

Building Bridges:

Recruitment,
Assessment
and Selection

32nd Annual
IPMAAC Conference

June 8-11, 2008

Oakland, CA

Pre-Conference Workshops: Sunday, June 8

Full Conference: Monday, June 9 – Wednesday, June 11

IPMAAC Expo: Sunday, June 8 – Tuesday, June 10

www.ipma-hr.org/ipmaac



IPMAAssessment
Council

Register Early and Save

Early Bird Registration Ends May 16, 2008

A Message from the IPMAAC President

It is my pleasure to invite you to join us for our annual conference on personnel recruitment, assessment and selection. This year, we will host you in the beautiful Oakland/San Francisco Bay Area on June 8-11, 2008, as we celebrate our 32nd anniversary. This year's theme is appropriately titled *Building Bridges: Recruitment, Assessment and Selection*.

We have a great line up of pre-conference workshops and conference presentations this year, as well as outstanding keynote speakers. Attendees are guaranteed to meet old friends as well as to make new ones, as there will be many opportunities to network and discuss you favorite subjects with the numerous col-

leagues, presenters and speakers who will be in attendance. We also have plans for an outstanding social event on Monday evening that will bring one and all together for fun and relaxation. We expect that everyone who attends the conference will leave with new ideas and information, as well as with an expanded network of resources.

Please place the IPMAAC Conference on your calendar and make plans to join us in the Oakland Bay Area on June 8-11, 2008!

Inés Vargas Fraenkel
2008 IPMAAC President

Who should attend this conference?

Anyone who develops, administers, coordinates, or manages the recruitment, selection, promotion, or assessment of personnel. Whether you're an administrator or a human resources professional, a seasoned selection specialist or new to the field, you'll find sessions that address the challenges you face today in finding, hiring, promoting, and keeping the best employees.

IPMA-HR Certification

Earn an easy 8 points for recertification.

Attend one full-day pre-conference workshop and earn three points toward recertification in the IPMA-CP or IPMA-CS credential. Attend the full conference and earn an additional five points toward recertification.

Conference Sponsors

Don't miss an opportunity to meet with some of this year's conference sponsors:

CPS Human Resource Services

PreVisor

Sigma Data Systems

and many more!

If you have questions regarding IPMAAC or the conference, please contact:

IPMAAC President:

Inés Vargas Fraenkel
ines.fraenkel@sfgov.org

**Conference Program
Committee Chairs:**

Bryan Baldwin
bryan.baldwin@doj.ca.gov

Carl Swander
carl@ergometrics.org

**Conference Host
Committee Chair:**

Daryl Look
dblook@oaklandnet.com

IPMAAC Staff Liaison:

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Conference Director:

Carrie Hoover, IPMA-HR
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703-549-7100
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What is IPMAAC?

Formed in 1976 as a section of the International Public Management Association for Human Resources (IPMA-HR), the IPMA Assessment Council or "IPMAAC" is the leading organization in the field of employee selection and assessment.

IPMAAC's members include personnel directors and managers, staffing specialists, organizational performance managers, management consultants, psychologists, attorneys, academic faculty, and students actively engaged in applications, research, and training in public and private sector personnel

assessment. IPMAAC's interests and activities cover the full range of assessment methods and applications, from the use of personnel tests and interviews for employee selection to the measurement of organizational productivity.

IPMAAC's Annual Conference showcases state-of-the-art information on trends, techniques, and technologies for using and applying assessment methods.

Download Your Registration Form Today at www.ipma-hr.org/ipmaac

Conference At-A-Glance *(subject to change)*

Sunday, June 8	7:30 a.m. – 4:30 p.m.	Registration
	8:30 a.m. – 4:30 p.m.	Pre-conference Workshops
	5:30 p.m. – 7:00 p.m.	IPMAAC President's Welcome Reception & the Opening of the Expo

Monday, June 9

7:00 a.m. – 4:30 p.m.	Registration
7:30 a.m. – 3:30 p.m.	IPMAAC 2008 Products & Services Expo
8:00 a.m. – 10:00 a.m.	Welcome & Opening Session
10:00 a.m. – 10:30 a.m.	Refreshment Break with Exhibitors
10:30 a.m. – 12:00 p.m.	Concurrent Sessions
12:00 p.m. – 1:30 p.m.	Lunch On Your Own
1:30 p.m. – 3:00 p.m.	Concurrent Sessions
3:00 p.m. – 3:30 p.m.	Refreshment Break with Exhibitors
3:30 p.m. – 5:00 p.m.	Concurrent Sessions
6:30 p.m. – 9:00 p.m.	Social Activity (TBA)

Tuesday, June 10

7:30 a.m. – 4:30 p.m.	Registration
7:30 a.m. – 3:30 p.m.	IPMAAC 2008 Products & Services Expo
8:30 a.m. – 10:00 a.m.	Plenary Session
10:00 a.m. – 10:30 a.m.	Refreshment Break & Prize Drawings with Exhibitors
10:30 a.m. – 12:00 p.m.	Concurrent Sessions
12:00 p.m. – 1:30 p.m.	Lunch On Your Own
1:30 p.m. – 3:00 p.m.	Plenary Session (IPMAAC Business Meeting, Presidential Address, & Awards Presentation)
3:00 p.m. – 3:30 p.m.	Refreshment Break & Prize Drawings with Exhibitors
3:30 p.m. – 5:00 p.m.	Concurrent Sessions

Wednesday, June 11

7:30 a.m. – 3:00 p.m.	Registration
7:30 a.m. – 8:30 a.m.	Continental Breakfast
8:30 a.m. – 10:00 a.m.	Plenary Session
10:00 a.m. – 10:30 a.m.	Refreshment Break
10:30 a.m. – 12:00 p.m.	Concurrent Sessions
12:00 p.m. – 1:30 p.m.	Lunch On Your Own
1:30 p.m. – 3:00 p.m.	Concurrent Sessions
3:00 p.m. – 3:30 p.m.	Refreshment Break
3:30 p.m. – 5:00 p.m.	Concurrent Sessions
5:00 p.m.	Conference Adjourns

Conference Highlights

Opening Keynote Presentation: **Dr. David Campbell**

Dr. Campbell was educated in the Midwest, earning his B.S. and M.S. degrees from Iowa State University and his Ph.D. in psychology from the University of Minnesota. In 1960, he joined the faculty of the University of Minnesota, rising to full Professor in eight years. During that period, he co-authored the widely used Strong-Campbell Interest Inventory. In 1973, he was a Visiting Fellow at the Center for Creative Leadership® in Greensboro, North Carolina, and then joined the Center as Executive Vice-President.

Dr. Campbell has recently published a new psychological test battery, the Campbell Development Surveys™, which includes individual surveys designed to analyze working interests, skills, leadership potential, teamwork and working satisfaction. Dr. Campbell is perhaps best known for his popular books: *If You Don't Know Where You're Going, You'll Probably End Up Somewhere Else*, *Take the Road to Creativity and Get Off Your Dead End*, and *If I'm in Charge Here, Why Is Everybody Laughing?*



Tuesday's Featured Presenter: **Dr. Neal Schmitt**

Dr. Schmitt obtained his Ph.D. from Purdue University in Industrial/Organizational Psychology and is currently University Distinguished Professor of Psychology and Management at Michigan State University. He was editor of the *Journal of Applied Psychology* 1988-1994 and has served on ten editorial boards. He has also been a Fulbright Scholar at the University of Manchester Institute of Science and Technology. Dr. Schmitt is a Fellow of Divisions 5 and 14, APA, and APS. He was also awarded the Heneman Career Achievement Award from the Human Resources Division of the Academy of

Management and Distinguished Career Award from the Research Methods Division of the Academy of Management.

Dr. Schmitt has coauthored three textbooks, *Staffing Organizations* with Ben Schneider and Rob Ployhart, *Research Methods in Human Resource Management* with Richard Klimoski, *Personnel Selection* with David Chan, co-edited *Personnel Selection in Organizations* with Walter Borman and *Measurement and Data Analysis* with Fritz Drasgow. He has published approximately 160 articles.



Wednesday's Featured Presenters: **Dr. Robert Guion and Dr. Richard Jeanneret**

Dr. Robert Guion holds the title of Distinguished University Professor Emeritus at Bowling Green State University where he taught from 1952 until 1990. He is the author of *Assessment, Measurement, and Prediction for Personnel Decisions* (1998) and, with Scott Highhouse, *Essentials of Personnel Assessment and Selection* (2006). He has been an independent consultant to organizations in the public and private sectors on matters pertaining to selection, EEO compliance, and psychometric issues.

Dr. P. Richard Jeanneret is president of Valtera, a professional services firm that provides a unique mixture of scientific expertise, consulting, and technology to global organizations. Dr. Jeanneret holds a Ph.D. in Industrial and Organizational Psychology from Purdue University and is

a licensed psychologist in the state of Texas. He has written scholarly articles and acted as editor for industry books and journals. He co-edited the widely recognized text on individual psychological assessment focused on behavior in organizational settings.

Dr. Jeanneret is a Fellow of the American Psychological Association and a Fellow of the Society for Industrial and Organizational Psychology. He received the Society's Distinguished Professional Contributions Award for 1990, the Applied Research Award in 2002, and the Distinguished Service Contributions Award in 2005. Recently, Dr. Jeanneret chaired the committee responsible for the fourth revision to the Society's Principles for the Validation and Use of Personnel Selection Procedures.



Early Bird Registration Ends May 16, 2008!

Pre-Conference Workshops

Sunday, June 8

Come to Oakland early and make the most of your conference experience. The IPMAAC Annual Conference offers 4 pre-conference workshops. These highly interactive, hands-on programs are a bargain starting at \$110 (for IPMAAC members) and are offered on Sunday, June 8.

First-time conference attendee?

First-time conference attendees may register for a full-day pre-conference workshop at 50% off the appropriate registration fee.

Full-Day Workshops

8:30 a.m. – 4:30 p.m.

The Assessment Center Method: What You Need to Know, to Know What You Need

The Assessment Center method is a proven means for selecting and developing supervisors, managers, and executives. It focuses on an evaluation concept designed to identify a person's job-related strengths and weaknesses when the individual is being considered for initial selection or advancement. It has been shown to be fair for protected group members and is widely used in both private industry and the public sector. This workshop will provide participants a primer on the assessment center method and equip them with the information they need to know in order to get the most out of their assessment efforts.

Developing and Designing Structured Employment Interviews – Using the Power of the Interview as a Selection Tool in the Examination Process and Hiring Process

This workshop will provide the testing practitioner with a solid understanding of the design and development basics of structured interviews and will present a focused methodology for maximizing the predicative power of the interview. Specific topics addressed will include the latest areas of research dealing with the employment interview, ways to increase the predictive power of the interview, and tips for ensuring the soundness and defensibility of interviews in the testing process. This course will provide participants with a guide and methodology for designing, developing, and administering structured interviews using a variety of question formats, structured scoring criteria, and rater training considerations.

Job Analysis

This workshop will provide participants with the theory, principles, and methodology to conduct a multi-purpose job analysis. The resulting data can be used for a variety of human resources activities such as the establishment of class specifications, the design of training programs, and the development of content valid selection procedures. The IPMA-HR job analysis approach is flexible enough to be used on any type of occupation and is applicable for small-, medium-, and large-sized agencies. Through a combination of lecture, discussion, and individual and group exercises, participants will be provided with the hands-on experience and the knowledge needed to conduct a thorough, legally defensible job analysis.

Half-Day Workshop

8:30 a.m. – 12:00 p.m.

Design and Use of Situational Judgment Tests

This workshop will provide an understanding of situational judgment assessment and its applications, practical guidance for the design and use of situational judgment assessments, and background on the development and purpose of situational judgment assessment as a useful approach in evaluating for selection or training needs. Attention will be given to detailed characteristics of individual situational judgment test items, to provide a basis for test item construction. Procedures will be discussed, illustrated, and practiced for test item writing, job analysis, validation, test instructions, and scoring. Guidance will be given for useful job analysis procedures, selection of situations, and item writing.

For a complete list of scheduled sessions, including descriptions, please visit the IPMAAC conference Web site at www.ipma-hr.org/ipmaac.

For anyone in the public sector who cares about employee selection, there's no better resource than IPMAAC. Not just for best practices, but also for new ideas, innovations, and new strategies.

Eric Palmer, Human Resources Analyst, City of Fort Worth, TX

Download Your Registration Form Today at www.ipma-hr.org/ipmaac

IPMAAC 2008 Products & Services Expo

Sunday, June 8	5:30 p.m. – 7:00 p.m.	President's Welcome Reception
Monday, June 9	7:30 a.m. – 3:30 p.m.	Continental Breakfast & Refreshment Breaks
Tuesday, June 10	7:30 a.m. – 3:30 p.m.	Continental Breakfast & Prize Drawings in the Expo during the Conference Refreshment Breaks

The IPMAAC Products and Services Expo features companies whose new product, service, and technology innovations impact the entire assessment community. This unique opportunity allows you to survey the exhibit hall for products, systems, and services you need to enhance your agency's assessment functions. The new tools and opportunities you need in this ever-changing environment are all in one place at the IPMAAC 2008 Expo!

Exhibitor prize drawings will be conducted on Tuesday, June 10 at the mid-morning and afternoon breaks. Exhibitor prizes must be pre-approved and exhibitors will be given the opportunity to present their prizes to the lucky delegate. Each conference attendee will receive a puzzle card that must be stamped by each exhibitor to be eligible for the drawing.

For more information on the IPMAAC 2008 Expo, including exhibitor and sponsorship opportunities, call 703-549-7100 or visit www.ipma-hr.org/ipmaac.

Accommodations and Travel Information

Let the Oakland Convention and Visitors Bureau help you plan your trip. Visit www.oaklandcvb.com for travel, dining, and entertainment information.

Hotel Information

The IPMAAC 32nd Annual Conference on Personnel Assessment will be held at the Oakland Marriott City Center.

Oakland Marriott City Center
1001 Broadway
Oakland, CA 94607

The Oakland Marriott City Center has set aside a group of rooms for the IPMAAC Annual Conference at a special hotel rate of \$133/night (single/double) plus tax.

Reservations:

1. Online

Visit the following link to make your reservation online:
<http://marriott.com/oakdt?groupCode=ipmipma&app=resvlink>

2. Phone

Contact the Marriott Reservations Line directly at 800-991-7249 and reference the "IPMAAC Annual Conference" to receive the group rate.

Please Note: Special hotel rates are effective until May 16, 2008. After that date, reservations will be taken on a space and rate available basis only. We recommend that you make your reservations early.

Getting to the Conference

Airports:

Oakland – OAK • www.oaklandairport.com

Approximate distance from hotel: 8 miles
Estimated taxi fare: \$40.00 (one way)

San Francisco – SFO • www.flysfo.com

Approximate distance from hotel: 26 miles
Estimated taxi fare: \$80.00 (one way)

Subway Station:

BART—Bay Area Rapid Transit (located approximately .1 mile from hotel)
www.bart.gov

The IPMAAC Annual Conference is a great opportunity to enhance your knowledge of new concepts, interact and learn from peers, receive information about best practices, and share learning experiences. I highly recommend attending this conference in Oakland.

**Kris Watson, HR Manager, Recruitment and Selection,
University of Colorado at Boulder**

Early Bird Registration Ends May 16, 2008!

Conference Registration Information

Please review the following information to avoid delays in your registration processing.

Full conference registration for the IPMAAC 32nd Annual Conference on Personnel Assessment includes:

- Education Sessions (*unless otherwise noted*)
- Sunday's Welcome Reception
- All Continental Breakfasts and Refreshment Breaks (*as indicated on the schedule*)
- Monday Night Social Event

Registration fees are based on IPMA-HR/IPMAAC membership categories. Your membership must be current and/or processed before you may receive the member registration rate.

Not an IPMA-HR/IPMAAC member?

Learn more about membership at www.ipma-hr.org or contact the IPMA-HR Membership Department at 703-549-7100 or at membership@ipma-hr.org.

Applicable Discounts

First time conference attendee? Enroll in a Pre-Conference Workshop and Save!

First time conference attendees may register for a full-day pre-conference workshop at 50% off the appropriate registration fee.

Group Rate

If you are registering for the full conference with three or more additional staff from the same organization/agency, you may deduct \$25 from the applicable registration fee for each registrant. Each member of the group must complete a conference registration form. In order to receive the group registration fee, all group registration forms must be submitted simultaneously.

Registration Form Completion

- Please print or type
- Complete all sections
- Use one form per registrant

For additional attendees photocopy the form as needed or visit the IPMAAC conference Web site at www.ipma-hr.org/ipmaac and download the registration form.

Payment

Full payment must be received with your registration form. Make check payable to IPMA-HR or charge your registration (MasterCard and Visa only).

Please note: Registrations received without full payment will not be processed.

Monday Night Social Event

Monday, June 9: 6:30 p.m. – 9:30 p.m.

San Francisco Bay Sunset Dinner Cruise

This is a do not miss event. There's no better way to experience unobstructed views of sensational skylines in every direction. It's a great vantage point for snapping pictures or simply reflecting on the vast beauty of the San Francisco Bay. Enjoy the bay as you are treated to a wonderful dinner buffet and entertainment. The dinner cruise is the perfect way to end the first full day of the conference. Don't miss this evening of dinner, dancing, and fellowship.

This event is included in your full conference registration fee. To assist us in planning, please indicate on your conference registration form if you plan to attend. Additional tickets are available for purchase at \$65 per ticket.

Methods for Registration

Please choose only one of the following methods to register for the IPMAAC Annual Conference:

Fax (credit card payment only)

Faxed registrations are welcomed with credit card payment only. Complete the registration form and fax it to 703-684-0948.

Mail

Send your completed registration form with complete payment to:

IPMA-HR Assessment Council Conference
1617 Duke Street, Alexandria, VA 22314

On-Site

Early Bird Registration ends May 16, 2008. All registrations received after May 16, 2008, and registrations received on-site are subject to the on-site fee structure.

Please Note: Registration fees increase for on-site registrations.

Cancellation Policy

All cancellations must be submitted in writing and faxed to 703-684-0948 or mailed to IPMA-HR Assessment Council Conference, 1617 Duke Street, Alexandria, VA 22314. Cancellations received by May 16, 2008 will be assessed a \$75 cancellation fee. Cancellations received after May 16, 2008, and no-shows are not refundable. One registration transfer will be allowed per registration. Each additional registration transfer will be assessed a \$75 administration fee.

Confirmation

Once your registration and payment have been confirmed you will receive a written confirmation via email.

Download Your Registration Form Today at www.ipma-hr.org/ipmaac

Conference Registration Form

Early Bird Registration Ends May 16, 2008!

www.ipma-hr.org/ipmaac

1. Delegate Information (Please Print or Type)

Please Check Here If: You are a First Time Attendee
 You require special accommodations to fully participate, or if you have special dietary needs. Please attach a written description of your needs.

First Name _____ Last Name _____

Designation (i.e. Ph.D., IPMA-CP etc.) _____

Agency/Org. _____ Title _____

Mailing Address _____

City _____ State/Province _____ Zip/Postal Code _____ Country _____

Phone (_____) _____ Fax (_____) _____ Email (required) _____

IPMA-HR/IPMAAC Member # (required for all members) _____

CONFERENCE REGISTRATION FEES

	IPMAAC Member		IPMA-HR* Member		Non-* Member		Student Member
	Early Bird	On-Site	Early Bird	On-Site	Early Bird	On-Site	Early Bird & On-Site
Full Conference	<input type="checkbox"/> \$370	<input type="checkbox"/> \$420	<input type="checkbox"/> \$445	<input type="checkbox"/> \$495	<input type="checkbox"/> \$470	<input type="checkbox"/> \$520	<input type="checkbox"/> Free
Group (3 or more)	<input type="checkbox"/> \$345	<input type="checkbox"/> \$395	<input type="checkbox"/> \$420	<input type="checkbox"/> \$470	<input type="checkbox"/> \$445	<input type="checkbox"/> \$495	----

SUBTOTAL \$ _____

*IPMA-HR Members and Non-Members may elect to join IPMAAC now. Please indicate below.
 Yes, please sign me up for IPMAAC Membership at no additional charge.

PRE-CONFERENCE WORKSHOPS (Sunday, June 8)

Full Day Workshops (8:30 a.m. – 4:30 p.m.)

	IPMAAC Member	IPMA-HR Member	Non-Member	Student Member
<input type="checkbox"/> Assessment Center Method	<input type="checkbox"/> \$195	<input type="checkbox"/> \$225	<input type="checkbox"/> \$255	<input type="checkbox"/> \$195
<input type="checkbox"/> Structured Employee Interviews	<input type="checkbox"/> \$195	<input type="checkbox"/> \$225	<input type="checkbox"/> \$255	<input type="checkbox"/> \$195
<input type="checkbox"/> Job Analysis	<input type="checkbox"/> \$195	<input type="checkbox"/> \$225	<input type="checkbox"/> \$255	<input type="checkbox"/> \$195

Half Day Workshops (8:30 a.m. – 12:00 p.m.)

	IPMAAC Member	IPMA-HR Member	Non-Member	Student Member
<input type="checkbox"/> Situational Judgement Tests	<input type="checkbox"/> \$110	<input type="checkbox"/> \$125	<input type="checkbox"/> \$140	<input type="checkbox"/> \$110

FIRST TIME CONFERENCE ATTENDEE DISCOUNT \$ _____

SUBTOTAL \$ _____

SOCIAL ACTIVITIES

One ticket for the Welcome Reception & the Social Event is included in the full conference registration fee. Additional tickets may be purchased. Tickets will be required for admission.

Welcome Reception \$25 QTY _____ \$ _____
 Monday Evening Social Event \$65 QTY _____ \$ _____

TOTAL REGISTRATION FEES \$ _____

Monday Night Social Event

This event is included in the full conference registration. To assist us in planning, please let us know if you plan to attend.

Yes, I will attend No, I will not attend

PAYMENT INFORMATION

Full conference registration includes the welcome reception, one ticket to the evening social event and the daily breaks.

Registrations are processed in the order in which they are received. Full payment must be submitted with registrations. Registrations received without payment will not be processed. If paying by check or P.O. and payment is not received by start of conference, you will be asked to submit another form of payment on-site.

- FAX registration form with credit card information to **703-684-0948**.
- MAIL registration form with payment payable to IPMA-HR.

IPMA-HR Assessment Council Conference
 1617 Duke Street, Alexandria, VA 22314

- Check Enclosed Government P.O. # _____
P.O. must accompany registration form.
- I authorize IPMA-HR to charge \$ _____ to my
 MasterCard Visa

Card# _____ Exp. Date _____

Name of Card Holder _____

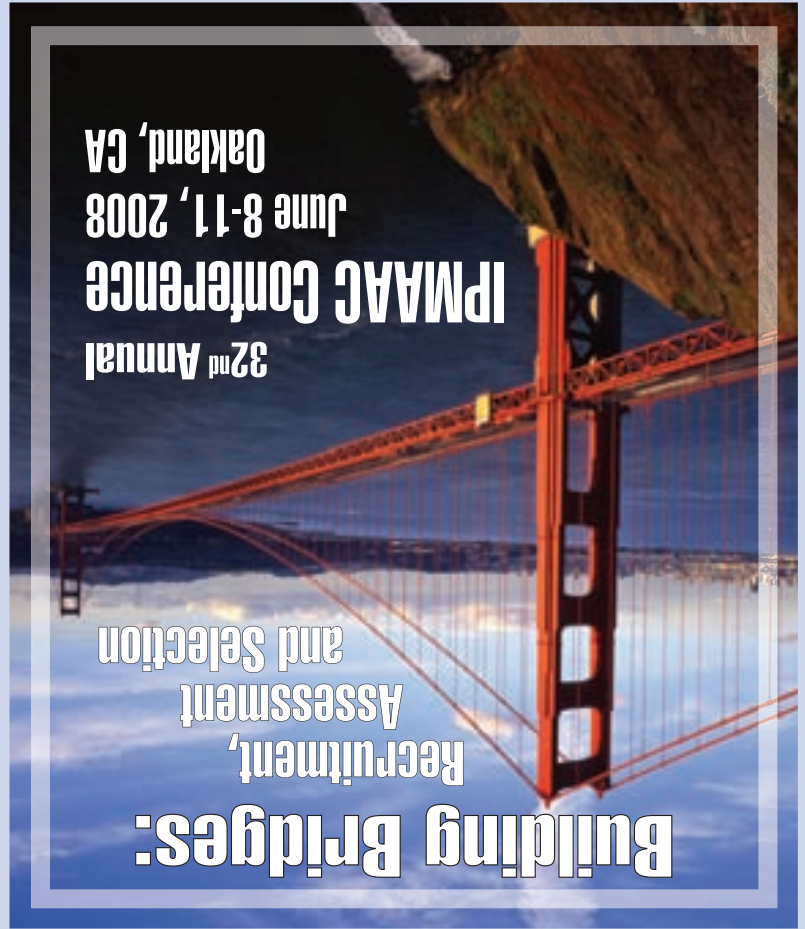
Signature _____

Confirmation: You will receive written confirmation via mail and/or email within 10 days of receipt of your completed registration and payment.

Attendee Directory: Your IPMAAC conference registration must be received no later than May 16, 2008, to be listed in the official pre-registered attendee directory.

Cancellation/Refund Policy:

- All cancellation requests must be submitted to IPMA-HR in writing and faxed to 703-684-0948 or mailed to IPMA-HR Assessment Council Conference, 1617 Duke Street, Alexandria VA 22314.
- If received in writing before **May 16, 2008**, IPMAAC will refund the registration fee less a \$75 processing fee.
- Registration fees will not be refunded to cancellations received after May 16, 2008, and no-shows.
- One registration transfer will be allowed per registration. Each additional registration transfer will be assessed a \$75 administration fee.



Who should attend this conference?

Anyone who develops, administers, coordinates, or manages the recruitment, selection, promotion, or assessment of personnel. Whether you're an administrator or a human resources professional, a seasoned selection specialist or new to the field, you'll find sessions that address the challenges you face today in finding, hiring, promoting, and keeping the best employees.

**Download Your
 Registration Form Today at
www.ipma-hr.org/ipmaac**

IPMAAssessment
 Council

IPMA-HR Assessment Council