THE INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL (IPAC)

ANNOUNCES
THE ANNUAL JAMES C. JOHNSON STUDENT PAPER COMPETITION (2023)

IPAC is offering the James C. Johnson Student Paper Award to recognize the achievements of students in the field of personnel management. Graduate, undergraduate, and former students are invited to submit research papers to be judged on the basis of their contribution to the field. The award winner will present the winning paper at IPAC's Annual Conference in Washington, D.C. July 23-26, 2023. The winner will also receive up to $600 in conference related travel expenses, free conference registration, a one-year membership in IPAC, and recognition in the IPAC newsletter. In addition, the University Department where the student's research was completed will receive a plaque commemorating the student's IPAC award achievement.

Competition Rules

Papers must be theses, dissertations, published/ unpublished research, or other student papers that describe original research conducted by the author while a student. Papers submitted must have been written within two years of the entry deadline, may not have been previously submitted to this competition, and must have been written as a student. Papers should address either substantive or methodological issues in areas such as the following:

♦ Personnel Selection
♦ Employment Tests
♦ Job Analysis
♦ Employee Performance Evaluation
♦ Assessment of Productivity or Organizational Effectiveness
♦ Assessment of Training Outcomes
♦ Other Related Topics

Deadline

All manuscripts for the **2023** competition must be **e-mailed** no later than **May 5, 2023** to Dr. Christopher Nye at nyechris@msu.edu

Procedure for Submission

A. The following must be included with each entry in order to be accepted:

1. A completed competition cover sheet (**see following page**)

2. An electronic version (**soft copy**) of the paper

B. Submissions **are not to exceed 25 double-spaced pages of text** (not including references or tables.)

All papers should include a description of each of the following:

1. The research problem
2. Methodology
   a. Sampling
   b. Instruments used
3. Data analysis
4. Findings/conclusions

Judging of Entries

The papers will be reviewed anonymously by a panel of academicians and practitioners. Papers will be judged on their contribution to the field of personnel assessment, including an evaluation of their scientific merit as well as the degree to which the research addresses issues of practical importance to the field of personnel assessment.

Award

- The winner will present their paper at the 2023 IPAC Conference
- Up to $600 reimbursement for travel to the conference
- Free conference registration
- Free one-year IPAC membership
- Recognition in IPAC's newsletter
- Plaque to commemorate winner's achievement

Please e-mail this cover sheet and your paper submission directly to Dr. Christopher Nye, nyechris@msu.edu

Deadline: May 5, 2023

IPAC 2023
United We Assess

2023 JAMES C. JOHNSON STUDENT PAPER COMPETITION
COVER SHEET

Name _____

Address_____

_____

_____

Daytime Telephone Number (_____) _____ - _____

E-mail: _____

College or University where paper was done. (Indicate whether graduate or undergraduate).

_____

_____

Date paper was completed _____

Title of paper_____

_____

Who else worked with you on this paper and in what capacity? (Include your advisor's name)

_____

I certify that the paper being submitted represents my own original work and that I was primarily responsible for the research design and execution of the research described therein. I also understand that presenting this paper at the IPAC conference is as important a factor in being the Student Paper Competition winner as having been selected as the winner. Therefore, if my paper is selected as the winner, I will prepare a presentation based upon it to be given by myself either in-person or virtually at the IPAC Conference in Washington, D.C. July 23-26, 2023. In turn, I will make all necessary arrangements to present my paper in-person whenever it is scheduled at the conference.

_____   _____
                    Signature   Date

IPAC
INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL

James C Johnson Student Paper Competition Winners since 2005

2022: **Chen Tang, University of Illinois**,
   "Shrinkage of diversity tradeoff curves in personnel selection: A comparison of local validity studies, meta-analysis, Bayes-analysis, and ensemble machine learning"

2021: **Tianjun Sun, University of Illinois**,
   "Forced choice to solve the cross-cultural response style bias problem"

2020: **Bo Zhang, University of Illinois**,
   "Though Forced, Still Valid: Psychometric Equivalence of Forced-Choice and Single-Statement Measures"

2019: **Annie Kato, Baruch College, City University of New York**,
   "Cognitive Ability Tilt and Job Performance: A Case for Specialization"

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 Hoye, 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: **Jalane M. Meloun, University of Akron**,
"Computer Anxiety: A Possible Threat to the Predictive Validity of Computerized Tests."