
IPAC & IPMAAC History

Last Update 2018

Continuity, Policies, &
Procedures Committee



IPAC
INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL

IPAC Board Position Incumbents (2009-Present)¹

2018

President	Matisha Montgomery
President-Elect	Martinique "Marty" Alber
Past President	Mary Ann Haskins
Financial Officer	Natasha Riley
Secretary	Melissa Buford Haudek
Board of Directors Member at Large	Frank Igou
Board of Directors Member at Large	John Ford
Board of Directors Member at Large	Elizabeth Reed

2017

President	Mary Ann Haskins
President-Elect	Matisha Montgomery
Past President	Martha Hennen
Financial Officer	Natasha Riley
Secretary	Melissa Buford Haudek
Board of Directors Member at Large	Kathlea Vaughn
Board of Directors Member at Large	Frank Igou
Board of Directors Member at Large	John Ford

2016

President	Martha Hennen
President-Elect	Mary Ann Haskins
Past President	Elizabeth Reed
Financial Officer	Natasha Riley
Secretary	Margaret Barton
Board of Directors Member at Large	Kathleen Walker
Board of Directors Member at Large	Kathlea Vaughn
Board of Directors Member at Large	Frank Igou

2015

President	Elizabeth Reed
President-Elect	Martha Hennen
Past President	Michael Blair
Financial Officer	Reid Klion
Secretary	Margaret Barton
Board of Directors Member at Large	Scott Highhouse
Board of Directors Member at Large	Kathleen Walker
Board of Directors Member at Large	Kathlea Vaughn

¹See IPMAAC Board Position Incumbents for the names of individuals who served on the Board of Directors of IPAC's predecessor organization, the International Public Management Association Assessment Council (IPMAAC)

2014

President	Michael Blair
President-Elect	Elizabeth Reed
Past President	Deborah Whetzel
Financial Officer	Reid Klion
Secretary	Martha Hennen
Board of Directors Member at Large	Natasha Riley
Board of Directors Member at Large	Scott Highhouse
Board of Directors Member at Large	Kathleen Walker

2013

President	Deborah Whetzel
President-Elect	Michael Blair
Past President	Jeff Feuquay
Financial Officer	Reid Klion
Secretary	Martha Hennen
Board of Directors Member at Large	Lee Frier
Board of Directors Member at Large	Natasha Riley
Board of Directors Member at Large	Scott Highhouse

2012

President	Jeff Feuquay
President-Elect	Deborah Whetzel
Past President	Julia Bayless
Financial Officer	Reid Klion
Secretary	Marianne Tonjes
Board of Directors Member at Large	Warren Bobrow
Board of Directors Member at Large	Lee Frier
Board of Directors Member at Large	Natasha Riley

2011

President	Julia Bayless
President-Elect	Jeff Feuquay
Past President	Mike Willihnganz
Financial Officer	Reid Klion
Secretary	Vacant
Board of Directors Member at Large	Christine Parker
Board of Directors Member at Large	Warren Bobrow
Board of Directors Member at Large	Lee Frier

2009-2010

President	Mike Willihnganz
President-Elect	Julia Bayless
Past President	Deonda Scott
Financial Officer	Reid Klion
Secretary	Ann Raines Gonter
Board of Directors Member at Large	Shelley Langan (2010)
Board of Directors Member at Large	Christine Parker (2010)
Board of Directors Member at Large	Warren Bobrow (2010)
Board of Directors Member at Large	Bryan Baldwin (2010)
Board of Directors Member at Large	Ines Vargas-Fraenkel (2009)
Board of Directors Member at Large	Deonda Scott (2009)
Board of Directors Member at Large	Harry Brull (2009)
Board of Directors Member at Large	Oscar Spurlin (2009)

IPMAAC Board Position Incumbents 1977-2008**2008**

President	Inés Vargas-Fraenkel
President-Elect	Mike Willihnganz
Past President	Deonda Scott
IPMA Exec Council Rep	Harry Brull
Board of Directors Member at Large	Bryan Baldwin
Board of Directors Member at Large	Warren Bobrow
Board of Directors Member at Large	Shelley Langan
Board of Directors Member at Large	Julia McElreath
Board of Directors Member at Large	Oscar Spurlin

2007

President	Deonda Scott
President-Elect	Inés Vargas-Fraenkel
Past President	Beverly Waldron
IPMA Exec Council Rep	Harry Brull
Board of Directors Member at Large	Warren Bobrow
Board of Directors Member at Large	Roxanne Cochran
Board of Directors Member at Large	David Hamill
Board of Directors Member at Large	Julia McElreath
Board of Directors Member at Large	Oscar Spurlin

2006

President	Beverly Waldron
President-Elect	Deonda Scott
Past President	David Hamill
IPMA Exec Council Rep	Harry Brull
Board of Directors Member at Large	Roxanne Cochran
Board of Directors Member at Large	Inés Vargas-Fraenkel
Board of Directors Member at Large	Kathryn Singh
Board of Directors Member at Large	Oscar Spurlin
Board of Directors Member at Large	Donna Terrazas

2005

President	David Hamill
President-Elect	Beverly Waldron
Past President	Ilene Gast
IPMA Exec Council Rep	Paul D. Kaiser
Board of Directors Member at Large	Roxanne Cochran
Board of Directors Member at Large	Dennis Doverspike
Board of Directors Member at Large	Inés Fraenkel
Board of Directors Member at Large	Kathryn Singh
Board of Directors Member at Large	Donna Terrazas

2004

President	Ilene Gast
President-Elect	David Hamill
Past President	Harry Brull
IPMA Exec Council Rep	Paul D. Kaiser
Board of Directors Member at Large	Martin Anderson
Board of Directors Member at Large	Dennis Doverspike
Board of Directors Member at Large	Jennifer French
Board of Directors Member at Large	Kathryn Singh
Board of Directors Member at Large	Donna Terrazas

2003

President	Harry Brull
President-Elect	Ilene Gast
Past President	Donna Denning
IPMA Exec Council Rep	Paul D. Kaiser
Board of Directors Member at Large	Martin Anderson
Board of Directors Member at Large	Dennis Doverspike
Board of Directors Member at Large	Jennifer French
Board of Directors Member at Large	David Hamill
Board of Directors Member at Large	Deonda Scott

2002

President	Donna Denning
President-Elect	Harry Brull
Past President	T.R. Lin
IPMA Exec Council Rep	David A. Dye
Board of Directors Member at Large	Martin Anderson
Board of Directors Member at Large	Jennifer French
Board of Directors Member at Large	Ilene Gast
Board of Directors Member at Large	David Hamill
Board of Directors Member at Large	Deonda Scott

2001

President	T.R. Lin
President-Elect	Donna Denning
Past President	Kristine Smith
IPMA Exec Council Rep	David A. Dye
Board of Directors Member at Large	Ilene Gast
Board of Directors Member at Large	David Hamill
Board of Directors Member at Large	Deonda Scott
Board of Directors Member at Large	Beverly Waldron
Board of Directors Member at Large	Mike Willihnganz

2000

President	Kristine Smith
President-Elect	T.R. Lin
Past President	David A. Dye
IPMA Exec Council Rep	David A. Dye
Board of Directors Member at Large	Mike Aamodt
Board of Directors Member at Large	Ilene Gast
Board of Directors Member at Large	Beverly Waldron
Board of Directors Member at Large	Mike Willihnganz

1999

President	David A. Dye
President-Elect	Kristine Smith
Past President	Jeffrey P. Feuquay
IPMA Exec Council Rep	Doris Maye
Board of Directors Member at Large	Mike Aamodt
Board of Directors Member at Large	Ilene Gast
Board of Directors Member at Large	T.R. Lin
Board of Directors Member at Large	Beverly Waldron
Board of Directors Member at Large	Mike Willihnganz

1998

President	Jeffrey P. Feuquay
President-Elect	David A. Dye
Past President	Paul D. Kaiser
IPMA Exec Council Rep	Doris Maye
Board of Directors Member at Large	Mike Aamodt
Board of Directors Member at Large	Harry Brull
Board of Directors Member at Large	Donna Denning
Board of Directors Member at Large	T.R. Lin
Board of Directors Member at Large	Kristine Smith

1997

President	Paul D. Kaiser
President-Elect	Jeffrey P. Feuquay
Past President	Marianne Bays
IPMA Exec Council Rep	Doris Maye
Board of Directors Member at Large	Harry Brull
Board of Directors Member at Large	Donna Denning
Board of Directors Member at Large	David A. Dye
Board of Directors Member at Large	Kristine Smith
Board of Directors Member at Large	William Waldron

1996

President	Marianne Bays
President-Elect	Paul D. Kaiser
Past President	James Johnson
IPMA Exec Council Rep	Kaye L. Evleth
Board of Directors Member at Large	Harry Brull
Board of Directors Member at Large	Donna Denning
Board of Directors Member at Large	David A. Dye
Board of Directors Member at Large	Jeffrey P. Feuquay
Board of Directors Member at Large	Doris Maye

1995

President	James Johnson
President-Elect	Marianne Bays
Past President	Anita Ford
IPMA Exec Council Rep	Kaye L. Evleth
Board of Directors Member at Large	David A. Dye
Board of Directors Member at Large	Jeffrey P. Feuquay
Board of Directors Member at Large	Clyde Lindley
Board of Directors Member at Large	Doris Maye
Board of Directors Member at Large	Judy Trabert

1994

President	Anita Ford
President-Elect	James Johnson
Past President	Karen Coffee
IPMA Exec Council Rep	Nancy E. Abrams
Board of Directors Member at Large	Marianne Bays
Board of Directors Member at Large	Jeffrey P. Feuquay
Board of Directors Member at Large	Paul D. Kaiser
Board of Directors Member at Large	Clyde Lindley
Board of Directors Member at Large	Judy Trabert

1993

President	Karen Coffee
President-Elect	Anita Ford
Past President	Kaye L. Evleth
IPMA Exec Council Rep	Nancy E. Abrams
Board of Directors Member at Large	Marianne Bays
Board of Directors Member at Large	Ilene Gast
Board of Directors Member at Large	Paul D. Kaiser
Board of Directors Member at Large	Clyde Lindley
Board of Directors Member at Large	Judy Trabert

1992

President	Kaye L. Evleth
President-Elect	Karen Coffee
Past President	Dennis Joiner
IPMA Exec Council Rep	Nancy E. Abrams
Board of Directors Member at Large	Marianne Bays
Board of Directors Member at Large	Michael J. Dollard
Board of Directors Member at Large	Jay A. Gandy
Board of Directors Member at Large	Ilene Gast
Board of Directors Member at Large	Esther Juni
Board of Directors Member at Large	Paul D. Kaiser

1991

President	Dennis Joiner
President-Elect	Kaye L. Evleth
Past President	Sally A. McAttee
IPMA Exec Council Rep	Susan K. Christopher
Board of Directors Member at Large	Marianne Bays
Board of Directors Member at Large	Karen Coffee
Board of Directors Member at Large	Michael J. Dollard
Board of Directors Member at Large	Jay A. Gandy
Board of Directors Member at Large	Esther Juni

1990

President	Sally A. McAttee
President-Elect	Dennis Joiner
Past President	Joel P. Wiesen
IPMA Exec Council Rep	Susan K. Christopher
Board of Directors Member at Large	Marianne Bays
Board of Directors Member at Large	Karen Coffee
Board of Directors Member at Large	Jay A. Gandy
Board of Directors Member at Large	Esther Juni

1989

President	Joel P. Wiesen
President-Elect	Sally A. McAttee
Past President	Nancy E. Abrams
IPMA Exec Council Rep	Susan K. Christopher
Board of Directors Member at Large	Karen Coffee
Board of Directors Member at Large	Jennifer French
Board of Directors Member at Large	Dennis Joiner
Board of Directors Member at Large	Barbara B. Penn
Board of Directors Member at Large	Wendy Steinberg

1988

President	Nancy E. Abrams
President-Elect	Joel P. Wiesen
Past President	Susan K. Christopher
IPMA Exec Council Rep	Jennifer French
Board of Directors Member at Large	Dennis Joiner
Board of Directors Member at Large	Sally A. McAttee
Board of Directors Member at Large	Barbara B. Penn
Board of Directors Member at Large	William E. Tomes

1987

President	Susan K. Christopher
President-Elect	Nancy E. Abrams
Past President	Bruce W. Davey
Board of Directors Member at Large	Barbara A. Showers
Board of Directors Member at Large	Jurutha D. Brown
Board of Directors Member at Large	Sally A. McAttee
Board of Directors Member at Large	Jennifer French
Board of Directors Member at Large	Barbara B. Penn
Board of Directors Member at Large	William E. Tomes

1986

President	Bruce W. Davey
President-Elect	Susan K. Christopher
Past President	Doris M. Maye
IPMA Exec Council Rep	Barbara A. Showers
Board of Directors Member at Large	Sally A. McAttee
Board of Directors Member at Large	Terry S. McKinney
Board of Directors Member at Large	William B. Owen
Board of Directors Member at Large	William E. Tomes

1985

President	Doris M. Maye
President-Elect	Bruce W. Davey
Past President	Barbara A. Showers
IPMA Exec Council Rep	Ronald A. Ash
Board of Directors Member at Large	Sally J. Brauer
Board of Directors Member at Large	Jurutha D. Brown
Board of Directors Member at Large	Terry S. McKinney
Board of Directors Member at Large	William B. Owen

1984

President	Barbara A. Showers
President-Elect	Doris M. Maye
Past President	Charles B. Schultz
Board of Directors Member at Large	James P. Springer
Board of Directors Member at Large	Sally J. Brauer
Board of Directors Member at Large	Bruce W. Davey
Board of Directors Member at Large	Anita M. Ford
Board of Directors Member at Large	Terry S. McKinney
Board of Directors Member at Large	Andrew K. Nelson

1983

President	Charles B. Schultz
President-Elect	Barbara A. Showers
Past President	Glenn G. McClung
IPMA Exec Council Rep	James P. Springer
Board of Directors Member at Large	Nancy E. Abrams
Board of Directors Member at Large	Bruce W. Davey
Board of Directors Member at Large	Anita M. Ford
Board of Directors Member at Large	David Friedland
Board of Directors Member at Large	Doris M. Maye

1982

President	Glenn G. McClung
President-Elect	Charles B. Schultz
Past President	James P. Springer
IPMA Exec Council Rep	James P. Springer
Board of Directors Member at Large	Nancy E. Abrams
Board of Directors Member at Large	David Friedland
Board of Directors Member at Large	Jan Klein
Board of Directors Member at Large	Stephen J. Mussio
Board of Directors Member at Large	Barbara A. Showers

1981

President	James P. Springer
President-Elect	Glenn G. McClung
Past President	Theodore S. Darany
Board of Directors Member at Large	Nancy E. Abrams
Board of Directors Member at Large	David Friedland
Board of Directors Member at Large	Jan Klein
Board of Directors Member at Large	Albert P. Maslow
Board of Directors Member at Large	Stephen J. Mussio

1980

President	Theodore S. Darany
President-Elect	James P. Springer
Past President	Charles F. Sproule
Board of Directors Member at Large	Jan Klein
Board of Directors Member at Large	Albert P. Maslow
Board of Directors Member at Large	Glenn G. McClung
Board of Directors Member at Large	Stephen J. Mussio
Board of Directors Member at Large	Robert Shoop

1979

President	Charles F. Sproule
President-Elect	Theodore S. Darany
Past President	William A. Gorham
Board of Directors Member at Large	Peggy M. Goulding
Board of Directors Member at Large	Albert P. Maslow
Board of Directors Member at Large	Glenn G. McClung
Board of Directors Member at Large	Daniel H. Wallock
Board of Directors Member at Large	Robert Shoop

1978

President	William A. Gorham
President-Elect	Charles F. Sproule
Past President	NA
Board of Directors Member at Large	Arleen Kleber
Board of Directors Member at Large	Glenn G. McClung
Board of Directors Member at Large	Theodore S. Darany
Board of Directors Member at Large	Daniel H. Wallock
Board of Directors Member at Large	Charles B. Schultz

IPAC/IPMAAC Publishing Positions

Accreditations Chair

2018-Present	Martha Hennen
2015-2017	James Kurtessis
2012-2014	Lee Frier

Assessment Council News (ACN) Editor

2018	Frank Igou
2017	Ted Hayes
2016	John Ford & Kathryn Wrenn
2012-2015	John Ford
2010-2011	Jay Polanki
2005-2009	J. Anthony Bayless
2002-2004	Deonda Scott
1996-2001	Beverly Waldron
1994-1995	Daniel Masden
1992-1994	Lindsey Craig
1984-1992	Clyde Lindley
1980-1984	No Chair; ACN was edited by IPMA Staff
1978-1980	Robert G. Pager
1977-1978	Charles Sproule

Webmaster/Electronic Communications Network

2016-Present	Ben Porr
2014-2015	Andrey Pankov
2000-2013	Bill Waldron

IPAC/IPMAAC Awards Nomination Positions and Recipients

Steven E. Bemis Memorial Award Nomination Chair

2013-Present	Dennis Joiner
2012	Jeff Feuquay
2011	Julia Bayless
2009-2010	Mike Willihnganz
2008	Ines Vargas Fraenkel
2007	Deonda Scott
2006	Beverly Waldron
2005	David Hamill
2004	Ilene Gast
2003	Lynn Jantz
2002	(none listed)
2001	Charles Sproule
2000	Neil Davidson
1999	Bill Rowe
1996-1998	Anne Soileau
1994-1995	Susan K. Christopher
1993-1994	Nancy Abrams
1991-1993	Bruce Davey
1989-1991	Doris Maye
1988-1989	Karen Coffee
1986-1988	James Johnson

Bemis Award Recipients and IPAC/IPMAAC Nominees

Year	Recipient	IPAC/IPMAAC Nominee
2018	Marianne Tonjes	Mike Aamodt
2017	Elaine Pulakos	Eric Dunleavy
2016	TR Lin	TR Lin
2015	Dan Putka	Dan Putka
2014	Shelley Langan	Dan Putka
2013	Brian O'Leary	Dennis Doverspike
2012	Rod Freudenberg	Bill Waldron
2011	Jeff Feuquay	Suzanne Tsacoumis
2010	Deborah Gebhardt	Lorraine Eyde
2009	Edward Hane	<i>(unknown)</i>
2008	Kristine Smith	<i>(unknown)</i>
2007	Carl Swander	<i>(unknown)</i>
2006	Michael Willihnganz	<i>(unknown)</i>
2005	Ilene Gast	<i>(unknown)</i>
2004	Mary Anne Nester	David Dye
2003	Dennis Joiner	Dennis Joiner
2002	Harry Brull	Harry Brull
2001	Paul Kaiser	Marilyn Gowing
2000	Robert Guion	Chuck Schultz
1999	Jim Johnson	Jim Johnson
1998	Donna Denning	Chuck Schultz
1997	Doris Maye	Doris Maye
1996	Jim Sharf	Doris Maye
1995	Dick McKillip	Chuck Schultz

Year	Recipient	IPAC/IPMAAC Nominee
1994	Wayne Cascio	Chuck Schultz
1993	Anita Ford	Doris Maye
1992	Nancy Abrams	Nancy Abrams
1991	Barbara Showers	Thelma Hunt
1990	Karen Coffee	Nancy Abrams/Barbara Showers
1989	Bruce Davey	Barbara Showers
1988	Albert Maslow	<i>(unknown)</i>
1987	Ted Darany	<i>(unknown)</i>
1986	Glenn McClung/Charles Sproule	<i>(unknown)</i>

IPAC/IPMAAC Clyde J. Lindley Exemplary Service Award Recipients

2018	Mary Ann Haskins
2017	<i>(no award given)</i>
2016	<i>(no award given)</i>
2015	Michael Blair
2014	Deborah Whetzel
2013	Natasha Riley
2012	Bill Waldron
2011	Reid Klion
2010	Bryan Baldwin
2007	Kristine Smith
2005	Neil Davidson
2004	Paul Kaiser
2003	Karen Coffee/Mike Willihnganz
2001	Beverly Waldron
2000	Marianne Ernesto/Doris Maye
1999	Chuck Schultz
1997	Jim Johnson/Bill Waldron
1995	Clyde J. Lindley
1994	Nancy Abrams
1991	Susan K. Christopher/Charles F. Sproule

Innovations in Assessment Award Nomination Chairs

2018	Nathan Carter
2017	Martha Hennen
2015-2016	Meredith Ramsey
2006-2014	Warren Bobrow
2003-2006	Martin Anderson
2000-2003	Ilene Gast

Innovations in Assessment Award Recipients

2018	Eleni Lobene, Alexander Sterner, Tedd Shapiro, Tara Johnson, Sarah Meeks, Michelle Heikkila, and Jeff Ryer (Aon Hewitt), Jon Exline and Jonathan Neff (Anheuser-Busch). <i>Redesign and Validation of a Custom Selection System for Anheuser-Busch Supply and Logistics Positions.</i>
2017	Charles Scherbaum, Harold Goldstein, Tonya Dawson, Paul Agnello, Elliott Larson (Baruch College & Siena Consulting), Brian Bellenger, Lorren Oliver (Jefferson County Human Resources), Kenneth Yusko, Juliet Aiken (University of Maryland & Siena Consulting), Jeff Crenshaw (Personnel Board of Jefferson County), Wyatt Stahl (Wayne State University & Siena Consulting). <i>Jefferson County Job Components Validity Study.</i>
2016	Julia Bayless (Capital One), Adam Vassar (Quintela Group). <i>Capital One and Quintela Group eInterview System.</i>
2015	Anthony S. Boyce, Jeffrey S. Conway, Pat M. Caputo and Christopher R. Huber (Aon Hewitt). <i>Development of the Adaptive Employee Personality Test.</i>
2014	Maria Bane & Jonathan Liepe. (Honorable Mention) <i>Validation and Redesign of Assessment and Selection Process for In-Bound customer Service Center</i>
2013	Lena Westerfield and Filip Lievens. <i>A Building Block Approach to Personnel Selection: Implementation and Evidence in a Police Officer Selection Context.</i>
2012	Sandra Hartog & Associates/Fenestra. <i>New Frontiers in Scalable Assessment.</i>
2011	Paul J. Hanges, Kenneth P. Yusko, Harold W. Goldstein, Charles A. Scherbaum. <i>Sienna Reasoning Test.</i>
2010	Cal Hoffman, C., Chy Tashima and Gypsi Luck. <i>Using Difficulty Anchored Rating Scales in Setting Cut Scores: A New Angoff Modification.</i>
2009	No Award Given
2008	Personnel Board of Jefferson County
2007	Delisa Walker, Rebecca Goldenberg, Norma Callen, Jeffrey Cucina, Henry Busciglio. Personnel Research and Assessment Division, U.S. Customs and Border Protection.
2006	Charles K. Brooks, Jeff Maile and Steve Sutton. Georgia Merit System
2005	Ken Bott, Christopher Daclan, Craig Haines, Robert Pfingsthorn, Leah Salgado Christina Pizzaro-Winting, Brad Wilson. City of Long Beach, CA.
2004	Elizabeth A. Reed and the Safety Forces Testing Team. Columbus, Ohio Civil Service Commission.
2003	Elizabeth B. Kolmstetter and the Standards, Assessment, and Selection Team. U.S. Transportation Security Administration
2002	John C. Kraus, Director, Division of Selection Services. New Jersey Department of Personnel.
2001	The Research and Development Branch. U.S. Immigration and Naturalization Service.
2000	Elizabeth Kaido, Paul Kaiser, Raymond Mullin. Testing Services Division, New York State Department of Civil Service.

James C. Johnson Student Paper Competition Chairs

2015-Present	Christopher Nye
2004-2014	Lee Friedman
1999	Lee Friedman/Ken Shultz
1998	T.R. Lin/Ken Shultz
1996-1997	T.R. Lin
1992-1995	Dennis Doverspike
1989-1992	Jack Lawton
1987-1989	Bill Tomes
1986-1987	Barbara Wright
1985	Karen Coffee
1983-1985	Tom Cressler
1982	Marianne Bays
1981	Mike Rosenfeld

James C. Johnson Student Paper Award Recipients

2018	Jacob Bradburn, Michigan State University: "Personality Validity in Predicting Job Performance: How Much does Context Matter?"
2017	Q. Chelsea Song, University of Illinois: "Diversity Shrinkage: Cross-Validating Pareto-Optimal Weights to Enhance Diversity via Hiring Practices."
2016	David Glerum, University of Central Florida: "The Trainer Matters: Cross-Classified Models of Trainee Reactions."
2015	Mengyang Cao, University of Illinois: "Examining the Process Underlying Responses to Personality Measures in High-Stakes Situations: Does the Item Response Process Matter?"
2014	Christopher K. Adair, DePaul University: "Interventions for Addressing Faking on Personality Tests for Employee Selection: A Meta-Analysis."
2013	Rachael Klein, University of Minnesota: "Cognitive Predictors and Age-based Adverse Impact Among Business Executives."
2012	Garett N. Howardson, George Washington University: "Coming Full Circle with Reactions: Toward an Understanding of Affective Training Reactions through the Core Affect Circumplex."
2011	Christopher D. Nye, University of Illinois: "Vocational Interests and Performance: A Quantitative Summary of 60 Years of Research."
2010	In-Sue Oh, University of Iowa: "The Five-Factor Model of Personality and Job Performance in East Asia: A Cross-Cultural Validity Generalization Study."
2009	Stephan Dilchert, University of Minnesota: "Assessment Center Dimensions: Individual Differences Correlates and Meta-Analytic Incremental Validity."
2008	Greet Van Hove, Ghent University, Belgium: "Tapping the Grapevine: Investigating Determinants and Outcomes of Word-of-Mouth as a Recruitment Source."
2007	Jeffrey M. Cucina, George Washington University: "A Comparison of Alternative Methods of Scoring a Broad-Bandwidth Personality Inventory to Predict Freshman GPA."
2006	Rustin D. Meyer, Purdue University: "Situational Moderators of the Conscientiousness-Performance Relationship: An Interactional Meta-Analysis."
2005	Jelani M. Melon, University of Akron: "Computer Anxiety: A Possible Threat to the Predictive Validity of Computerized Tests."
2004	Kevin M. Bradley, Virginia Tech: "Are Personality Scale Correlations Inflated in Job Applicant Samples?"
2003	David L. Van Roy, Florida International University: "Emotional Intelligence: A Meta-Analytic Investigation of Predictive Validity and Homological Net with GMA and the Big Five Factors of Personality."

2002	Mark N. Bing, University of Tennessee: "Incremental Validity of the Frame-of-Reference Effect in Personality Scale Scores: A Replication And Extension."
2001	Mitchell Gold, Illinois Institute of Technology: "SME Judgments in the Angoff Procedure: The Impact of Content Relevance and Item Format."
2000	Filip Lievens, University of Ghent: "Assessor Training Strategies and Their Effects on Inter-rater Reliability, Discriminant Validity, and Accuracy."
1999	Michelle A. Dean, Louisiana State University: "A Response Option Examination of Biodata Adverse Impact and Criterion."
1998	Amie D. Gee, University of Akron: "Harnessing the Predictive Power of Conscientiousness: A Validity Study of Biographical Data Measure."
1997	Gary J. Greguras & Chet Robie, Bowling Green State University: "Comparing Measurement Error of 360-degree Feedback Ratings across Dimensions and Rating Sources."
1996	Jaliza Cader, The University of Tennessee at Chattanooga: "Reactions of Simulated Job Applicants to a Personality Inventory."
1995	No Award Given
1994	Jennifer Burnett, University of Florida: "Utilization and Validity of Non-Verbal Cues in the Structured Interview."
1993	Deniz S. Ones and Chockalingham Viswesvaran, University of Iowa: "Meta-Analysis of Integrity Test Validities: Findings and Implications for Personnel Selection and Theories of Job Performance."
1992	Louis Forbringer, University of Akron: "The Role of Availability Heuristic in Biasing Task Description Ratings of the Position Analysis Questionnaire."
1991	David A. Dye, George Washington University: "Construct Validity of a Biographical Data Inventory: A Confirmatory Factor Analysis."
1990	Phyllis A. Kuehn, Georgia College of Education: "Evaluation of the Response Validity and Reliability of a Teacher Licensure Test Job Analysis."
1989	Thomas W. Mason, University of Tennessee: "Replacing the Employment Interview with Bio Data: A Written Structured Interview with Modeled Decisions."
1988	Juan I. Sanchez, University of South Florida: "Determining Important Tasks Within Jobs: A Policy Capturing Approach."
1987	No Award Given
1986	Michael A. McDaniel, George Washington University: "The Evaluation of A Casual Model of Job Performance: The Interrelationships of General Mental Ability, Job Experience, and Job Performance."
1985	Anne Marie Carlisi, University of Akron: "The Influence of Sex Stereotyping and the Sex of the Job Evaluator on Job Evaluation Ratings."
1984	No Award Given
1983	Dennis Doverspike, University of Nebraska-Omaha: "A Statistical Analysis of Internal Sex Bias in a Job Evaluation Instrument."
1982	Kenneth Perlman, George Washington University: "The Bayesian Approach to Validity Generalization: A Systematic Examination of the Robustness of Procedures and Conclusions."

IPAC/IPMAAC Conference Planning Committee Positions

IPAC/IPMAAC Conference Committees

Date	Location	Conference Chair	Program Chair
2018	Alexandria, VA	Kathleen Stewart	Julie Weintraub
2017	Birmingham, AL	Rebecca Fraser	Emilee Tison
2016	Sacramento, CA	Andrey Pankov	Rebecca Fraser Emilee Tison
2015	Atlanta, GA	Matisha Montgomery	Rebecca Fraser
2014	Denver, CO	Kathlea Vaughn	Rebecca Fraser
2013	Columbus, OH	Natasha Riley	Matisha Montgomery
2012	Las Vegas, NV	Lisa Jenkins	Shelley Langan
2011	Washington, DC	Deborah Whetzel	Jennifer French
2010	Newport Beach, CA		
2009	Nashville, TN	Shelley Langan	Shelly Langan
2008	Oakland, CA	Bryan Baldwin	Bryan Baldwin Carl Swander
2007	St. Louis, MO	Kurt Wilkening	Kurt Wilkening Reid Klion
2006	Las Vegas, NV	Martin Anderson	Martin Anderson Roxanne Cochran
2005	Orlando, FL	Inés Frankel Christine Parker	Christine Parker Ines Fraenkel
2004	Seattle, WA	Jeanne Makiney Julia McElreath	Jeanne Makiney Julia McElreath
2003	Baltimore, MD	Ilene Gast Amy Bauer	Ilene Gast Amy Bauer
2002	New Orleans, LA	Michelle Collins	Michelle Collins
2001	Newport Beach, CA	Bronda Silva Kadee Gonzales	Bronda Silva Kadee Gonzales
2000	Washington, DC	Kathryn Paget Robin Talesnik	Kathryn Paget Robin Talesnik
1999	St. Pete's Beach, FL	Déonda Scott David Hamill	Déonda Scott David Hamill
1998	Chicago, IL	Jean Tozer	Jean Tozer
1997	Newport Beach, CA	David Dye Mike Willihnganz	David Dye Mike Willihnganz
1996	Boston, MA	Kristine Smith	Kristine Smith
1995	New Orleans, LA	Marianne Bays	Marianne Bays
1994	Charleston, SC	Donna Denning	Donna Denning
1993	Sacramento, CA	Jeff Feuquay	Jeff Feuquay
1992	Baltimore, MD	Doris May	Doris Maye
1991	Chicago, IL	Paul Kaiser	Paul Kaiser
1990	San Diego, CA	Anita Ford	Anita Ford
1989	Orlando, FL	Esther Juni	Esther Juni
1988	Las Vegas, NV	Wendy Steinberg	Wendy Steinberg
1987	Philadelphia, PA	David Fitch	David Fitch
1986	San Francisco, CA	Jennifer French	Jennifer French
1985	New Orleans, LA	Bill Tomes	Bill Tomes

1984	Seattle, WA	Cassandra Scherer	Cassandra Scherer
1983	Washington, DC	Karen Coffee	Karen Coffee
1982	Minneapolis, MN	Terry McKinney	Terry McKinney
1981	Denver, CO	Chuck Shultz	Charles Schultz
1980	Boston, MA	Sally Ann Jones	Sally Ann Junes
1979	San Diego, CA	Nancy Abrams	Nancy Abrams
1978	Atlanta, GA	Arline Kleber, Bill Ruch	Arlene Kleber/Bill Rich
1977	Chicago, IL	Unknown	Unknown
1976	Kansas City, MO	Tom Tyler, Bill Gorham	Tom Tyler/Bill Gorham

Conference Host Committee Chair

2018	Choni Gurira
2017	Marty Alber
2016	Heather Patchell
2015	Mary Ann Haskins
2014	Chanda Turnbull
2013	Liz Reed
2012	Paula Phelps
2011	Ryan Hendricks, Diana Sanchez, Deonda Scott
2010	N/A - No Appointment
2009	N/A - No Appointment
2008	Ines Vargas Frankel
2007	Debbie Cranmer
2006	Lynn Jantz
2005	Deonda Scott
2004	Oscar Spurlin, Carla Swander
2003	Christine Parker
2002	Kirk Smith
2001	Craig Haines
2000	David Orr
1999	Beverly Waldron
1998	Renee Jones
1997	Mabel Miramon
1996	Warren Bobrow
1995	Anne Soleau/Bill Rowe
1994	Doris Maye
1993	Mike Willihnganz
1992	Hilda Ford
1991	Charles Ranlett
1990	Kadee Gonzalez, Patt Zmary, Richard Snapper
1989	Dane Peterson, Richard Poole
1988	David Sanchez, Robert Burd
1987	Charles Sproule
1986	Steve Boles
1985	Bill Rowe

1984	Charles Schultz
1983	Steven Bemis
1982	Sid Teske
1981	Glen McClung

IPAC Chapter Chairs

Great Lakes Employment Assessment Network (GLEAN) Chapter

2017-2018	George Vaughan
2016-2017	Ernest Hoffman
2015-2016	Miranda Vollmer
2014-2015	Bob Mahlman
2013-2014	Elizabeth Reed

IPAC/IPMAAC Member Benefits Positions

Membership Committee Chairs

2018-Present	Mary Ann Haskins
2016-2018	Lilly Lin
2015-2016	Evan Theys
2013-2014	Liz Reed
2007-2008	Julia McElreath
2006	David Hamill
2005	Martin Anderson
2004	David Hamill
1994-1995	Bruce Davey
1992-1994	Harry Brull
1991-1992	Lindsey J. Craig
1989-1991	Jeffrey Feuquay
1988-1989	William Tomes
1987-1988	Barbara Showers
1986-1987	James C. Johnson

IPAC/IPMAAC Marketing Chair

2018	Kelsey Stephens
2017	
2002-2003	David Hamill
2001	Harry Brull

IPAC/IPMAAC Member Education Positions

Training/Workshop Content Chair

2006-2008	Shelley Langan
2004-2005	Mabel Miramon/Kristine Smith
2002-2003	Mabel Miramon
1999-2001	Mike Willihnganz
1997-1998	Kristine Smith
1996	Nancy Abrams/Judy Trabert
1994-1995	Paul Kaiser
1993-1994	Charles Sproule
1992-1993	Jim Johnson
1990-1992	Anita Ford
1989-1990	Linda Davey
1988-1989	Barbara Showers
1985-1988	Tom Cresler
1984	Karen Coffee
1983-1984	Mike McDaniel
1982-1983	Peggy Goulding/Jan Klein
1979-1982	Barbara Showers
1978-1979	Ted Darany
1977-1978	Al Maslowe

Professional & Scientific Affairs Committee Chairs

2003-Present	Dennis Doverspike
2001-2002	Martin Anderson
1994-1995	Bruce Davey
1992-1994	Harry Brull
1991-1992	Lindsey J. Craig
1989-1991	Jeffrey Feuquay
1988-1989	William Tomes
1987-1988	Barbara Showers
1986-1987	James C. Johnson

Personnel Assessment and Decisions (PAD) Editorial Board

2015-Present	Editor	Scott Highhouse
	Associate Editors	Oleksandr (Sasha) Chernsyhenko
		Mikki Hebl
		Cornelius König
		Nathan Kuncel
		Dan Putka
		Neal Schmitt
		Mike Zickar
	Measurement and Measures Section Editor	Dennis Doverspike

IPAC/IPMAAC Publications

IPAC Monographs

Bryan R. Baldwin: An Introduction to the Legal Aspects of Personnel Assessment in the United States: A Primer for the HR Practitioner. (IPAC Monograph, June 2011).

Charles F. Sproule: Rationale and Research Evidence Supporting the Use of Content Validation in Personnel Assessment. (IPAC Monograph, January 2009)

IPMAAC Monographs

McDaniel, M.A., Whetzel, D.L., & Nguyen, N.T (2006). *Situational judgment tests in personnel selection: A monograph for the International Personnel Management Association Assessment Council*. Alexandria, VA: International Personnel Management Assessment Council.

Schneider, Robert E. (July 1994). The Rating of Experience and Training. A review of the Literature and Recommendations on The use of Alternative T & E Procedures.

van Rijn, Paul (April 1992). Biodata: Potentials and Challenges in Public Sector Employee Selection. Volume 2, Number 4.

Wiesen, Joel P., Abrams, N., and S.A. McAttee (December 1990). Employment Testing: A Public Sector Viewpoint. Volume 2, Number 3.

Sproule, Charles F. (April 1990). Recent Innovations in Public Sector Assessment. Volume 2, Number 2.

Morefield, B., Schultz, C., and C.L. Valadez (April 1989). Test Wiseness: Cultural Orientation and Job Related Factors in the Design of Multiple Choice Test Questions. Volume 2, Number 1.

Daley, L., Dollard, M., Kraft, J., Nester, M.A., and R. Schneider (June 1988). Employment Testing of Persons with Disabling Conditions. Volume 1, Number 4.

Silverman, S.B. and K.N. Wexley. (November 1987). The Selection Interview: Some Reasons for Optimism. Volume 1, Number 3.

Joiner, Dennis A. (August 1987). Content Valid Testing for Supervisory and Management Jobs: A Practical/Common Sense Approach. Volume 1, Number 2.

Arvey, Richard D. and J.A. Fossum (November 1986). Application of Personnel Assessment Concepts and Methods in Job Evaluation Procedures. Volume 1, Number 1.