

MAPAC

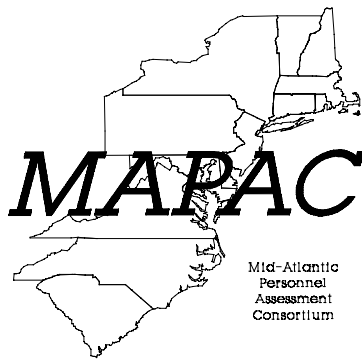
Mid-Atlantic Personnel Assessment Consortium



New York City

January 28 - 30, 1998

Hunter College
69th Street Entrance
(Between Lexington and Park Avenues)
Hunter College North Building
Room NC002
New York, NY



Wednesday, January 28, 1998

MAPAC Training Workshop

- 8:30 Registration and Coffee
- 9:00 Training Workshop
Developing Work Simulations

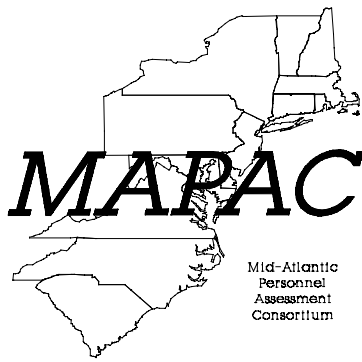
Cathy Cline, Ph.D.
Consultant
New York, NY

A simulation is defined as any standardized situation which assesses performance of an important aspect of work. Simulations are the backbone of assessment centers, practical examinations and work samples. Simulations are useful for training and development as well as selection.

Topics covered during this workshop will include

- Capturing an important task or aspect of the job to simulate
- Brainstorming with subject matter experts
- Standardizing the task to be fair to all
- Developing rating guides for processes and products
- Training raters

Examples used in the workshop will be drawn from assessment centers and practical examinations. Outlines of personnel analyst positions will be developed during the workshop.



Thursday, January 29, 1998

8:15 Coffee and Registration

9:00 A Competency Based Model for the Assessment of Field Supervisors in a Government Agency

*Peter Tomolonis
NY & NJ Port Authority
Aviation Director
New York, NY*

This project is an attempt to move away from the standard model of selection to one based on the competencies necessary to perform successfully in a supervisory position. The project will attempt to develop an administratively feasible, legally defensible and effective assessment method for measuring the qualifications of candidates. The assessment procedure should be developed and administered in a timely basis and be equally focused on both selection and development to ensure both long and short term succession of supervisory/management staff. Preliminary work has begun on developing the competencies.

10:00 Using the Probationary Period as an Employment Test

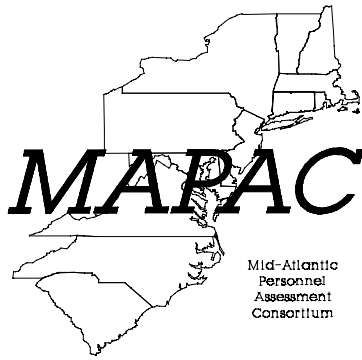
*Samuel Sperling
Secretary
Academy for Supervisory Development
Monterey CA*

Most new employees are hired for a probationary period of time. This period provides a window for employers to evaluate new employees' performance in their new position. However, this time is often not used effectively. Mr. Sperling will discuss ways that supervisors can focus on the probation period and improve its relationship to performance appraisal.

11:00 What Can New Statistical Approaches do for Selection Practitioners

*David Rindskopf, Ph.D.
Professor - Education/Psychology
City University of New York
New York, NY*

When we read the journals in the field of applied psychology, we often see many statistical procedures which we do not understand. Some of these are Hierarchical Linear models, Bayesian Statistics and Structural Equation Modeling. Dr. Rindskopf will show us in a practical way how we can use these methods to improve our selection procedures.



Thursday, January 29, 1998

Noon

Lunch

1:30

Transition from Traditional Training to Computer Based Training in the New York City Transit System

Kevin Hyland

Vice President

New York City Transit

New York, NY

This presentation will highlight the effort of the Transit Authority to use new technology and advanced training methods to adapt to changes in the workplace. These methods are already helping organizations to prepare their employees to operate and maintain rolling stock, signal systems, Automatic Fare Collection equipment and communication networks that now drive the subway and bus systems.

2:30

An In-Basket Measure of Effective Leadership

Judith Komaki, Ph.D.

Professor

Baruch College -CUNY

New York, NY

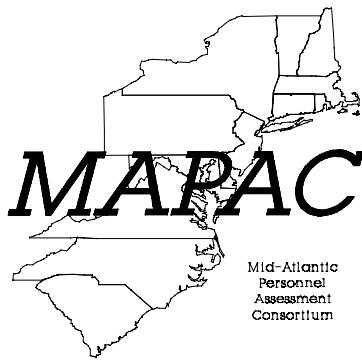
What can management do to measure the leadership potential of workers? To answer this question, Professor Komaki developed the Operant Model of Effective Supervision. Together with colleagues on three continents, she has conducted a series of studies showing that two behaviors differentiate between lackluster and effective leaders. For this presentation, she will show a videotape of leaders in action, point out what effective ones do, and describe a criterion related validity study of a paper and pencil measure, referred to as the Operant Supervisory in-Basket assessment (OSIBA).

3:30

MAPAC Business Meeting

4:30

Adjournment and Social Hour



Friday, January 30, 1998

8:15 Coffee and Registration

9:00 Why So Slow? The Advancement of Women
Virginia Valin, Ph.D.
Professor of Psychology and Linguistics
Hunter College - CUNY
CUNY Graduate Center

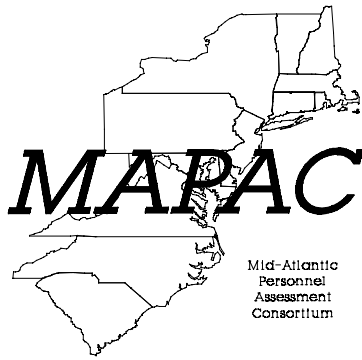
Why do so few women occupy positions of power and prestige? This talk uses concepts and data from psychology, sociology and economics to explain the advancement of men and women. It introduces the ideas of gender schemas to account for our inaccurate perceptions of men and women. Data show that we overrate men and underrate women resulting in men accumulating advantage more easily than women. The talk also discusses possible remedies.

10:00 Break

10:15 Corrections Officer Trainee
Steve Berkley
Research Analyst
PA State Civil Service Commission
Harrisburg PA

At the January 1997 MAPAC meeting, Mr. Berkley reported on the results of Pennsylvania's Corrections Officer Trainee test validation study. This is the sequel to that presentation. A video-based test is now the sole component of the entry-level examination for corrections officers. You will get a chance to view the test, which includes a new approach to assessing "sound judgment." Several thousand candidates have taken the new test since its initial use in the fall of 1997. How's it working thus far? -- to be discussed. Bluegrass introduction as usual; mercifully, fewer statistics than last time.

11:30 Adjournment



General Information

IPMAAC Training Course: Examination Planning

February 24-26, 1998

Philadelphia, PA

Contact: Robyn Talesnik

410-545-5630

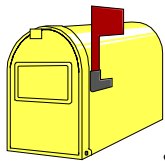
rtalesnik@sha.state.md.us

Fee

MAPAC Members: Free

IPMAAC Members: \$100.00

Non-Members: \$150.00



Join the MAPAC e-mail list and receive advanced conference notification, participate in lively discussions, and share information with other assessment professionals. Send a message to: LISTSERV@UBE.UBALT.EDU and write in the body of the message: **SUBSCRIBE MAPAC YOUR NAME. Please refer any questions or problems to David Hamill at 410-545-5574 or hamills@erols.com**

MAPAC on the WEB!

With the help and generosity of IPMAAC's Bill Waldron, MAPAC now has a home on IPMAAC's homepage at <http://www.ipmaac.org>. New MAPAC information is being added continually.

Mark your calendars now for the Spring MAPAC Meeting!

May 13-15, 1998

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Washington, D.C

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