**ABSTRACT(S) IN THIS SESSION**

**IAAO and URISA Industry Compensation Surveys-A Pathway to the Future!**  
*Margie Cusack, Research Manager, IAAO, Chicago, IL*  
*Wendy Nelson, Executive Director, URISA, Des Plaines, IL*

**ABSTRACT TEXT:** Together, the IAAO and URISA will present findings from each of their recent and extensive industry compensation surveys. Both associations will review key findings and reveal valuable information about the state and composition of each of their professional (and often overlapping) fields. Major results will be analyzed including: salaries by job title, experience, certification, geography, and much more. A Pathways to success will be described from each survey as well as suggestions for job enrichment.

Survey conclusions can be used by attendees to revisit individual professional development strategies. This session will also equip office leaders in preparation and implementation of critically needed succession planning.

Succession strategies and suggestions will be discussed with audience participation and feedback at the end of this presentation.

**Ladies Who Lead in the Assessment Industry**  
*Rebecca Malmquist, CAE, SAMA, Director of Assessments, City of Minneapolis, Minneapolis, MN*

**ABSTRACT TEXT:** What does it mean and what does it require to be a female leader today? This panel conversation purpose is to educate, empower, and connect with other women in the assessment profession. The leaders on the panel have demonstrated success in their personal and professional lives. They will draw from their experiences from childhood, their family lives, and careers in a candid discussion with topics that will include the pursuit of leadership, leadership styles, preparation for leadership roles, and requirements for success. This panel will capture their experiences outlining the realities faced in the workplace. Women development efforts need to be anchored by a sense of purpose rather than how women are perceived. This gives women insight into themselves and their organizations, enabling them to more effectively chart a course for leadership. Come be part of this lively conversation about female leadership in the 21st century.

From birth through workplace entry, the roles of men and women are often defined by a variety of societal influences, which influence the career experiences of men and women. Research, anecdotal evidence, and collective experiences of women in corporate and public life reveal that there are certain challenges inherent in the working environment. These can prevent women from moving ahead in their careers or derail them in their attempts for success. The panel will spend time addressing the different leadership competencies and styles. This will include reflection on the competencies that were their strengths and opportunities, and how they built on their strengths.

The panel will also identify with their dominant style, why it is their favored style and how they use the other styles when needed. In addition we will explore the pursuit of leadership: what attracts people to leadership, what to look for in a leadership role, expectations about leadership roles, the influences in deciding to pursue leadership opportunities and sometime reflecting on looking back on some of the benefits received from personal to professional. Following the pursuit of leadership we will talk about the requirements for success. This will include the skills used the most, what they would attribute to the success they have had, some of the requirements they have encountered in pursuing different leadership roles, and the types of experience they have found most useful in fulfilling the requirements of the leadership roles they have taken on. We will next discuss preparation for a leadership role, building a strong skill set, training sources, what they wish they would have known and advice for the audience on how to prepare to take on a leadership role. In addition to all of these panel discussions, the audience will be allowed ample time to ask questions, solicit feedback, and make connections.