

TECHNICAL ISSUES IN SELECTION

3LF²B

FALL MAPAC MEETING

**John Jay College of Criminal Justice
The City University of New York
555 West 57th St., Rm 613B
New York, New York**

September 29 – October 1, 1999

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TRAINING WORKSHOP

Will Martin, Principal Personnel Examiner
NYS Department of Civil Service

9:30 a.m. Traditional and Not-So-Traditional Approaches to Evaluating Test Items

The workshop will address various traditional methods of evaluating the effectiveness of test items for multiple-choice tests. In addition, test results of a short answer essay format examination will be discussed in light of some not-so-traditional approaches to item evaluation.

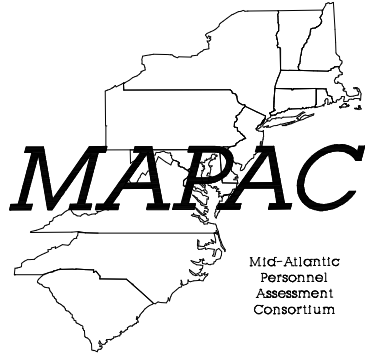
What are the issues to consider when evaluating the effectiveness of test items in an examination? What is a test item designed to do and how do we know when a test item isn't doing its job? What are "good" item analysis results and what does good item analysis look like? Do good test items always generate "good" item analysis results? Does "bad" item analysis indicate that the item was bad?

- ✓ The workshop will include: the fundamentals of evaluating test items;
- ✓ descriptive statistical techniques to evaluate items; and strategies for improving item functioning within the context of the written essay test.

1:30 p.m. Setting Passing Standards

The workshop will compare and contrast the Nedelsky, Angoff, and Ebel methodologies in setting pass-points. Participants will be led through a series of exercises to establish pass point recommendations using each of the three strategies. The workshop will address the critical role of Subject Matter Experts (SMEs), identifying the cognitive issues and training required and exploring the group dynamics of the process.

In addition, the workshop will review a NYS Department of Civil Service approach to: 1) establishing performance benchmarks and 2) setting passing standards for a recent Short Answer Essay examination



September 30, 1999

8:15 a.m. **Registration and Coffee**

8:30 **Business Meeting**

9:15 **Keynote Speaker:**
Implications of the Revised Testing Standards
for Personnel Testing Practice

Wayne Camara, Research and Development Director, The College Board

Dr. Camara will review major additions and changes in the revised joint testing standards scheduled for release in the summer of 1999 following approval by AERA, APA and NCME. He will discuss the implications for the practice of personnel testing and assessment.

11:00 **Statistical Corrections for Artifacts**

Richard R Reilly, Wesley J. Howe School of Technology Management,
Stevens Institute of Technology

Professor Reilly will discuss planning, managing, and analyzing data for validation studies including correcting for artifacts and related issues.

12:00 Lunch

1:30 p.m. **Jerry Moylan Tribute and MAPAC Strategic Planning Meeting**

Jim Frankart, PA State Civil Service Commission and MAPAC President

Jim will present a tribute to the memory of the late Gerard “Jerry” Moylan. Jerry was active in MAPAC for many years in both Maryland and Pennsylvania. The tribute will be accepted by his sister, Patricia Moylan-Torruella. This will be followed by a MAPAC strategic planning meeting, chaired by Jim.

2:45 **Title VII Cases: Adverse Impact and the Shifting Burden of Proof**

Joel Lefkowitz, The City University of New York

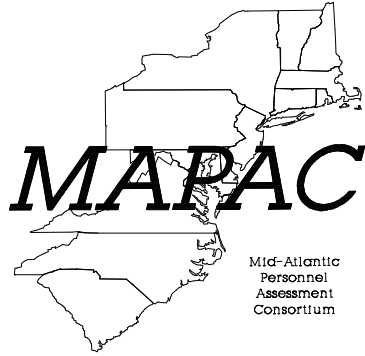
Dr. Lefkowitz will provide an overview of the issues involved in meeting the employer’s burden of proof under the Federal Uniform Guidelines and will describe a “typical” Title VII litigation. He will draw on his considerable experience testifying in court.

4:00 **Committee Meetings**

5:00 **Hospitality Hour**

SAVE THE DATE!!

**WINTER MAPAC MEETING
IN BALTIMORE, MD
Baltimore Hilton & Towers
January 19-21, 2000**



October 1, 1999

8:15 a.m. **Coffee**

9:00 **Committee Reports**

9:15 **Selection Instruments: Which Predict Best?**

Harold Goldstein, Baruch College, The City University of New York

Dr. Harold Goldstein will examine the predictive capability of various selection methodologies used in personnel psychology as well as other important criteria (e.g., utility, adverse impact). He will discuss the practical implications of the findings for designing and implementing staffing procedures. He will also explore potential future directions for the field with regard to personnel selection.

10:30 **Current Legal Issues in Selection**

Maureen E. Reilly, Esq., Morgan, Lewis and Bockius

Dr. Reilly will discuss labor and employment law including employer relations, employment and discrimination law, the ADA, wrongful discharge and other employment practices.

12:00 Closing

**MAPAC Conference Registration
Fall, 1999 Meeting
New York City**

Names _____

Organization _____
Address _____

Telephone No. () _____ Fax No. () _____
E-Mail Address _____

Meeting and Workshop Information

Number of people to attend: Workshop Wednesday 9/29 _____
Conference Thursday/ Friday 9/30-10/1 _____

Fees	Workshop	Conference
MAPAC Members	Free	Free
Non- Members	\$50.00	\$50.00

Check or money orders should be made payable to MAPAC and should accompany your registration form. (Credit card payments cannot be accommodated.)

Please Mail or FAX this registration form by Sept. 7 , 1999 to:
Gayle Phillip, CUNY, 535 East 80th St., New York, New York 10021, TEL: (212)794-5362, FAX (212)794-5389

Hotel Information

Midtown Holiday Inn
440 West 57th St.
New York, NY 10019-3051
Tel: (212)581-8100
(800)231-0405

MAPAC Rates: \$180 per day for single or double

Note: If accommodations are needed, please contact the hotel directly. Be sure to indicate that you are there for the MAPAC conference. The deadline for hotel reservations is Sept. 7, 1999. After that date, rooms will be subject to availability.

MAPAC on the WEB and by e-mail!

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

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 (leave subject line blank) and write in the body of the message: Subscribe MAPAC Your Name. Then SEND. Please refer any questions or problems to David Hamill at hamills@erols.com