p.m.	End of Conference				

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Contact: **Lance Anderson, Ph.D.**
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Keynote Speaker Schedule

Monday, July 15, 9:00 a.m.

Plymouth A

Using Behavioral Insights and Artificial Intelligence to Minimize Bias and Maximize Potential

Dr. Lori Foster

Behavioral Insights are being leveraged to address a wide range of policy and programming challenges worldwide. Behavioral Insights (BI) teams now exist in governments and organizations around the world, with a focus on using theories and methods from the behavioral sciences to overcome existing biases and inefficiencies. BI teams and initiatives are increasingly turning their attention to organizational applications in particular. Meanwhile, advances in Artificial Intelligence (AI) continue to unfold, offering new possibilities with respect to recruitment, assessment, and hiring. BI and AI can come together to create innovative screening methods to minimize bias and maximize potential. This presentation discusses trends toward BI and AI and illustrates their convergence in the form of a hiring platform that uses behavioral science and AI to match people to jobs.

Monday, July 15, 3:30 p.m.

Plymouth A

Assessing Strategies for Reducing Adverse Impact

Dr. Paul Hanges

Selection system can require considerable organizational resources to develop a system that meets professional standards. However, over time, discrepancies may grow between the designed selection system (e.g., “espoused” selection system) and the selection system as it is actually implemented (e.g., “enacted” selection system). These discrepancies can result from either deliberate decisions or simple inattention to the system’s operation over time. I will discuss barrier analysis as a method for assessing the health of a selection process and a way to detect issues that might have arisen over time. Specifically, I will outline and discuss the barrier analysis methodology that has been successfully used at government agencies.

Tuesday, July 16, 9:00 a.m.

Plymouth A

Modern Perspectives on the Assessment of Intelligence

Dr. Harold W. Goldsein, Dr. Charles A. Scherbaum,
Dr. Kenneth P. Yusko

Intelligence is an individual difference that is arguably more important than ever for success in a world of business that is constantly changing and growing in complexity. Despite its importance, the conceptualization and measurement of intelligence in personnel psychology has changed very little over the past sixty years. In many other fields (e.g., cognitive and developmental psychology, and the neurosciences) researchers have made considerable progress in understanding this critical and complex construct, how it can be measured, and its role in the modern world. However, this modern perspective has minimally impacted the fields of HR and I/O psychology. This session will introduce several key ideas from modern intelligence research that can impact our understanding and measurement of intelligence in the workplace.

Tuesday, July 16, 3:30 p.m.

Plymouth A

Maximizing Virtual Assessments in an Age of Accelerated Development

Dr. Sandra Hartog

More and more we hear about the need for accelerated development during times of rapid change and uncertainty. We hear about the widening skill gap between new college graduates and what is necessary to actually hit the ground running in a new job. We hear about the lack of leadership development or high potential programs having a true impact on the outcome variables important to organizations. Virtual assessments create a scalable, and efficient approach for competency based measurement at all levels of the talent pipe that can be quickly linked to development initiatives. Sandra’s session will present several examples of how virtual, simulation based assessments were leveraged to provide specific development initiatives and drive individual and organizational change. She will talk about the value of “2fers” of assessment for selection and development and how the stickiness of ongoing development leads to better outcomes.

Wednesday, July 17, 10:30 a.m.

Plymouth A

What’s New in the Testing and Assessment Literature That’s Important for Practitioners

Dr. Paul Sackett

If you’ve been too busy to keep up with the research literature, is there anything important that you’ve missed? The goal of the address is to identify recent research on assessment for personnel selection that is of practical use to selection practitioners. New research findings on a variety of selection methods are discussed, including cognitive ability testing, personality assessment, assessment centers, situational judgment tests, integrity tests, vocational interest measures, and the assessment of emotional intelligence.



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Morning sessions, 8:00 a.m. – 12:00 p.m

Developing Work Simulations: Building a Rich, Accurate Assessment

Topaz
Cheryl Paullin

Work simulations provide a rich assessment of candidate capabilities and are generally well-accepted by candidates. Simulations such as role-play, analysis, and in-basket exercises can be a very informative, powerful method for evaluating general and technical job competencies. This workshop will provide an overview of various types of simulations and the types of competencies or job activities for which they are best suited. Next, the presenter will describe how to follow a content-oriented strategy to develop valid simulations and to develop appropriate scoring methods. The workshop will include a discussion of different response formats and the pros and cons of using video-based versus live simulations.

Key activities will be illustrated with small group exercises and participant discussion will be encouraged. The workshop is best suited for participants who already possess working knowledge of best practices for developing, delivering, and scoring employment assessments.

Participants will come away with a richer understanding of how to build a work simulation suitable for a target job. This knowledge can also help them ask informed questions when considering or evaluating commercial work simulations offered by vendors.

How to Measure Personality Right: Know-How and Tips for the Practitioner

Turquoise
Deniz Ones

The impact of personality variables on workplace behaviors, attitudes, and mission critical organizational and individual outcomes are well established. Evidence supporting the pervasive influence of a variety of personality traits continues to grow. This workshop will first present an overview of contemporary personality theories and taxonomies, including the Pan Hierarchical Five Factor Model, Cybernetic Big Five, and the Whole Trait Theory. We will then focus on two main questions:

- (1) How can practitioners best measure and utilize personality to support employment decisions?, and
- (2) What are important considerations in measuring personality in applied settings?

Empirical research and illustrative examples will address predictive validity, faking, group differences, and fairness. Workshop participants will gain an understanding of

- (1) the ever expanding variety of methods to assess personality (e.g., SJTs, simulations, text mining, unobtrusive sensors); and
- (2) a variety of bright side and dark side traits (e.g., integrity, proactivity, the dark triad). Participants will also acquire the knowledge needed to independently evaluate and deploy suitable personality assessment systems in their organization

Certification/Recertification Credits

The 2019 IPAC Conference is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 12.5 PDCs and 3.5 PDCs for each pre-conference workshop. For more information about certification or recertification, please visit shrmcertification.org



The 2019 IPAC Conference has been approved for 21.00 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.



The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

Afternoon sessions, 1:00 p.m. – 5:00 p.m

Navigating Artificial Intelligence (AI) for Human Resources and Talent Analytics

Topaz

Jasmit Kaur

An introduction to Artificial Intelligence (AI), and its application in HR and Talent Analytics with focus on hype versus reality, and opportunities versus pitfalls

Artificial intelligence (AI) could transform HR processes, as long as organizations successfully navigate its legal, ethical, institutional, and technical challenges.

AI's technical complexity can be intimidating, but in the same way that non-engineers can understand enough to drive a car, non-specialists can understand enough about AI to oversee its application. This interactive workshop will leave participants with an intuitive overview of AI and its potential for HR and talent analytics, discriminate between hype and reality, understanding of key pitfalls, and practical guidance for applying AI meaningfully.

The workshop will be run in four parts: (1) an introduction to AI; (2) examples of AI in HR contexts; (3) the legal and ethical pitfalls of AI in HR; and (4) a case-study based discussion of several concrete guidelines for meaningful application of AI in practice.

Student, Early Career, and Future Leader Inaugural IPAC Consortium

Sapphire

Dennis Doverspike
Ketaki Sodhi
Bharati Belwalkar

Are you a graduate student with an interest in assessment or working in the public sector? Are you an early career professional looking to network with others new to the field and maybe even develop some connections that last a lifetime? Would you like discover how you can become involved in a leadership role in IPAC?

Then, please join us for what is sure to be an exciting event, the first ever Student, Early Career, and Future Leader Inaugural IPAC Consortium. By attending this consortium-workshop you will:

- network with other like-minded individuals.
- obtain valuable information and answers to question regarding some of the unique features of working in the assessment field.
- become aware of some of the unique career opportunities available.
- learn about IPAC as an organization, opportunities to become involved in IPAC, and on PAD, the IPAC journal.

Creating a Comprehensive Leadership Assessment and Development Program

Turquoise

Jim Scrivani
Bob Lewis

Over the past 10 years PepsiCo has experienced a number of business challenges in the marketplace that have driven the organization to transform both the ways we execute and deliver against our business goals, and the ways we manage our talent.

Not only must we identify leaders at senior levels who can transform the way we operate, but we need the ability to make decisions of how best to leverage their talents today, as well as identify and develop the capabilities deeper in the organization among those future leaders with the right characteristics, skills, and interests in leading the way for the future of PepsiCo.

To address this, PepsiCo has been assessing our key talent via our Leadership Assessment & Development (LeAD) program, a multi-trait, multi-method approach across multiple job level tiers. It is theoretically grounded in I-O psychology models on leadership potential, has been empirically validated, and was designed by a team of I-O psychologists. The program has also benefitted from thought leaders, assessment partners, leading I-O psychologists, business school professors, and consulting practitioners. This cutting-edge program has been recognized by multiple groups and has received several awards including the 2018 HRM Impact Award and 2018 Brandon Hall Gold for Best Advance in Leadership Simulation Tools.

LeAD reflects a comprehensive end-to-end assessment and development system that has been fully integrated with PepsiCo's talent management processes and internal HR systems. The purpose of LeAD is to build a robust, future-focused talent pipeline at all levels using a valid and consistent framework.

Since 2013, LeAD has helped PepsiCo accurately and consistently identify and develop our internal talent, from early career to senior executives, to deliver against our business objectives and focus on the future capabilities needed for success.

Participants of this workshop will learn about:

1. History, conceptual models and validation underlying the program
2. Knowledge of the components of each level of LeAD
3. Review data-based findings on employee attitudes and outcomes
4. Peek into what's on the horizon program

Session Content Level

1 *Foundational (Basic):*

The content of this session is designed to provide an introduction to or a re-fresher on a topic - detailing 'tried and true' methodologies and best practices in the field. This session covers the foundational elements of the topic and provides attendees with 'how-to' guidance or ideas/processes that could be applied or implemented on the job. Attendees do not need any prior understanding of the topic to find value in the session.

2 *Practitioner/Researcher (Intermediate):*

The content of this session is designed to delve deeper into a particular topic. Presenters may discuss multiple perspectives on a topic, including a variety of approaches or practices that could be employed. References to foundational items may occur, but attendees should have a basic understanding of the topic to find value in the session.

3 *New Insights (Advanced):*

The content of this session is designed to cover new or complex ideas. These sessions do not reference foundational items and are intended to promote new ways of thinking on a topic. Attendees should have a solid understanding of the topic to find value in the session.

Audience Participation

Low (Informative):

The session is primarily lecture-based. Audience participation is not anticipated, but audience questions are welcome (at any time). The session will have structured time for audience questions at the end.

Medium (Prompted):

The session devotes some time to audience participation. This could be through a single set of targeted audience questions (like an audience poll) during the session. Additional audience participation is encouraged (at any time) and time at the end of the session will be devoted to audience questions.

High (Interactive/Collaborative):

The session promotes regular interaction with the audience. This could be through hands-on activities, in-depth discussions, or other audience-focused activity.

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Concurrent Sessions Monday, July 15, 2019

10:30 am-12:00 pm

Plymouth Ballroom A

Developing Assessment Tools to Predict Employee Turnover

Michael Aamodt, Emilee Tison, Cliff Haimann
DCI Consulting Group, Inc.

Tutorial 90 minutes

Although most employee selection assessments are designed to predict job performance, for many organizations, predicting employee turnover in entry-level jobs is equally or more important. In this interactive tutorial, we will discuss a process for developing assessments designed to reduce turnover.

The tutorial will begin with a brief review of the research literature on factors that affect employee turnover. These factors will include those at the organizational level, job level, and employee level.

We will then discuss how to conduct focus groups to capture information relevant to employee turnover followed by an interactive discussion on how to write biodata items, willingness questions, and interview questions that address the factors identified in the focus groups.

The tutorial will conclude with a discussion of how to conduct a criterion validity study of the biodata and interview questions.

Plymouth Ballroom B

Human Capital Career Mythbusters

Roundtable 90 minutes

Kristie Campana
University of Minnesota - Mankato

Carol Lynn Courtney
Courtney Consulting Group

Shannon Kobus
Monster Government Solutions

Kristen Pryor
DCI Consulting, Inc

Emily Steinau
U.S. Customs and Border Protection

This Roundtable provides students and early-career practitioners an opportunity to probe careers in Human Capital across functions/sectors. Attendees will generate lists of "myths," which will then be discussed by panelists, with each myth being "busted," "plausible," or "confirmed." Attendees interested in previewing different career options will benefit.

2



Topaz

Work Analysis Competency Model (WACM)

Madonna Drogosiewicz

Department of National Defense Canadian Armed Forces

Paper Presentation 30 minutes

Using Q-Sort methodology, a competency model consisting of 76 facets grouped under 17 competencies was created for the Canadian Armed Forces. The Work Analysis Competency Model facilitates competency generation in the work analysis process, resulting in a more robust and standardized list of competencies for use in selection.

Topaz

Competencies as Strategic Narrative: Linking Motivation with Mission

Roundtable 60 minutes

Stephen Mueller, Thomas Schoenfelder
Caliper

Communicating the strategic importance of talent management and maintaining a high level of employee engagement are two of the biggest challenges facing I/O psychologists and human resource professionals today. In practice, these seemingly different challenges may be just two sides of the same coin. That is, logically and quantitatively connecting why the organization exist (i.e., mission) with why people behave the way they do (i.e., personality traits, values, motivational factors) is likely to enlighten both organizational leadership (e.g., clearer view of the relationship between organizational mission and talent management) and employees (e.g., clearer view of the relationship between organizational mission and their own performance). It is at this nexus in which competency modeling is most powerful. This session will explore applied research and organizational case studies to illustrate how competency modeling can be used to logically and quantitatively link individual motivation and mission.

2



1



Turquoise

Expedited Creation and Validation of Public Safety Exams

Martinique Alber, Stacey Lange

Personnel Board of Jefferson County

Paper Presentation 60 minutes

This presentation will go through the process of developing and validating public safety examinations within a weeks' time. Highlights include the recruitment and selection of SMEs, generation of critical incidents, item and benchmark development, validation, and final review. The pros of this concept will also be discussed.

2



Concurrent Sessions Monday, July 15, 2019

10:30 am-12:00 pm

Turquoise

Maximizing Firefighter recruiting through continuous testing

Andrew Yurkon, Erin Maas
City of Dallas

Paper Presentation 30 minutes

To address the staffing shortages in the Dallas Fire-Rescue Department (DFR), an aggressive hiring strategy was implemented that involved moving from once-a-year testing to a year-round schedule. This presentation will discuss the successes, challenges, and lessons learned to aid other jurisdictions considering this approach.

Sapphire

Are Integrity Tests Worth their Salt? An Examination of Integrity Testing for Public Safety Occupations

Adelaide Alderks, Erica Percich, Steve Khazon, Carl Swander
Ergometrics and Applied Personnel Research, Inc.

Paper Presentation 45 minutes

What is integrity? What behaviors does integrity predict? Why should organizations measure it? These questions have intrigued the personnel selection industry for years. The purpose of this presentation is to provide insight on this compelling construct, sharing the development process and validation results of a public safety integrity testing tool.

Sapphire

Amazon's Mechanical Turk in Applied Settings Symposium

Zollie Saxon, Matthew Castillo, Marley Walter, Frank Igou
Louisiana Tech University

Symposium 45 minutes

The benefits of utilizing crowdsourcing platforms, specifically, Amazon's Mechanical Turk (MTurk) are often utilized by researchers in Industrial-Organizational Psychology, Human Resources, and many other branches of the social sciences. Mturk's benefits are not limited to academics and researchers however. The following symposium will discuss the benefits and drawbacks of using crowdsourcing platforms in applied settings, as well as best practices and ethical concerns.



1:30 pm-3:00 pm

Plymouth Ballroom A

Utilizing Shiny to build web applications for standard settings, job analyses, and other interactive processes

Joseph Costa, Mike Hughes
Inteleos

Tutorial 90 minutes

Many assessment processes (e.g., standard settings, job/practice analyses) require high interaction between stakeholders (e.g., subject matter experts and psychometricians or other assessment professionals). Advances in technology (e.g., Shiny from RStudio) have enabled users to record and display data that can facilitate these processes. Shiny is an R package that can be used to create interactive web applications. This tutorial will demonstrate four custom-built Shiny applications for standard settings (defining the minimally competent candidate, modified Angoff method, and Bookmark method) and job analyses (task and KSA bank). Audience members can follow along as we build and deploy a basic application. At the conclusion of the tutorial, audience members will be provided with resources (e.g., code and information) to further develop their application.



Plymouth Ballroom B

Lessons Learned From Working with Non-Traditional Jobs

Sandra Alexander, Philip Walmsley,
U.S. Office of Personnel Management

Emilee Tison
DCI Consulting Group, Inc.

Kathlea Vaughn
U.S. Customs and Border Protection

Panel Discussion 60 minutes

An important part of any I/O work is understanding the fundamental aspects of a particular job. When working with jobs that could be considered non-traditional, because they are highly specialized or out of the ordinary, there are often unique challenges to address. The challenges vary depending on the type of job, but can include the work conditions, the environment, and access to subject matter experts. In this panel, participants will discuss their experiences working with non-traditional jobs and their lessons learned.



Concurrent Sessions Monday, July 15, 2019

1:30 pm-3:00 pm

Plymouth Ballroom B

Arrested Development: Job Analysis Challenges with Federal Law Enforcement Officers

Ashley Hoffman
Department of Homeland Security

Paper Presentation 30 minutes

As part of support for creating a newly classified federal government occupation and associated assessment requirements, personnel research psychologists within a large government agency conducted a large-scale job analysis on a mission-critical law enforcement role within the agency. While a job analysis is typically a straightforward procedure, additional challenges arose due to labor agreements, technology, and other population and leadership difficulties. The current submission will highlight these challenges specifically, along with the techniques and approaches used to overcome them.

Topaz

Transitioning to Vendor-Supported Employment Test Delivery: What Should You Consider?

Cheryl Paullin
HumRRO

Paper Presentation 30 minutes

Administering and scoring employment tests in a secure fashion is typically an HR-owned function. Many agencies are seeking ways to reduce "in-house" resource requirements by outsourcing the exam delivery and scoring process. This session will focus on factors that should be considered when transitioning to a vendor-supported exam delivery process.

Topaz

Seamless Integration of Assessment and Development

James Scrivani
PepsiCo

Robert Lewis
APTMetrics

Roundtable 60 minutes

PepsiCo and APTMetrics have partnered to develop a best in class assessment and development process that involves coordination across HR functions, management levels, and organizational lines. We describe the processes we have developed to manage this complexity and invite participants to share their experiences.



Turquoise

Data Analytics: Changing the Way Front-Line HR Professionals Work

Margaret Barton, Joyce Wentz, Amy Rucker
U.S. Office of Personnel Management

Paper Presentation 60 minutes

Organizations are realizing the benefits of improving their data reporting and analytics capabilities to ensure decision makers have easy access to high quality data. This practitioner-focused session highlights approaches for helping front-line HR professionals and their customers leverage data to make more informed business decisions related to hiring and staffing.



Turquoise

Assessing spatial ability for personnel selection: Are tests with increased conceptual and contextual similarity to job tasks better?

Sharmili Jong
Department of National Defence (Canada)

Paper Presentation 30 minutes

Most current tests of spatial ability are inadequate for personnel selection use as they only assess selected aspects of this multifaceted ability. This paper presentation highlights findings from research that examined the role of increased conceptual and contextual similarity between tests and job tasks to better predict job performance.



Sapphire

Reinventing the City of New Orleans Performance Management Program: Best Practices and Lessons Learned

Bharati Belwalkar
City of New Orleans

Paper Presentation 60 minutes

Previously, the City of New Orleans used a Behaviorally Anchored Rating format to evaluate employees. In 2016, the City moved to ratingless performance management. This paper presentation will walk attendees through the changes, steps, and processes involved in developing this new program, and the lessons learned along the way.



Sapphire

The Performance Assessment Rating Scale (PARS) for Selection Tool Validation

Joseph Berry
Department of National Defence

Paper Presentation 30 minutes

The Canadian Armed Forces often uses performance ratings (primarily intended for administrative decisions) and training success to validate selection tools; however, they have several limitations. This presentation describes a new performance rating scale developed to validate selection tools and address the limitations of other criteria.



Concurrent Sessions Tuesday, July 16, 2019

10:30 am-12:00 pm

Plymouth Ballroom A

Student Paper Award Presentation - Cognitive Ability Tilt and Job Performance: A Case for Specialization

Anne Kato
Baruch College

Paper Presentation 30 minutes

Most research examining the relationship between cognitive ability and job performance has conceptualized cognitive ability as *g*. Recent findings, however, have supported the claim that more specific factors of cognitive ability contribute to the prediction of job performance. The present study builds upon prior research by investigating the relationship between ability tilt, a measure representing differential strength between two specific cognitive abilities, and job performance. Using a large sample from the General Aptitude Test Battery (GATB) database, it was found that ability tilt differentially related to job performance based on whether or not the tilt matched job requirements, and ability tilt provided incremental validity over *g* and specific abilities for predicting performance when the tilt matched job requirements. Implications for research and practice are discussed.

Plymouth Ballroom A

Innovation in Assessment Award Presentation AI Powered Realistic Job Previews

Derek Mracek, Eric Sydel, Isaac Thompson, Nick Koenig
Shaker International

Paper Presentation 60 minutes

The industrial-organizational psychology community has long quantified the power of high-fidelity realistic work samples. When paired with realistic job previews, they allow candidates to try out the job and assess personal fit. They are one of the best predictors of on-the-job success, are effective and fair, and rarely exhibit unwanted biases due to the close link to on-the-job characteristics. Open-ended work samples provide one of the best candidate experiences, allowing candidates to respond in their own words. Due to the difficulty of scoring these and similar assessment center exercises, they have generally been reserved for executive-type roles and are not scalable to most jobs - until now.

Using the latest advances in AI, Shaker developed a new type of assessment, the Deep Learning Powered Virtual Job Tryout (VJT), scaling open-ended work samples. Instead of a panel of experts, responses are scored in less than a 10th of a second by a powerful bias-free AI that was developed and trained on hundreds of thousands of cross-company data points, replicating and scaling expert judgement. This new capability redefines the benchmark for a great candidate experience and provides a new level of predictive power of on-the-job success, delivering a strong ROI for companies.



Plymouth Ballroom B

You say Pay Gap, I say Wage Gap, You Say Who Cares, I Say Beware

Jeff Henderson, Murray Simpson
DCI Consulting Group, Inc.

Tutorial 90 minutes

Many of us have certainly seen or heard the terms “Pay Gap” or “Wage Gap” in the media lately, but what do they mean? During this session, we will define what the wage gap is, explain what the research says, and discuss implications related to equal employment opportunity. Next, we will provide a historical view of the wage gap (from the Civil Rights era up through the present day) to examine how it has evolved over time and how pay equity enforcement at the federal and state level has likewise followed suit. Then, we will delve into some data analytic fun and discuss the differences between a shareholder wage gap study and an analysis driven by Title VII (of the Civil Rights Act) principles. We will conclude our session with an interactive Q&A and key takeaways.

Topaz

Testing in Local & State Government: Police, Fire, and Everyone Else

Clifford Haimann
DCI Consulting Group, Inc.

Christina Peacock
CPS HR Consulting

Jill May
City of Chicago

Stefanie Pugliese
Vantage Leadership

Panel Discussion 60 minutes

Considerable research and case law have focused on fire and police testing; however, state and local governments use tests to select employees for hundreds of other jobs. This testing is associated with challenges such as local code or contractual constraints and limited resources— issues not often addressed by research in IO Psychology. This panel brings together psychologists who have conducted testing for state and local governments. They will discuss their experiences and offer considerations that can guide practitioners who face unique challenges working in the local government space.

Topaz

Practice Testing for Entry-Level Police Candidates: “A Tool that Meets Everyone’s Needs”

Erin Smith
City of Dallas

Paper Presentation 30 minutes

In early 2018, we, at the City of Dallas Civil Service department set out to create an online practice test for our entry-level police candidates. This presentation will describe our methodology and insights to those who wish to deliver a similar product.



Concurrent Sessions Tuesday, July 16, 2019

10:30 am-12:00 pm

Turquoise

Advances in Test Security – Detecting potential cheating and other fraudulent behavior



Greg Hurtz

California State University, Sacramento

John Weiner, Nicole Tucker, Brooke Dresden
PSI Services LLC

Symposium 60 minutes

Test security remains a central concern for high-stakes examinations as fraudulent activity (cheating, content theft) continues to threaten the integrity of testing programs. Fortunately, new and emerging approaches in data analytics and technology-enhanced proctoring are becoming available to detect potential fraudulent behavior by examinees. The presenters in this session will draw from their diverse real-world experience and research with large-scale high-stakes testing programs to:

- (1) describe an operational data forensics program,
- (2) demonstrate statistical techniques for detecting potential test fraud, and
- (3) explore technology-enhanced online proctoring methods and solutions for authenticating the identity of test takers and monitoring the test taking process.

The session will include a question and answer discussion to allow the audience to raise additional issues and interact with the presenters and colleagues at the session.

Turquoise

Incorporating Context in Leader Selection to Enhance Performance and Diversity



Jeff Johnson
SHL

Paper Presentation 30 minutes

Work context influences the relationship between personality and job performance, explaining why leaders with very different attributes can succeed in different situations. This presentation demonstrates that taking context into account when using personality to predict leader performance results in increased performance overall and greater diversity in the leadership bench.

Sapphire

The New (2018) SIOP Principles: Content, History and Perspective



Joel Wiesen

Applied Personnel Research

Paper Presentation 45 minutes

A new edition of one of the two major organizational statements of proper testing methods has been published. SIOP's 2018, fifth edition of the Principles for the Validation and Use of Personnel Selection Procedures has been revised, approved by the APA, and issued, superceding the 2003 edition. The new edition presents "established scientific findings and generally accepted professional practice in the field of personnel selection psychology" and is intended to be consistent with the 2014 revision of the jointly issued Standards for Educational and Psychological Testing (AERA, APA & NCME, 2014). This presentation will provide a roadmap to the new, fifth edition, pointing out some changes from the previous edition, and will contrast the fifth edition with the 2014 joint Standards, and describe some implications of the new, fifth edition of the Principles for practitioners.

Sapphire

The Role of Assessment in Addressing Poor Performance



Sharon Roth

U.S. Merit Systems Protection Board

Paper Presentation 45 minutes

Using data from a survey of over 7,500 Federal supervisors of poor performers, this presentation will demonstrate why successfully addressing poor performance requires a holistic look at the employment process, including the crucial role of assessment.

Concurrent Sessions Tuesday, July 16, 2019

1:30 pm-3:00 pm

Plymouth Ballroom A

Innovative Survey Programs: Integrating the Assessment of Leadership and Organizational Climate



Steven Burnkrant, Renee Vincent
U.S. Office of Personnel Management

Todd Chmielewski
National Geospatial-Intelligence Agency

Choni Gurira
Drug Enforcement Administration

Theodore Hayes
Federal Bureau of Investigation

Panel Discussion 90 minutes

This panel discussion will explore the recent work of four federal agencies in establishing innovative survey programs that provide upward feedback to leaders within the context of the climate of their work unit. The Federal Government has a long history of using surveys to understand organizational climate and employee attitudes, as well as to provide feedback to leaders on effective leadership competencies and behaviors. Employee survey programs are often managed separately from leadership assessment programs, and results are rarely integrated to provide leaders with feedback that directly links their leadership with work unit climate and employee engagement. While each agency had similar overarching objectives, the specific goals, agency cultures, and the need to integrate and distinguish the new survey program from existing data collection initiatives led to divergent decisions in design, administration, and reporting. Panelists will address best practices, lessons learned, and considerations in establishing their survey program.

Plymouth Ballroom B

The Moderating Effects of Emotional Exhaustion on Employee Withdrawal Intentions



J. Peter Leeds
*University of Baltimore, Division of Applied Behavioral Sciences,
Yale Gordon College of Arts and Sciences*

Krystal Roach
Central Michigan University

Paper Presentation 30 minutes

We examined the moderating effects of emotional exhaustion on the relationship between perceived supervisor treatment and employee withdrawal symptoms. Analyses showed that perceived supervisor treatment exerts a weaker influence on employees' intention to withdrawal from the organization for employees who were emotionally exhausted, in comparison to those who were not.

Plymouth Ballroom B

Assessing Mental Toughness in Professional and College Sports



Thomas Schoenfelder
Caliper

Paper Presentation 60 minutes

A model of mental toughness was tested by assessing the personality dynamics of professional (MLB, NBA, & NHL) and NCAA D1 athletes. Results support a mental toughness model that incorporates 5 personality traits (Level-Headedness, Ego-Strength/Resilience, Stress Tolerance, Thoroughness, Energy/Persistence, Self-Structure) that is highly predictive of success in professional sports.

Topaz

The times they are a'changing: Assessment in an increasingly diverse landscape



Martha Hennen
Federal Agency

Kerri Ferstl
Ivy Planning Group

Deniz Ones
University of Minnesota

Roundtable 60 minutes

The civilian labor force both in the US and abroad is increasingly diverse and multicultural. With these changes come coincident opportunities for assessment programs to support a diverse, inclusive environment for all. This roundtable will focus audience discussion on successful, practical strategies for addressing the current and anticipated future challenge.

Topaz

Reducing Potential for Adverse Impact Through the Use of Novel Approaches to Traditional Test Components.



Michael Sutton, Jimmy Johnson
Personnel Board of Jefferson County

Paper Presentation 30 minutes

This study will investigate the benefits of using video-based test formats over traditional paper/pencil formats. We will discuss the Personnel Board of Jefferson County's use of a video-based multiple-choice test format for the position of "Skilled Laborer", and the effect this component had in reducing the potential for adverse impact.

Concurrent Sessions Tuesday, July 16, 2019

1:30 pm-3:00 pm

Turquoise

Union Engagement in Assessment: Horror Stories and Hindsight

Matisha Montgomery, Ashley Hoffman, Lycia Carter
Department of Homeland Security

Julie Weintraub
United Nations

Lane Harstad
Federal Mediation and Conciliation Service

Panel Discussion 60 minutes

It is no secret assessment professionals often face an uphill battle when proposing and implementing initiatives within their organizations. When considering constraints on assessment professionals working within the public sector, the challenges only increase. However, one of the most tenuous situations faced by assessment professionals is negotiating proposals within the confines of a labor agreement. Such bargaining must be handled within the terms and conditions set forth in the organization and are typically negotiated by labor professionals unfamiliar with assessment specifically, and Human Resources generally. The current panel will include civil servants with a variety of experiences working with unions in government and quasi-governmental organizations. Experts will discuss specific tactics they have used to initiate and implement assessment initiatives within their respective organizations, adjustments they have made to accommodate union challenges, and times they made concessions in order to continue their work.

Turquoise

Realistic Job Previews: Aligning Applicant Expectations with Realities of the Job

Jim Austin
Personnel Board of Jefferson County

Paper Presentation 30 minutes

This paper covers the basics on Realistic Job Previews (RJPs), including the purpose of and potential benefits from using RJPs, the various types of RJPs, methods used to collect information needed to create an RJP, methods of delivery, and the utility gains resulting from using RJPs. Examples will be shared.



Sapphire

Building Trust: Best practices in selection

Paper Presentation 45 minutes

Steve Khazon, Alderks Ergometrics, Erica Percich, Carl Swander
Ergometrics

Whether or not people are willing to be vulnerable to one another – trust – plays a central role in organizational endeavors, including those related to personnel assessment. The purpose of this presentation is to provide test creators and users with best practices for building and maintaining trust with clients and candidates.



Sapphire

Trends and Practices in Talent Analytics

Jasmit Kaur
Culturebie

Paper Presentation 45 minutes

Based on 22 interviews with academics and practitioners, we offer concrete examples of talent analytics work and review key issues. Three broad stage of talent analytics are identified, offering a roadmap for growing talent analytics functions: reporting, advanced analytics, and organizational research.



Concurrent Sessions Wednesday, July 17, 2019

8:30 am-10:00 am

Plymouth Ballroom A

Assessment Trends in the Public and Private Sector: Employee Selection Today, Tomorrow, and Beyond



Michael Blair
U.S. Office of Personnel Management

Tracy Kantrowitz
Personnel Decisions Research Institute

Matisha Montgomery
*Immigration & Customs Enforcement,
Department of Homeland Security (DHS-ICE)*

Brian Bellenger
Personnel Board of Jefferson County, AL (PBJC)

Ryan O'Leary
Personnel Decisions Research Institute (PDRI)

Joseph Abraham
PSI Services

Panel Discussion 90 minutes

The Global Assessment Trends Report (GATR) is an indicator of talent management and assessment practices, giving HR professionals a comprehensive view of how organizations around the world prioritize, measure, and evaluate talent and talent programs. The report focuses on organizations' current talent management and assessment practices, as well as future intentions and assessment trends. This lively and interactive panel discussion brings together private and public sector assessment professionals to discuss the results of the GATR to assist HR professionals focus their selection and development efforts. Drawing upon the results of the 2018 GATR, the panel will discuss a variety of assessment-related topics including technology, big data, general versus job-specific assessments, and future assessment trends in the private and the public sector. Audience members are encouraged to ask questions and otherwise interact with the panel.

Plymouth Ballroom B

Applying the Good AI to Assessment



Derek Mracek, Isaac Thompson, Nikki Dudley, Nicole Petersen, Nick Koenig
Shaker International

Paper Presentation 30 minutes

Open-ended text-based items have been shown to predict performance on the job well but have not been a viable option due to the expense of having SMEs evaluate candidate responses. Deep learning algorithms were used to replicate SME expertise thus automating the process involved in assessing text-based candidate responses.

Plymouth Ballroom B

Leadership Assessment & Development in the Nuclear Power Industry



Tim O'Connor
Xcel Energy Nuclear

Ronald Page
Assessment Associates International

Paper Presentation 60 minutes

The Chief Nuclear Officer of a large utility will describe why leadership assessment and development are an imperative for organizational effectiveness. The approach taken in his organization, as well as organizational outcomes, will be described. Emphasis will be placed on how this process drove broad measures of organizational performance (validity).

Topaz

Open Science and its Implications in Assessment: Looking Forward



Dennis Doverspike
University of Akron

Scott Highhouse
Bowling Green University

Frank Igou
Louisiana Tech University

Panel Discussion 60 minutes

Information can now be spread easier than ever. Scientists may collaborate across the span of the globe with a click of a button. However, current scientific practice does not live up to its idealized expectations. Questionable Research Practices have limited the power of evidence-based practice for assessors, Industrial Organizational Psychologists, and Human Resource professionals alike. The advent of open science possesses very promising capabilities in alleviating these issues. This panel presentation aims to stimulate thoughts and discussions surrounding open science in scientific research, and its implications to the current and future practice of assessment.

Topaz

Is It Complicated?: Validity of Personality Interactions for Predicting Performance



Jacob Bradburn
Michigan State University

Paper Presentation 30 minutes

An individual is a constellation of their personality traits. However, how one trait influences the expression of another is often neglected in organizational research. This study sought to test how four personality trait pairs may interact in predicting job performance. Despite expectations, no interactive effects were found.

Concurrent Sessions Wednesday, July 17, 2019

8:30 am-10:00 am

Turquoise

Challenges in Public Safety Selection

Kristen Pryor, Brittany Dian
DCI Consulting Group, Inc

Paper Presentation 45 minutes

This presentation focuses on unique challenges faced by public safety organizations in their selection process, and ways to improve efficiency while striving to increase the diversity of qualified candidates. Participants will come away with best practices for approaching current recruitment, retention, and process barriers faced in public safety selection.



Turquoise

Tools to Hire Qualified Minority Police Officers

Joel Wiesen
Applied Personnel Research

Paper Presentation 45 minutes

Many police managers are stymied in their attempts to hire black police officers due to the pervasive adverse impact that traditional employment tests have on black candidates. This tutorial presents 15 tools (most novel or little-used) to help police departments hire ethnically diverse academy classes while maintaining and even enhancing police officer job performance. The tools will be described in enough detail to enable participants to apply them. Relevant psychometric formulas will be provided and explained. For agencies that use outside testing consultants, a job aid will be provided to facilitate communicate with consultants concerning these new approaches. Applied research, analytic psychometric analysis and/or logical support will be given for considering departures from current practice in general and for each such tool. Real-life examples will be given of applications of some of these tools.



Sapphire

Implementing a Candidate Experience Survey

Emily Steinau, Alexis Avery, Kathleen Stewart
U.S. Customs and Border Protection

Paper Presentation 45 minutes

This session provides an overview of the process used to develop and implement a candidate experience survey for promotional candidates in a large law enforcement organization. Attendees will learn about applicant reaction research, strategies used to implement the survey, analyses conducted, and planned actions to improve the candidate experience.



Sapphire

Job Analysis Techniques for Job Redesign

Kimberly Perry, Emily Steinau, Alexis Avery
U.S. Customs and Border Protection

Paper Presentation 45 minutes

The need for workers capable of performing multiple functions is changing how organizations conceptualize jobs. This session reviews the job analysis techniques used to develop assessments for a redesigned work unit. Presenters will discuss steps used to create core job descriptors and resolve unique challenges presented by the redesign.





The Personnel Testing Council of Metropolitan Washington DC

PTCMW is the premier regional membership organization for I-O Psychologists and related professions. Established in 1977, PTCMW provides professional development and networking opportunities that enable nearly 400 members—within and outside of the DC area—to connect, share new research and applied approaches, and grow as professionals via online networking platforms, webcasts, and other events.

CONNECT.	SHARE.	GROW.
<p>Attend one of our many networking or educational events.</p> <p>Get access to a detailed Membership Directory to help broaden your network.</p> <p>Make recruiting and job searching easier by connecting with I-O professionals in the DC area on our free job listings platform.</p>	<p>Get access to the quarterly PTCMW Newsletter archive, which features more than 30 years of current events impacting the I-O community, best practice pieces from other members, and a professional calendar featuring I-O events around the nation.</p>	<p>Grow your I-O KSAOs by participating in our monthly in-person and webcast events that feature a presentation from well-known I-O experts sharing best practices for a diverse array of I-O topics.</p> <p>Missed a webcast? Browse our extensive webcast library or download the webcast slides.</p>

Over 50 presentations in our Webcast Library – and more added every month!

2018 Event Highlights

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