

UNITED WE ASSESS



**International Personnel Assessment Council
2023 Annual Conference**

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Welcome to the 2023 International Personnel Assessment Council Annual Conference in Washington, D.C.!

Greetings and a warm welcome to all of you. Our highly anticipated 2023 IPAC Annual Conference in Washington, D.C. has arrived, and we are thrilled to have each and every one of you in attendance. Get ready to be inspired and energized!

I wanted to take a moment to extend my heartfelt appreciation to our Conference Committee for their involvement and support—the committee has worked tirelessly to curate a lineup of engaging speakers, captivating sessions, and fantastic networking opportunities that are sure to make the IPAC conference a success. Please take a moment to speak with them about their various roles and thank them for volunteering their time. This year, we have a thrilling addition to our conference program that is bound to spark your curiosity—we have invited experts from various fields of study to speak on artificial intelligence and machine learning, and the real-world application in the workplace. The advancements in AI ML over the last decade have been immense, and their insights into the discipline and experience in the field will be enormously helpful to our growth and learning.



To our vendors and sponsors—our deepest gratitude for your unwavering support and commitment to IPAC. I encourage everyone to visit the exhibit hall to speak with the vendors and sponsors because without their support our conference would not be a success.

True to IPAC tradition, we also have a series of social and networking events lined up. These will provide the perfect backdrop to build new connections, strengthen existing relationships, and create memories that'll make your LinkedIn followers green with envy! Join me for the President's Reception on Sunday night hosted at the Capital Hilton, and the Monday Night Social at Dauphine's. If you're looking for a more intimate setting, the Tuesday Night Dinners offer a great variety of food and conversation. Nightly, you can find the IPAC Board members, committee chairs, new members, and other volunteers in the hospitality suite—be sure to bring your enthusiasm and a friendly smile to make the most of these valuable moments.

This conference is not just an opportunity to learn, but also a chance to grow, both personally and professionally. Remember the words of Albert Einstein, who famously said: "The only source of knowledge is experience." Let's embrace the experience with open minds and hearts, ready to absorb, engage, and make lasting impacts.

Once again, I am excited to welcome you all to Washington, D.C.! IPAC's members are its greatest asset and through its membership, IPAC will continue to educate, grow, and advance the talent assessment community. Together, let's make this conference a remarkable experience!

Lindsay McFarlane
2023 IPAC President

Activities at the Capital Hilton

President's Welcome Reception

North Gate Grill (Lobby Level)

Sunday: 6:00 p.m. – 8:00 p.m.

A casual gathering. Come join us for drinks, appetizers, and a chance to get to know some fellow conference attendees. The President's Welcome Reception will take place on the first floor of the Capital Hilton.

Registration Hours

2nd Floor Foyer/Upper Lobby

Sunday: 8 a.m. – 4:00 p.m.

Monday, Tuesday: 7:30 a.m. – 4:00 p.m.

Wednesday: 8:30 a.m. – 9:30 a.m.

Food & Drinks

2nd Floor Foyer/Upper Lobby

Continental Breakfast

Monday, Tuesday: 7:30 a.m. – 8:30 a.m.

Wednesday: 8:30 a.m. – 9:30 a.m.

Morning Breaks

All Days: 10:00 a.m. – 10:30 a.m.

Afternoon Breaks

Monday, Tuesday: 3:00 p.m. – 3:30 p.m.

Exhibitor Hours

2nd Floor Foyer/Upper Lobby

Monday, Tuesday: 7:30 a.m. – 5:00 p.m.

Hospitality Suite

Suite 956

Each evening join IPAC board members and fellow conference attendees for drinks, snacks, and stimulating conversation in the Hospitality Suite. This year's Hospitality Suite is sponsored by Bryq AI Talent Intelligence.

Bryq

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Sunday: 9:00 p.m. – Midnight

Monday: 9:00 p.m. – Midnight

Tuesday: 9:00 p.m. – Midnight



Capital Hilton
1001 16th Street NW
Washington, D.C. 20036

IPAC Social Event at Dauphine's

Dauphine's Restaurant

Monday: 6 p.m. – 8 p.m.



Dauphine's Outdoor Fountain Area
1100 15th Street NW
Washington, DC 20005

Join us for a taste of New Orleans in D.C. at Dauphine's for our Monday night Social. Located within the Midtown Center at the site of the former The Washington Post building, Dauphine's is a short walk from the Capital Hilton. We'll enjoy appetizers along with beer and wine.

Don't miss this chance to get to know fellow conference attendees while getting inspired to attend the 2024 IPAC Conference in New Orleans!

Group Dinners with First-Time Attendees

D.C. Local Restaurants

Tuesday: 6:00 p.m.

Group dinners offer attendees the informal time to exchange ideas, share challenges and successes, and discuss hot topics. First-time conference attendees are especially invited to dine with us, and veteran conference-goers are welcome, too!

We will have sign-up sheets, along with menus, at the Registration Desk Sunday and Monday during the conference.

Our Social Committee will arrange the group's reservation, as well as a meeting time and location to walk to the restaurant together.



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Capital Hilton Second Floor



Location of Conference Activities

-  IPAC Concurrent Session Room
-  IPAC General Session, Keynote, AI Track & Business Meeting

Elaine D. Pulakos, PhD

Elaine Pulakos, PhD is CEO of PDRI and an expert in building organizational and team capabilities that translate into business growth.

She is well-known for her research and writing on agility and resilience and has extensive global experience helping companies build these capabilities to increase their competitive advantage and performance.

Elaine has received numerous awards, including the 2017 Stephen E. Bemis Memorial Award and the Society for Industrial and Organizational Psychology (SIOP) Distinguished Professional Contributions Award. Elaine is a Fellow of the American Psychological Association and SIOP and is a Past-President of SIOP.



Juliet Aiken, PhD

Juliet Aiken, PhD, is a consultant with Volta Talent

Strategies and the Head of Consulting at Conducere. Juliet holds a PhD in I-O

Psychology with a specialization in hiring and selection, diversity and inclusion, statistics and measurement, and aligned strategic change management.

At Volta, among her other responsibilities, Juliet develops and validates competency models and assessments to enable law firms hire, integrate, and retain diverse top talent. In all of her work, Juliet serves as a trusted advisor to help organizations pivot during periods of uncertainty (internally and externally), supporting them in developing systems for hiring, training, promoting, and retaining talent.



Victoria Mattingly, PhD



Dr. Victoria Mattingly ("Dr. V") is CEO and founder of Mattingly Solutions, a woman-owned diversity, equity, and inclusion (DEI) consulting firm

that uses data and science to improve the human experience at work.

Before starting Mattingly Solutions, Dr. V worked as an external consultant at DDI and Mind Gym and on Amazon's talent assessment team. She is co-author of the globally-acclaimed book, *Inclusalytics*, and earned her PhD in industrial-organizational psychology from Colorado State University.



Eric Sydell, PhD



Eric Sydell, PhD, is an I-O psychologist, entrepreneur, and consultant with more than two decades of experience working in the recruiting

technology and staffing industries. An expert in artificial intelligence, machine and deep learning, psychometrics, and their practical application in hiring, Eric regularly writes and speaks on these topics, both in the media and at academic and industry conferences, worldwide, and is the co-author of the book, "Decoding Talent: How AI and Big Data Can Solve Your Company's People Puzzle," from the Fast Company Press. He has been quoted in Fast Company, USA Today, Yahoo Finance, VentureBeat, Silicon Republic, and many other outlets.

Eric was one of the founding scientists of Shaker International, an innovative hiring consulting and solutions firm, where he directed research and innovation. He also served as Executive Vice President of Innovation at Modern Hire where he oversaw research and innovation initiatives, including the data science-focused Labs team of PhD-level I-O psychologists and data scientists.

Elizabeth Kolmstetter, PhD

Dr. Elizabeth Kolmstetter is the Cybersecurity and Infrastructure Security Agency's (CISA) first Chief People Officer. In her new role, Elizabeth is building an enduring "People First" Culture into everyday activities and the employee experience at CISA.



Prior to CISA, Dr. Kolmstetter was the Director of Talent Strategy and Engagement at NASA. Her work directly contributed to NASA being named the Best Place to Work in Government (large agencies) for ten years in a row. With nearly 30 years of public service, she has pioneered innovative programs across agencies including NASA, U.S. Agency for International Development (USAID), CIA, FBI, Director of National Intelligence (ODNI), and Transportation Security Administration (TSA).

Dr. Kolmstetter received the 2022 Presidential Rank Award, 2020 NASA Outstanding Leadership Medal, 2010 National Intelligence Superior Service Medal, and is a Fellow of the Society of Industrial and Organizational Psychology. She received her PhD and MS in I-O Psychology from Virginia Tech and her BA in Psychology and Computer Science from Hollins University.

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

The 2023 IPAC Annual Conference has been approved for 13 Credit Hours.

Contact Conference@IPACweb.org for the Program ID.



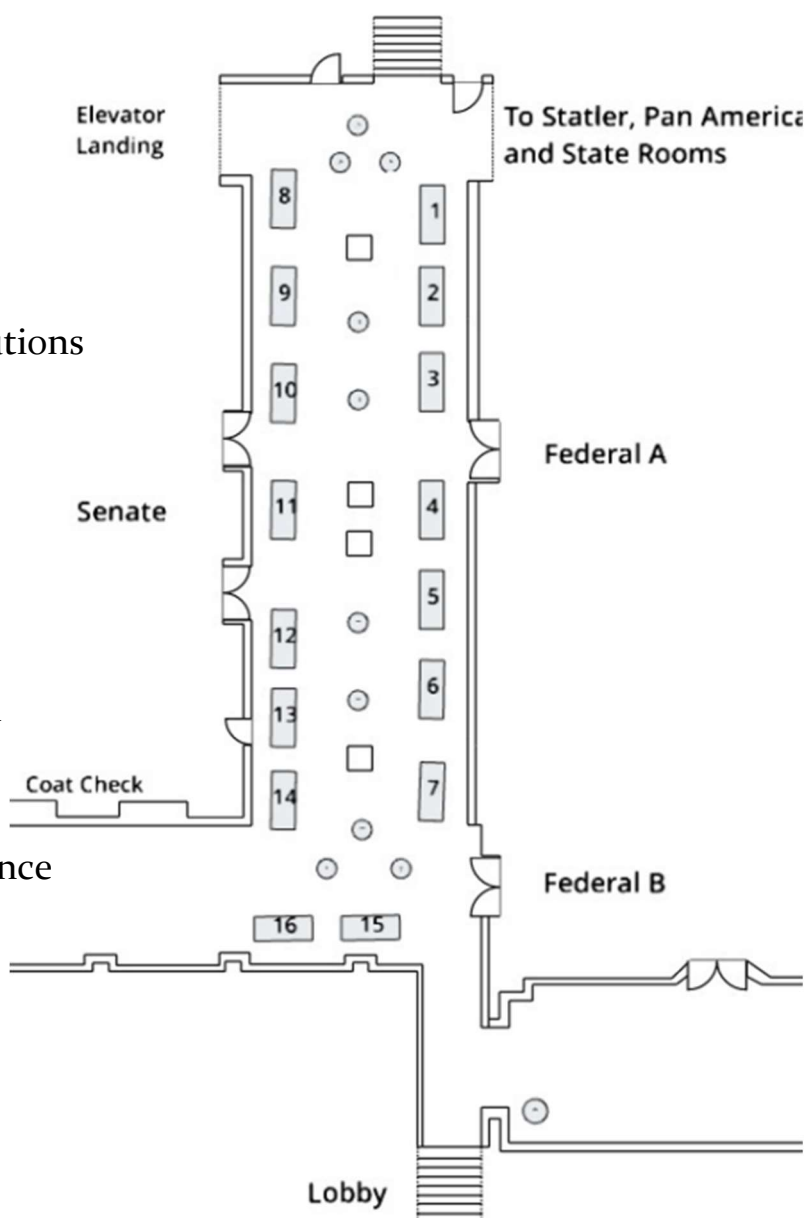
International Personnel Assessment Council (IPAC) is recognized by SHRM to offer Professional Development Credits for SHRM-CP® or SHRM-SCP® recertification activities.

The 2023 IPAC Annual Conference has been approved for 12.5 PDC Credits.



Exhibitors:

- #3 ioPredict
- #4 Vantage Labs
- #5 Hogan Assessment Solutions
- #6 FMP Consulting
- #7 Pearson VUE
- #8 JobAps
- #9 Resolution Economics
- #10 Ergometrics/National Testing Network
- #11 U.S. Office of Personnel Management (OPM)
- #12 Talogy
- #14 Bryq AI Talent Intelligence
- #15 Human Resources Research Organization (HumRRO)
- #16 DCI Consulting



**All Exhibitor Booths are Located on the
Second Floor Hallway/Upper Lobby
Between Senate and Federal A & B**

2023 Conference Schedule at-a-Glance

Sunday, July 23, 2023

8:00 a.m.	Registration Open - <i>Upper Lobby</i>
8:30 a.m.	Pre-Conference Workshop - Barrier Analysis: A Practical Approach to Diversity, Equity, Inclusion, & Accessibility Research; Presented by Martha E. Hennen, PhD - <i>Pan American</i>
1:30 p.m.	Pre-Conference Workshop - Developing Behaviorally Anchored Rating Scales (BARS); Presented by Kristen Pryor & Emily Steinau - <i>Pan American</i>
6:00 to 8:00 p.m.	President's Reception - <i>North Gate Grill - Lobby Level</i>
9:00 to 11:00 p.m.	Hospitality Suite - <i>Suite 956</i>

Monday, July 24, 2023

7:30 a.m.	Registration Open, Continental Breakfast, Visit Exhibitors - <i>Upper Lobby</i>					
8:30 a.m.	Welcome, Opening Remarks, & Bemis Award Presentation - <i>Federal A & B</i>					
9:00 a.m.	Keynote Speaker - Elaine Pulakos, PhD - How Leaders Can Create Agility & Resilience - <i>Federal A & B</i>					
10:00 a.m.	Break - Refreshments & Visit Exhibitors - <i>Upper Lobby</i>					
	<i>Massachusetts</i>	<i>Pan American</i>	<i>New York</i>	<i>Ohio</i>	<i>Statler B</i>	<i>Federal A & B - AI Track</i>
10:30 a.m.	Career Pathing Strategies & Implementation Efforts	Breaking the Glass Cliff: An Interactive, Solution-Focused Discussion	Evolution of Assessment in the Federal Sector (90 min)	Taking It Again: Examining Test/Re-Test Performance on Video Situational Judgment Tests for Public Safety Candidates		Implementing a Work Analysis Recommender System (60 min)
11:30 a.m.	Cracking the Code: Unleashing the Power of Soft Skills to Hire Unbreakable 911 Operators (30 mins)	Algorithms in the Law & As a Federal Focus				
12:15 p.m.	Lunch Break (Lunch on Your Own)					
	<i>Massachusetts</i>	<i>Pan American</i>	<i>New York</i>	<i>Ohio</i>	<i>Statler B</i>	<i>Federal A & B - AI Track</i>
1:30 p.m.	Intersectionality in Personnel Assessment: Analyzing the Relationship between Job Experience & Performance on Job Aptitude Assessments across Social Categories	Development & Criterion-Related Validation of a Forced-Choice Soft Skills Test for 911 Dispatchers	How to Develop & Implement Unidimensional Computer Adaptive Tests	Designing a Change Management Strategy: Tutorial for Practitioners	Early Career Panel for Students (60 min)	A Deep Dive into Using Generative AI for Selection and Assessment: The Good, the Bad, and the Ugly (60 min)
2:30 p.m.	The Use of Artificial Intelligence for Item Writing	Perceptions of Leadership Accountability & Accountability Practices (45 mins)			Student Meet-and-Greet (30 min)	
3:00 p.m.	Break - Refreshments & Visit Exhibitors [NOTE: Some presentations will not end until 3:15 p.m.] - <i>Upper Lobby</i>					
3:30 p.m.	Keynote Speaker - Juliet Aiken, PhD - First Do No Harm: The Human Legacy of Assessment Technology - <i>Federal A & B</i>					
4:30 p.m.	Closing Remarks followed by IPAC Annual Business Meeting - <i>Federal A & B</i>					
6:00 to 8:00 p.m.	Monday Night Social Event for Attendees @ Dauphine's					
9:00 to 11:00 p.m.	Hospitality Suite - <i>Suite 956</i>					

Tuesday, July 25, 2023

7:30 a.m.	Registration Open, Continental Breakfast, Visit Exhibitors - <i>Upper Lobby</i>					
8:30 a.m.	Opening Remarks, Innovations in Assessment Award & Student Paper Award Presentations - <i>Federal A & B</i>					
9:00 a.m.	Keynote Speaker - Victoria Mattingly, PhD - Inclusalytics: Making Workplace Inclusion a Measurable Construct - <i>Federal A & B</i>					
10:00 a.m.	Break - Refreshments & Visit Exhibitors - <i>Upper Lobby</i>					
	<i>Massachusetts</i>	<i>Pan American</i>	<i>New York</i>	<i>Ohio</i>	<i>Statler B</i>	<i>Federal A & B - AI Track</i>
10:30 a.m.	Issues to Consider When Using Multiple-Choice Simulations	Public Sector Recruiting: Addressing the Challenges of Finding & Retaining Talent (90 min)	Competency Modeling--Best Practices, Pitfalls, & Future Directions	Making Sense of the Acts & Orders: Assessment Strategies that Promote Skill-Based Hiring & Diversity Outcomes (90 min)	(11:00 a.m. start) Innovations in Assessment Award Winner Presentation (60 min)	AI - The Evolving Legal Landscape (60 min)
11:30 a.m.	Content Validity Court Case (Tatum, 2022): An Insider's View & Analysis		Phased Retirement for Maintaining Human Capital During Rapid Demographic Change			
12:15 p.m.	Lunch Break (Lunch on Your Own)					
	<i>Massachusetts</i>	<i>Pan American</i>	<i>New York</i>	<i>Ohio</i>	<i>Statler B</i>	<i>Federal A & B - AI Track</i>
1:30 p.m.	Tips & Tricks for Developing & Scoring Situational Judgment Tests (SJTs)	Ethical considerations in Workplace Assessments	Consulting Challenge Bake-Off: Solutions for Today's Problems	Searching for Goldilocks: What to Consider in Data Sharing Protocols that Achieve the "Just-Right" Balance of Transparency, Utility, & Confidentiality	John C. Scott Student Paper Award Winner Presentation (30 min)	Recommended Practices for Vendors and Employers Working with AI-based assessments (60 min)
2:30 p.m.	Detecting & Removing Carelessness in High Stakes Cognitive Ability Test (45 min)	Development & Implementation of a Virtual Assessment Application (45 min)	Going Unproctored: How to Convert a Testing Program from Proctored to Unproctored (45 min)			
3:00 p.m.	Break - Refreshments, Visit Exhibitors [NOTE: Some presentations will not end until 3:15 p.m.] - <i>Upper Lobby</i>					
3:30 p.m.	Keynote Speaker - Eric Sydell, PhD - The Bottomline on AI in Hiring: Is it Effective, Legal, & Fair? - <i>Federal A & B</i>					
4:30 p.m.	Closing Remarks - <i>Federal A & B</i>					
6:00 to 8:00 p.m.	Tuesday Night Dinners (organized by IPAC; expenses not covered)					
9:00 to 11:00 p.m.	Hospitality Suite - Suite 956					

Wednesday, July 26, 2023						
8:30 a.m.	Registration Open, Continental Breakfast - <i>Upper Lobby</i>					
	Massachusetts	Pan American	New York	Ohio	Statler B	Federal A & B - AI Track
9:00 a.m.	Tools & Techniques to Assist Selection Officials	Retention of Remote Workers: Considerations & Practices	How to Implement & Evaluate Data Science & Machine Learning for Selection/Assessment (90 min)	Modular Assessment Technology: Overview & Case Study (30 min)		A Non-Technical Guide to Using AI Safely and Effectively in Hiring (60 min)
10:00 a.m.		The Transformative Role Personnel Assessments Play in Police Reform (45 min)		Assessment Center Transition: Shifting from In-Person to Online Administration (30 min)		
10:30 a.m.	Break - Refreshments - <i>Upper Lobby</i>					
11:00 a.m.	Keynote Speaker - Elizabeth Kolmstetter, PhD - Let's Talk: Assessing Capabilities and Culture - <i>Federal A & B</i>					
12:00 p.m.	Closing Remarks - <i>Federal A & B</i>					
12:15 p.m.	Conclusion of Conference					



IPAC
INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL

Thanks to our Sponsors!!

Monday, July 24, 9:00 a.m.

Room: Federal A & B

How Leaders Can Create Agility and Resilience

Elaine Pulakos, PhD

Dr. Pulakos will discuss why agility and resilience are more important than today than ever. Her presentation will present findings from over 300 global companies that reveal counterintuitive conditions that distinguish the most agile and resilient organizations. She will reveal what leaders need to do to build these in their teams and organizations and talk about the implications for selecting and developing leaders.

Monday, July 24, 3:30 p.m.

Room: Federal A & B

First Do No Harm: The Human Legacy of Assessment Technology

Juliet Aiken, PhD

Our ability to leverage assessment technology in new and unique ways is expanding at a rapid pace. With this tremendous growth, new techniques and tools, the impact of which are often not fully understood, become available to assessment professionals. Unfortunately, our natural desire to explore the unexplored and push boundaries risks jeopardizing the most important part of our work--the lives of those taking our assessments and how they are impacted by these powerful tools. By supporting hiring and promotion decisions, these assessments, in a very real way, determine who has a job, and therefore financial security. These tools have great potential to have a positive impact on people's lives, or to do harm.

Dr. Aiken will discuss human-centered approaches to leveraging assessment technology that prioritize positive and equitable impacts and minimize harm. Tricks, tips, and trade-offs, as well as potential traps to avoid, will also be discussed through the lens of a responsible and ethical approach to getting the most out of your assessments.

Tuesday, July 25, 9:00 a.m.

Room: Federal A & B

Inclusalytics: Making Workplace Inclusion a Measurable Construct - Victoria Mattingly, PhD

In business, what gets measured gets done, and diversity, equity, and inclusion (DEI) should be no different. Effective DEI measurement enables us to assess gaps between vision and reality and offers insight and clarity to help achieve data-based DEI goals. Yet, the process of using data and science to build strategy, execute efforts, and evaluate the ROI of DEI can at times be puzzling and challenging.

Dr. V will provide clarity around what should be measured and used to drive an organization's DEI efforts. Dr. V will passionately and eloquently share how to use data and metrics to turn what is often considered "soft and fuzzy" DEI work into measurable results and, most importantly, data-driven action.

Tuesday, July 25, 3:30 p.m.

Room: Federal A & B

The Bottomline on AI in Hiring: Is it Effective, Legal, and Fair?

Eric Sydell, PhD

Eric will cut through the hype around AI and its complexity, presenting in clear terms what it is, how it is useful, how it can be problematic, and what it means for the future of talent acquisition and the broader tech landscape.

Drawing on his experience working with both data scientists and I-O psychologists, as well as in the marketing world, Eric will discuss how the term “artificial intelligence” itself is a part of the problem, how transformative AI is and will be, and how it is vitally important for humanity that we harness AI applications with well-written laws and regulations.

Wednesday, July 26, 11:00 a.m.

Room: Federal A & B

Let's Talk: Assessing Capabilities and Culture

Elizabeth Kolmstetter, PhD

In a fireside chat setting, Dr. Kolmstetter will have a conversation about assessing capabilities amidst the dynamic landscape of the “Future of Work,” digital transformation, and human-centered talent management. Audience members will be invited to ask questions or raise issues about assessing capabilities and impacting culture at this session on Wednesday morning at the IPAC Conference. She will provide expert guidance and give candid responses.



Monday, July 24, 2023, 10:30 a.m.

Room: Massachusetts

Career Pathing Strategies and Implementation Efforts

Panel Discussion: 60 Minutes

This session will begin with an introduction to career pathing and how the panelists use career pathing tools to support organizations. Panelists will discuss the considerations made when determining if career paths would help their organization, how they approached career path tool development, and how practitioners collect feedback on career path effectiveness or measure return on investment. Attendees will leave the session with information on how current career paths tools are developed and implemented and some points to consider for future career path development efforts.

Ann Beacom, Kevin Byle & Julia Leaman
U.S. Customs and Border Protection

Ashley Hoffman
U.S. Department of Housing and Urban Development

Jacqueline Deuling
HumRRO

Room: Pan American

Breaking the Glass Cliff: An Interactive, Solution-Focused Discussion

Roundtable: 60 Minutes

This 60-minute foundational roundtable discussion will continue the conversation we started during last year's glass cliff roundtable discussion. Going beyond defining the phenomenon, the purpose of this session is to engage the audience in identifying solutions for preventing women and minorities from ending up on the glass cliff.

Paige Brown
Hogan Assessments

Room: New York

Evolution of Assessment in the Federal Sector
Symposium: 90 Minutes

The way federal agencies identify talented candidates is fundamentally changing. Between Executive Order 13932 and the Chance to Compete Act (which as of this writing passed in the House and is under consideration in the Senate), the way agencies evaluate applicants' job-related competencies is shifting from primarily applicant self-evaluation to more advanced methods.

This interactive session will feature three federal organizations responsible for different aspects of improving assessment methods in this sector and will highlight actions taken at the agency level, new tools and services available to assist agencies in this effort, and an in-depth evaluation of results to date. Attendees can expect to gain from first-hand experiences shared from organizations with a variety of perspectives and goals related to completely revamping assessment practices for the nation's largest employer.

Elizabeth Koman & Landon Mock
U.S. Department of the Interior

Michael Hand & Jessica Norton
U.S. General Services Administration - Office of Evaluation Sciences

Michael Blair, Margaret Barton & Roseanna Ciarlante
U.S. Office of Personnel Management (OPM)



Monday, July 24, 2023, 10:30 a.m.*Room: Ohio***Taking It Again: Examining Test-Retest Performance on Video Situational Judgment Tests for Public Safety Candidate**

Paper Presentation: 60 Minutes

Retaking an exam is a common and necessary part of high-stakes testing. Candidates that retake an exam multiple times may perform better because they are learning the content of the exam, rather than genuinely improving in the domains the exam is measuring. However, learning an exam by candidates is detrimental to the longevity of a test. We will examine public safety candidate performance on a video-based situational judgment test across multiple test sessions and discuss findings.

Steve Khazon, Josie Herman & Hunter Costigan
Ergometrics

Monday, July 24, 2023, 10:30 a.m.
ARTIFICIAL INTELLIGENCE TRACK*Room: Federal A & B***Implementing a Work Analysis Recommender System**

Presentation: 60 Minutes

This presentation covers research and development designed to augment existing job analysis procedures by quickly producing credible and accurate work-relevant descriptors. Phil will provide background on work analysis steps, the logic behind content-based recommender systems, and the steps used for this system's development. Illustrative results based on three exemplar occupations (i.e., Information Technology, Accounting, and Human Resources) will be presented. Phil will highlight procedural choices in service of providing attendees with tools to explore recommender systems as an accessible and professional application of artificial intelligence-related principles.

Phil Walmsley
U.S. Office of Personnel Management (OPM)

Monday, July 24, 2023, 11:30 a.m.*Room: Massachusetts***Cracking the Code: Unleashing the Power of Soft Skills to Hire Unbreakable 911 Operators**

Paper Presentation: 30 Minutes

Bryq Talent Intelligence enables talent decisions through a unified, soft-skills assessment platform that targets an individual's match to the defined "Role-Optimized profile. Bryq's work surrounding public safety hiring aims at addressing gaps in traditional processes that fail to prevent high attrition, low morale, and poor performance for agencies. This presentation will cover the challenges faced by agencies in public safety, Bryq's scientific framework, how it is being used to solve hiring challenges in 911 call centers, and other applications.

Erin Smith & Robert Sharkey
Bryq AI Talent Intelligence

*Room: Pan American***Algorithms in the Law and as a Federal Focus**

Paper Presentation: 45 Minutes

This presentation provides an update on the federal agency focus as well as local and state laws being developed and implemented to address selection and recruitment tools using algorithms. Participants will come away with an understanding of the shifting legal landscape in this space, and how to evaluate these tools.

Kristen Pryor
DCI Consulting

Monday, July 24, 2023, 1:30 p.m.

Room: Pan American

Development and Criterion-Related Validation of a Forced-Choice Soft Skills Test for 911 Dispatchers

Symposium: 60 Minutes

Forced-choice measures have become more common in recent years, in large part due to reduced faking effects when compared to Likert-type measures (Cao & Drasgow, 2019; Lee & Joo, 2021). This presentation will provide an overview of the development and validation of a forced-choice soft skills test designed specifically for 911 Dispatchers. A multijurisdictional concurrent criterion-related validation study was conducted, and the forced-choice test was found to be a valid predictor of job performance. We will review how the test items were developed, the collection of job performance information, analysis of the item/test and performance criteria, and implementation of the finalized test.

Clinton Kelly
ioPredict

Room: Massachusetts

Intersectionality in Personnel Assessment: Analyzing the Relationship between Job-Experience and Performance on Job Aptitude Assessments across Social Categories

Presentation: 60 Minutes

The present study explores the relationship between job-related experience and performance on a video-based job aptitude assessment across race, gender, and intersectionality. To accomplish this, we have selected a sample of firefighter candidates from an archival source and conducted an analysis to examine racial and gender differences as well as differences related to the interaction between race and gender. Research findings and implications for practice are discussed at length in the presentation.

Hunter Costigan, Steve Khazon & Josie Herman
Ergometrics

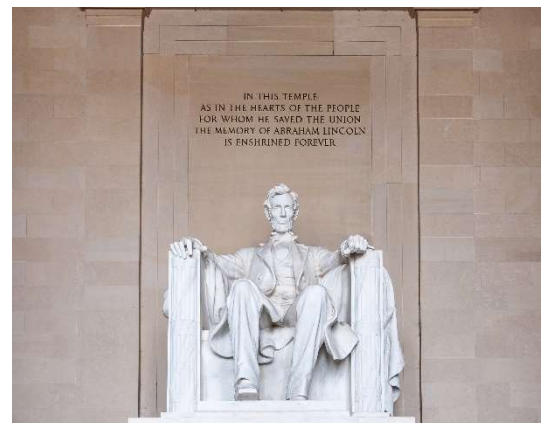
Room: New York

How to Develop and Implement Unidimensional Computer Adaptive Tests

Tutorial: 90 Minutes

The session will focus on developing unidimensional CATs for dichotomous items. The tutorial will begin with an overview of CAT and why it is important, followed by a brief overview/refreshers on item response theory (IRT). The presenters will then discuss different strategies for developing item pools. Next, the process of conducting Monte Carlo simulations to develop CAT algorithms will be covered, followed by an explanation of how to scale/equate theta estimates from CAT to a static test scale. Strategies for experimental item collection will be covered followed by guidance on how to develop CAT algorithm implementation instructions for programmers. The presenters will discuss user testing and CAT implementation, concluding with lessons learned developing and implementing CATs plus a Q&A period.

Scott Burtnick, Jeffrey Cucina & Kevin Byle
U.S. Customs and Border Protection



Monday, July 24, 2023, 1:30 p.m.

Room: Ohio

**Designing a Change Management Strategy:
Tutorial for Practitioners**

Tutorial: 90 Minutes

Attend this session to gain a solid understanding (foundational/basic) of what it takes to build a change management strategy that can be applied to various organizational change situations. Presenters will share best practices, discuss case studies, and provide sample tools and assessments. The tutorial will have high audience participation with discussions and hands-on activities. Topics include how to gather and analyze information that will inform the change strategy and critical elements of an effective change strategy, including communication, learning, process, and metrics. Participants will leave with practical recommendations and tools to help them better manage their next change initiative.

Shannon Kobus, Nathan Forrester
Monster Government Solutions

Room: Statler B

Early Career Panel for Students

Panel Discussion: 60 Minutes

This panel will focus on aiding students, recent graduates, or those early in their career journey to understand pathways into the workforce. Four diverse and successful I-O psychologists in both federal and private sectors will share their career stories, offer advice, and answer attendees' questions. Each panelist will share his or her own unique stories to take away and apply to our careers.

Hanna Pillion Greenberg

Haylee Gans
Booz Allen Hamilton

Tyler Wurtz
DCI Consulting Group

Laura Bryant
U.S. Customs and Border Protection

Monday, July 24, 2023, 1:30 p.m.

ARTIFICIAL INTELLIGENCE TRACK

Room: Federal A & B

**A Deep Dive into Using Generative AI for
Selection and Assessment: The Good, the Bad,
and the Ugly**

Presentation: 60 Minutes

Many attendees are now likely familiar with the ways that generative text AI (e.g., ChatGPT, Claude, and Bard) can be integrated within work across a variety of tasks. This presentation serves as a more in-depth continuation of these prior discussions. If these models are playing an enduring role within our work for the foreseeable future, then it is important to know the (1) "The Good": how to maximize the benefit they can provide through stronger prompt design, (2) "The Bad": the potential risks and pitfalls users encounter including applicant faking, data privacy, and content limitations, 3) "The Ugly": the sometimes messy or indirect ways those challenges are commonly resolved. Attendees will learn to interact effectively and efficiently with these systems with specific consideration for practical uses in selection and assessment. The objective of this talk is to equip attendees with the skills necessary to unlock the full potential of generative AI and successfully navigate its complexities.

Ivan Hernandez
Virginia Tech University



Monday, July 24, 2023, 2:30 p.m.

Room: Massachusetts

The Use of Artificial Intelligence for Item Writing

Paper Presentation: 30 Minutes

This paper presentation will discuss the use of artificial intelligence (AI) to write test items including multiple-choice, essay tests, and structured oral interview items. A live demonstration of item writing will provide examples of how to create items of different formats. Finally, the limitations of this technology will be discussed.

Frank Igou, Michelle Leong, Alexandra Mpofu
Louisiana Tech University

Room: Pan American

Perceptions of Leadership Accountability and Accountability Practices

Presentation: 45 Minutes

This study examines perceptions of accountability practices and identifies specific accountability practices currently in use by organizations. Leadership accountability, organizational communication, job satisfaction, and turnover intentions are measured to answer questions related to the construct of accountability. Communicating accountability practices is explored in relation to job satisfaction and turnover intention.

Ann Beacom
U.S. Customs and Border Protection

Kristie Campana
Minnesota State University

Room: Statler B

Student Meet & Greet

Networking: 30 Minutes

A networking event for students.

Tuesday, July 25, 2023, 10:30 a.m.

Room: Massachusetts

Issues to Consider When Using Multiple-Choice Simulations

Panel Discussion: 60 Minutes

Multiple-choice simulations, including situational judgment tests (SJTs), multiple-choice in-basket instruments, and multiple-choice rich-media simulations are commonly used for a variety of reasons. Assessment professionals must consider a slew of factors when developing, administering, scoring, and validating these types of instruments. The purpose of this panel is to highlight real-world considerations with a panel of highly experienced experts. The panelists will answer questions such as, "What types of variables or competencies are better/worse suited for multiple-choice simulations?" and "What methods exist for scoring multiple-choice simulations and are any better/worse given certain circumstances?" The panel, consisting of highly experienced assessment experts from several industries (e.g., government, internal consulting, external consulting) will draw on their professional experiences as well as highlight avenues for future research with multiple-choice simulations.

Samantha Elliott & Lance Anderson
HumRRO

Phil Walmsley & Danielle Novick
U.S. Office of Personnel Management (OPM)

Alex Morris
United States Secret Service



Tuesday, July 25, 2023, 10:30 a.m.

Room: New York

Competency Modeling - Best Practices, Pitfalls, and Future Directions

Panel Discussion: 60 Minutes

This session will begin with an introduction to competency modeling practices in the government space. Panelists will discuss practical considerations and experiences with different approaches to the design and implementation of competency models. The types of tools, processes, and programs that result from competency modeling efforts will be explored. Common barriers, lessons learned, and future directions will be addressed. Attendees will come away with a broader understanding of different approaches to defining competencies and best practices for applying models to shape workforces.

Emily Steinau & Meredith L. Ferro
FDIC

Ann Beacom
U.S. Customs and Border Protection

Hoffman Ashley
U.S. Housing and Urban Development (HUD)

Lindsay McFarlane
FEMA



Room: Ohio

Making Sense of the Acts and Orders: Assessment Strategies that Promote Skill-Based Hiring and Diversity Outcomes

Panel Discussion: 90 Minutes

Executive Order 13932 was signed in June 2020 and directed federal agencies to use valid, competency-based assessments in order to reduce their reliance on educational qualifications as a substitute for competencies.

In June 2021, Executive Order 14035, among many things, called for identification of strategies to advance diversity, equity, inclusion, and accessibility, and eliminate, where applicable, barriers to equity in federal workforce functions, in recruitment and hiring. Most recently, the Chance to Compete Act was passed in January 2023. This bipartisan legislation expands the use of shared assessments among agencies in order to expand cross-agency hiring. As part of this, the focus of hiring efforts is on skills and relevant experience rather than educational backgrounds and self-assessments.

This session will provide guidance on how agencies can review and re-design their hiring. Panelists will provide suggestions for designing assessment strategies that keep the acts and orders at the forefront.

Tracy Kantrowitz & Ryan O'Leary
PDRI

Michael Blair
U.S. Office of Personnel Management (OPM)

Jone Papinchock
DCI Consulting

Delisa Walker Hall
USSS

Pat Curtin
NSF

Tuesday, July 25, 2023, 10:30 a.m.

Room: Pan American

Public Sector Recruiting: Addressing the Challenges of Finding and Retaining Talent

Roundtable: 90 Minutes

This roundtable discussion will focus on the current challenges of recruitment and retention for talent in various public sector positions including public safety, professional, and blue collar. In addition, the panelists will discuss what makes the public sector unique from the private sector, share strategies, and deliberate upon potential solutions.

Martinique "Marty" Alber

Personnel Board of Jefferson County

Bryan Sullivan

City of Spokane

Jill May

City of Chicago

Tuesday, July 25, 2023, 10:30 a.m. **ARTIFICIAL INTELLIGENCE TRACK**

Room: Federal A & B

AI – The Evolving Legal Landscape

Presentation: 60 Minutes

The legal landscape for artificial intelligence ("AI") is evolving rapidly. This session will discuss how existing Federal non-discrimination laws – Title VII, ADEA, and ADA – are being used to launch legal challenges to the use of AI in employment decisions. In addition, this session will discuss regulatory efforts by non-traditional Federal Agencies – such as the SEC and Department of Commerce – that will impact employers and AI vendors.

Liz Bradley

Fortney & Scott, LLC

Tuesday, July 25, 2023, 11:00 a.m.

Room: Statler B

Innovations in Assessment Award Winner Presentation

Presentation: 60 Minutes

Tuesday, July 25, 2023, 11:30 a.m.

Room: Massachusetts

Content Validity Court Case (Tatum, 2022): An Insider's View and Analysis

Paper Presentation: 45 Minutes

A court struck down eight examinations in a 75-page court decision covering: component weight, item focus and wording, source material, job analysis, number of SMES, adverse impact analyses, overall evaluation of content validation, etc. These and more topics will be discussed by one of the testing experts at trial.

Joel Wiesen

Applied Personnel Research

Room: New York

Phased Retirement for Maintaining Human Capital During Rapid Demographic Change

Paper Presentation: 45 Minutes

Phased retirement may offer a way of slowing the loss of human capital as the workforce ages. In this presentation, different types of phased retirement will be presented. The advantages and limitations of each type will be discussed. Finally, attendees will receive resources for creating and implementing phased retirement systems.

Frank Igou, Michelle Leong & Alexandra Mpofu

Louisiana Tech University

Tuesday, July 25, 2023, 1:30 p.m.

Room: Massachusetts

Tips and Tricks for Developing and Scoring Situational Judgment Tests (SJTs)

Symposium: 60 Minutes

This symposium will describe various methods for developing and scoring situational judgment tests (SJTs). These include the use of confidence intervals to provide statistical confirmation of best and worst response options, the use of subject matter expert (SME) judgments to prune SJT items, and collaboration with SMEs to build valid and fair SJT content and to enhance buy-in. This will be a 60-minute symposium at the Practitioner/Researcher (Intermediate) level, with a medium (prompted) amount of audience participation.

Deborah Whetzel, Emily Rost, Ashley Jorgensen,
Nicholas Howald & Ki Ho Kim
Human Resources Research Organization (HumRRO)

Rebecca Fraser & Thomas Geiger
Association of American Medical Colleges

Room: Pan American

Ethical Considerations in Workplace Assessments: An Interactive Discussion

Roundtable: 60 Minutes

With limited guidelines or consensus on how leaders should choose, administer, and debrief their employees using workplace assessments, practitioners and academics alike are in need of a code of ethics. However, having a code of ethics in place is not enough. Organizations need a comprehensive understanding of how to use this code of ethics when using workplace assessments. This 60-minute foundational roundtable session will be a highly interactive discussion for practitioners and academics, in all job levels, who are interested in using workplace assessments in an ethical manner.

Paige Brown
Hogan Assessments

Kasey Guentert
Airbnb

Room: New York

Consulting Challenge Bake-Off: Solutions for Today's Problems

Panel Discussion: 60 Minutes

This discussion will include a panel of practitioners with various perspectives (e.g., federal, private, local/state), who will present their potential solutions to IPAC member submitted challenges. The audience will be asked to vote on the best solution to each challenge and will leave with multiple potential solutions to consider when addressing challenges in their own organizations.

Kristen Pryor
DCI Consulting

Emilee Tison
Meta

Kyana Beckles
Leverage Assessments, Inc.

Treston Knight
Quest Diagnostics

Room: Statler B

John C. Scott Student Paper Award Winner Presentation

Presentation: 30 Minutes



Tuesday, July 25, 2023, 1:30 p.m.

Room: Ohio

Searching for Goldilocks: What to Consider in Data Sharing Protocols that Achieve the Just Right Balance of Transparency, Utility, and Confidentiality

Tutorial: 90 Minutes

Organizations, both public and private, have embraced using data to support program design and implementation. Data sharing is complicated for human resources/people analytics where the nature of data includes sensitive information where data disclosure poses particular risk. While methods of ensuring data confidentiality have a long research history, recent advances in other areas, particularly efforts to put data with increasing granularity into the hands of users, require regularly revisiting these methods. This tutorial will open a discussion, further understanding, and provide hands on experience with:

- Relevant concerns regarding human resources, particularly diversity data;
- The nature of user interest in data;
- Considerations for data governance;
- Recommendations on handling data;
- Communication methods promoting data use; and
- Practical application.

The audience will be invited to apply these techniques to their own organizational data or to example HR research data provided in the session.

Martha Hennen

Federal Deposit Insurance Corporation (FDIC)

Tamara Bruce

National Institutes of Health (NIH)

Tom Krenzke

Westat

Jordan Robbins

U.S. Customs and Border Protection

Seema Sayala

National Geospatial-Intelligence Agency (NGA)

Gregory White

Office of the Comptroller of the Currency

Tuesday, July 25, 2023, 1:30 p.m.

ARTIFICIAL INTELLIGENCE TRACK

Room: Federal A & B

Recommended Practices for Vendors and Employers Working with AI-Based Assessments

Presentation: 60 Minutes

The increasing use of Artificial Intelligence (“AI”)-based assessments for making decisions across the employment life cycle raises many important and complicated questions in the context of equal employment opportunity and diversity, equity and inclusion practice. To address those questions, The Institute for Workplace Equality (“The Institute”) created an Artificial Intelligence Technical Advisory Committee (“AI TAC”) consisting of 40 subject matter experts from diverse backgrounds and tasked them with identifying key issues and providing recommendations for how best to approach them. This Report was made publicly available on December 21, 2022 for the particular attention of the EEO and DEI&A community, and focuses on five key areas:

- Uses and applications
- Transparency and fairness
- Data collection
- Application of the Uniform Guidelines on Employee Selection Procedures
- Statistics and adverse impact

In this session, Eric, Dave, and Savanna, all of whom were AI TAC members, will (1) describe the TAC, its experts, and foundational EEO context, (2) review key recommendations, and (3) provide actionable strategy for employers and vendors leveraging AI-based assessments in employment decision making.

Eric Dunleavy & Dave Schmidt

DCI Consulting Group

Savanna Shuntich

Fortney & Scott, LLC

Tuesday, July 25, 2023, 2:30 p.m.*Room: Pan American***Development and Implementation of a Virtual Assessment Application**

Paper Presentation: 45 Minutes

The pandemic hit, testing ceased for our organization, but we had to find a way to move forward. How did we do it? We created an online assessment application, essentially transferring our traditional paper assessment, online. This session will cover the design, implementation, and benefits of the system.

Martinique "Marty" Alber
Personnel Board of Jefferson County

*Room: New York***Going Un-Proctored: How to Convert a Testing Program from Proctored to Un-Proctored**

Presentation: 45 Minutes

This session will cover best practices and guidance for converting testing programs from proctored to un-proctored administration. Attendees will learn about test security strategies, applicant and recruiter communications, and operational considerations. The authors will include case study examples from their own experience during the presentation.

Lisa Votraw, Crystal Connors & Jeffrey Cucina
U.S. Customs and Border Protection

*Room: Massachusetts***Detecting and Removing Carelessness in High Stakes Cognitive Ability Test**

Presentation: 45 Minutes

Carelessness, or Insufficient Effort Responding (IER), represents a lack of motivation when responding to surveys. Most of IER research has focused on low-stakes psychological surveys completed by convenient samples often through electronic means (e.g., students in universities or MTurk participants). However, little research has studied the prevalence of, impact of, and strategies for reducing IER in high-stakes cognitive ability tests. To bridge this gap, the

present study set out (1) to examine the prevalence of IER in the Air Force high-stakes cognitive ability test used for officer commissioning and aircrew classification; (2) to recommend IER detection methods helpful in cleaning the data; (3) to examine what impact the IER detection methods may have on psychometric properties of the test; and (4) to examine the convergence among the various IER detection methods. The data used in the study came from a large-scale archival dataset containing the Air Force Officer Qualifying Test.

Julia Walsh & Kyle Mann
Infoscitex

Sophie Romay & John Trent
Air Force Personnel Center

Thomas Carretta
Air Force Research Laboratory

Wednesday, July 26, 2023, 9:00 a.m.*Room: Ohio***Modular Assessment Technology: Overview and Case Study**

Paper Presentation: 30 Minutes

Presenters will describe an emerging approach to designing assessment instruments dubbed modular technology, or modularity. Modularity can be thought of as an extension of the assessment battery concept, with efficiency and candidate experience in mind. A case study will be provided, including assessment flow illustrations and validation results.

Joseph Abraham & Steven Jarrett
Talogy

Wednesday, July 26, 2023, 9:00 a.m.

Room: Pan American

Retention of Remote Workers: Considerations and Practices

Symposium: 60 Minutes

Remote work refers to work arrangements that are flexible whereby employees are not required to commute to a central place of work and the communication between employees relies heavily on technology. In 2019, the COVID-19 pandemic accelerated organizations' acceptance and adaptation to remote work. The extensive use of remote work during the pandemic has constituted a major organizational transformation. However, as the implementation of remote work during the pandemic was hasty, employees were transitioned to a new working environment with new technologies and operating systems without any prior training. Retention of remote workers has become a critical issue for organizations as remote work continues to be a growing trend. This presentation will discuss the considerations and practices that organizations should implement to retain their remote workers. The benefits and limitations of each type will be discussed.

Michelle Leong, Alexandra Mpofu & Frank Igou
Louisiana Tech University

Room: Massachusetts

Tools and Techniques to Assist Selection Officials

Panel Discussion: 60 Minutes

Making good selection decisions does not end with developing valid and reliable assessment instruments. Even when given valid assessment scores, selection officials typically must weigh a wide range of factors when they make decisions, and the decisions that they make have a critical impact on their organizations. This session will begin with an introduction to the challenges involved when officials make selection, promotion, and associated organizational decisions. The session will continue with the Panelists discussing tools and techniques they use to address those challenges. Panelists will also discuss other contexts in which tools and

techniques can be used to enhance the decision-making process. Attendees will leave the session with information on the challenges involved in making selection decisions as well as some tools and techniques for addressing those challenges.

Lance Anderson

Human Resources Research Organization (HumRRO)

Hanna Pillion

U.S. Customs and Border Protection

Lauren Lilly

Marriott International

Phil Walmsley

U.S. Office of Personnel Management (OPM)

Room: New York

How to Implement and Evaluate Data Science and Machine Learning for Selection/Assessment

Tutorial: 90 Minutes

Artificial Intelligence (AI) and Machine Learning (ML) have revolutionized many fields including self-driving cars, disease prediction, and language translation. More recently, Industrial-Organizational Psychology (I-O) has recently begun adopting these techniques to improve human resource management practices, for example selection. However, many graduate programs may not include these modern methods in their curriculum, therefore creating a gap between I-O Psychology and other fields, for example computer science or data science.

This tutorial aims to assist in filling that gap and provide an introduction into machine learning concepts and programming for an audience ranging from novice to moderate. Additionally, some introductory frameworks will be shared on how to evaluate machine learning systems, for example gathering evidence of validity and adverse impact, in practice and research.

Joseph Meyer

Erudit AI

Wednesday, July 26, 2023, 9:00 a.m.

ARTIFICIAL INTELLIGENCE TRACK

Room: Federal A & B

A Non-Technical Guide to Using AI Safely and Effectively in Hiring

Presentation: 60 Minutes

The terminology of AI is often confusing and daunting, and not just for laypeople but also those with technical backgrounds. The complexity of this technology and its applications leads to simplified AI marketing claims that do not always mirror the actual capabilities of the product. This situation makes it difficult for organizational users to evaluate whether and how to use AI and other complex, emerging technologies. In this session, we will discuss the main AI capabilities currently available in the talent marketplace, how to evaluate them, and how to decide whether they can add value to your hiring process.

Eric Sydell

Wednesday, July 26, 2023, 10:00 a.m.

Room: Ohio

Assessment Center Transition: Shifting from In-Person to Online Administration

Paper Presentation: 30 Minutes

This presentation will explore the recent work of a federal government agency in transitioning an existing in-person assessment center process to an online administration. Assessment center exercises are performance tests and are typically designed to closely resemble the actual challenges that will be found on the job. While administering virtual assessment centers virtually mimicked common pandemic work environments, there were challenges in utilizing an online format. The presenters will discuss experiences and lessons learned in key areas: 1) technology considerations; 2) administration considerations; and 3) candidate considerations.

Alix Autrey & Sandra Alexander

U.S. Office of Personnel Management (OPM)

Wednesday, July 26, 2023, 10:00 a.m.

Room: Pan American

The Transformative Role Personnel Assessments Play in Police Reform

Presentation: 45 Minutes

Personnel Assessment Professionals have the opportunity to play a critical role in shaping the future of law enforcement and improving the relationship between police departments and the communities they serve. By developing assessments in collaboration with law enforcement agency leaders and agency human resource staff, assessment professionals can provide valuable insights into how agencies can objectively evaluate and select officers, uncover training and development program nuisances, and discover other barriers to overall agency effectiveness. This expertise can be leveraged to measure factors such as cognitive ability, personality traits, situational judgment, and bias to reduce discrimination in the hiring and promotion processes as well as community engagement. The data collected from these assessments can also guide evidence-based reforms and contribute to the overall effectiveness and legitimacy of the police force. Taking an active leadership role in the creation of these assessments is crucial to meaningful change in our criminal justice system.

Antoinette Tull

Hurtle LLC





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INTERNATIONAL PERSONNEL ASSESSMENT COUNCIL

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