



# IPAC 2012 Annual Conference

## *Call for Proposals*

***December 15, 2011 – January 31, 2012***

**Conference Dates:** July 22-25, 2012  
**Conference Location:** Harrah's in Las Vegas  
**Proposal Due Date:** **January 31, 2012**

### **About IPAC**

The International Personnel Assessment Council (IPAC) is the premier organization of assessment professionals who develop and deliver state-of-the-science testing and measurement services within the HR community. IPAC provides:

- educational opportunities
- a forum for expertise sharing
- best practices and research in the field
- resources that demonstrate the value added by assessment in organizations

IPAC is a nonprofit organization of over 300 human resource professionals actively engaged in or contributing to the professional, academic, and practical field of personnel research and assessment. The Annual Conference offers professionals the opportunity to share their latest research, programs, and ideas with their peers. Since its origins in IPMAAC over thirty years ago, IPAC's greatest strengths have been its members' commitment to building a solid theoretical and applied research foundation for their professional activities and the spirit of cooperation and mutual support that pervades the organization.

You are cordially invited to be a part of that IPAC tradition. Anyone may submit a proposal for consideration. Membership in IPAC is not required.

### **Conference Program Details Thus Far**

We're pleased to announce our line-up of keynote speakers, who will anchor our program each day with general session presentations designed to take the discussion of assessment to the next level:

- David Campbell
- Wayne Cascio
- Scott Highhouse
- Kevin Murphy
- Rob Ployhart

In addition, the conference will open July 22<sup>nd</sup> with a variety of half-day and full-day workshops.

## Examples of Topic Areas

All topics in the area of personnel assessment and selection are welcome at the conference. IPAC recognizes the value of assessment across the HR continuum as HR fulfills its role of strategic partner in the organization's pursuit of its mission, vision, and business goals. Examples of potential program topics include:

### **Challenges and Innovations in Personnel Assessment**

As organizations and the nature of work continue to change, how are personnel assessment practitioners meeting the challenge? What innovative approaches have been employed to handle issues such as the assessment of teams and the use of non-traditional assessment techniques?

### **Programs and Practices Demonstrating Excellence in Assessment**

The focus of this program component is on sharing “sound practices” with colleagues. Have you developed an effective program to address a specific personnel assessment challenge?

### **Strategies/Techniques for Managing the Assessment Function**

The focus of this component is on the management of the assessment program. What approaches have you found to be effective in managing an assessment program that meets legal and professional standards as well as the needs of your organization/client?

### **Responses to Change/Role of Assessment Professionals**

What strategies have you employed to meet the challenges of civil service reform, regulatory changes, quality initiatives, and/or downsizing? How is the assessment function impacted by environmental changes, and how do assessment professionals assist in facilitating these changes? Has the assessment function had a role in change management in your organization?

### **Information Technology in Personnel Assessment**

How is the use of information technology changing capabilities in personnel assessment? How have video and computer based testing been incorporated into selection programs? How can we use technology to make the human resources function more effective?

### **Assessment-Related Research**

What research projects have you been involved with, either in a workplace or academic setting? Have you, or someone you know, recently completed a thesis or dissertation on a topic related to personnel assessment?

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## Session Formats

Session formats include symposia, panel discussions, paper presentations and tutorials and are described as follows.

### **Symposium (Typical length: 1 or 1½ hours)**

A symposium is a group of usually three to five presenters, each of whom makes a presentation on the selected topic or problem. Effective configurations of presenters include: (1) individuals from different work settings to discuss their experiences with a given problem; (2) individuals with different opinions or interpretations of the problem; (3) individuals offering alternative solutions to the problem; and (4) individuals with in-depth knowledge of different aspects of the problem.

### **Panel Discussion (Typical length: 1 or 1½ hours)**

In contrast to a symposium, a panel discussion is designed to generate spontaneous interaction among participants and between participants and the audience. The chairperson of a panel discussion must be knowledgeable about the topic to serve as a moderator, pose pertinent questions to participants, ensure that each panelist has the opportunity to speak, and guide the flow of the discussion. Although diversity of perspectives among panelists is often key to success, panels that present innovations, programs, or research are also appropriate. Proposals should describe (1) the themes to be discussed; (2) questions to be addressed; and (3) the proposed session's structure.

### **Paper Presentation (Typical length: 30, 45, or 60 minutes)**

Proposals for individual paper presentations may also be submitted. Participants need not have completed a formal research paper for publication; instead the proposal may take the form of an executive summary or write-up of a topic of interest. The Program Committee will assign accepted proposals to a session comprising two to four presentations on related topics and designate a session chairperson or discussant, as appropriate.

### **Tutorial (Typical length: 1½ hours)**

A tutorial provides in-depth coverage of a topic. Tutorials aim to help the target audience develop new skills or enhance existing skills. Tutorials are not lectures; they should be interactive sessions that afford an opportunity to gain “hands on” experience applying new skills and to discuss problems and issues related to the subject. A tutorial may be presented by one or more persons. Proposals must describe (1) the audience level for which they are appropriate (i.e., beginner or advanced); and (2) the interactive activities planned.

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## **Submission Process**

Proposals must be submitted using IPAC's online system. To register with the system, you will need to provide your email address and create a password to login to the system. Please select a password that you will remember.

A proposal has two components: (1) an online form that you will complete outlining the proposal and providing information about the presenters, and (2) a narrative summary describing the content of the presentation.

To complete the online form, you must provide:

- **Title** of the presentation

- **Presenter/Author** name(s) and contact information
- **Topic area(s)** of your presentation (the system will provide a list of areas to choose from) to help us match proposals to reviewers and schedule sessions
- **Session Type** (i.e., paper presentation, symposium, panel discussion, or tutorial) and length of time requested
- **Abstract:** A short statement that clearly describes the session's content and format and states why it will be of interest to IPAC conference attendees. Your abstract will be printed in the Conference Program if the proposal is accepted for presentation. *Length:* 50 words for a paper presentation, 150 words for all other submissions.

After submitting this proposal information, you will be prompted to upload the file containing the narrative summary of your proposal. Acceptable formats are PDF (preferred) and Microsoft Word. To enable blind review of the proposals, please ensure that presenter names do not appear in the written summary you upload. *Length:* up to 500 words for a paper presentation, 1000 words for all other session formats.

After submitting your proposal, you will receive a confirmation email including a proposal ID. You may login to the system to make revisions to your proposal until the deadline.

### Review Process and Notification

Proposals will be reviewed by the Program Committee for technical soundness, theoretical and/or practical significance, and interest to the conference attendees.

You will be notified by e-mail regarding acceptance/rejection of your proposal. Please be sure to include an accurate e-mail address for the presenter who wishes to receive correspondence regarding this submission.

## Presenter Requirements

All presenters must—

- Provide an *electronic* copy (i.e., a PDF, PowerPoint, or word processor file) of their presentation to the Program Committee prior to the conference. We will make these documents available to attendees and IPAC members via our conference website. Presenters are *not* required to provide paper handouts to session attendees.
- Register for the conference. A speaker registration rate is offered.

## Questions?

Questions about the proposal process and/or conference planning activities may be directed to the Conference Program Committee at [conference@ipacweb.org](mailto:conference@ipacweb.org).

*Proposals are due by 5:00 PM PST on **January 31, 2012**. [Click here](#) to submit a proposal on or after December 15, 2011.*