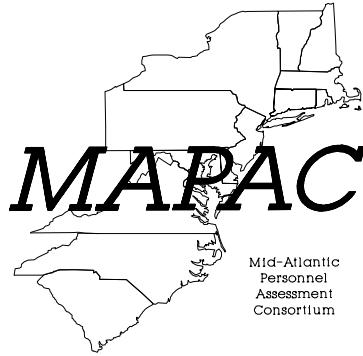




Fall 2000 MAPAC Meeting
September 20 – September 22, 2000

Nassau Inn
10 Palmer Square
Princeton, NJ 08542
609.921.7500
800.862.7728
www.nassauinn.com



Wednesday, September 20, 2000

MAPAC TRAINING WORKSHOPS

8:30 AM Registration and Coffee

9:00 AM SIGMA V Test Management System Workshop

Troy Wintersteen
Sigma Data Systems, Inc.

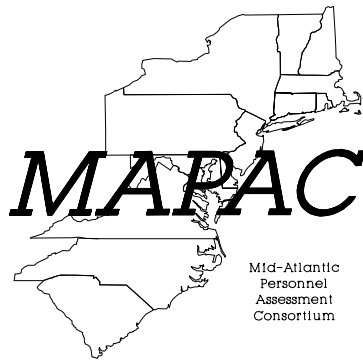
Learn how the 32-bit Windows based SIGMA 5 Test Management System (TMS 5) can be used to fully automate development, administration, analysis, and improvement of many types of written assessment. Used with your agency's test questions, TMS 5 can help you build a new examination while you are on the phone with the hiring authority discussing the required knowledge areas. This session addresses many general issues associated with automated item banking systems.

12:00 PM Lunch Break

1:15 PM Fifteen Steps to a Competency-Based, Multiple-Choice In-Basket

Ilene F. Gast, Ph.D.
David G. Hamill, M.S.
Immigration and Naturalization Service

The U.S. Immigration and Naturalization Service (INS) used a competency-based promotional assessment process for promoting individuals into supervisory positions and for providing them with diagnostic feedback. One component of this system is a multiple-choice job-simulation exercise, or "in-basket.". During this tutorial, we will review the steps that we followed in creating the (1) in-basket scenario, (2) the documents and (3) the multiple-choice items that assess the competencies. Techniques of ensuring job-relatedness and content validity will be demonstrated. The workshop will also cover item writing and benchmark development.



Thursday, September 21, 2000

8:15 AM Registration and Coffee

8:30 AM Business Meeting

Chaired by Linda Dunn, MAPAC President
Borough of Manhattan Community College (CUNY)

9:15 AM Internet-Delivered Job Analysis surveys: Adventures in Cyberspace

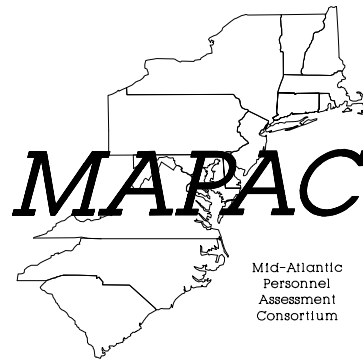
Linda Montgomery, Ph.D.
The Chauncey Group, International

The Internet is becoming a popular way to conduct surveys. In this session, Dr. Montgomery will cover the benefits and challenges of Internet-delivered job analysis surveys. Recommendations for successfully conducting Internet surveys will be provided.

10:45 AM Revision of the SIOP Principles: Update and Dialog

Jerard F. Kehoe, Ph.D.
AT&T

Dr. Kehoe will present some of the recent activities of SIOP's subcommittee to revise the Division 14 Principles. In addition to information about the activities of the committee and its goals, Dr. Kehoe will engage MAPAC participants in an interactive forum. This dialog will serve to provide the subcommittee with valuable insight from stakeholders in the public sector.



Thursday, September 21, 2000

12:00 PM Lunch

1:30 PM Recruitment, Selection, and Retention of IT Staff: Lessons Learned and Strategies Attempted in a Public Sector Environment

Steve Serra, M.S.

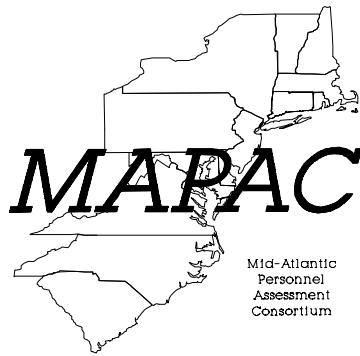
Elliot Lasson, Ph.D.

Maryland Dept. of Budget and Management

The job market has changed tremendously in the past few years, especially in Information Technology. Many high-paying IT positions are going to individuals with relatively little formal education and experience. In addition, the public sector is often at a disadvantage relative to the private sector considering the relative compensation and its adherence to merit and position classification systems. The presentation will highlight some of the strategies and best practices that have been gathered in the State of Maryland. A paradigm for an "On-line Qualifications Checklist" will also be introduced as an option in recruitment and selection.

3:00 PM Committee Meetings

5:00 PM Hospitality Hour & Reception in Presidential Suite



Friday, September 22, 2000

8:15 AM Coffee

8:45 AM Committee Reports

9:00 AM Operations and Maintenance Testing: A Career Development Approach.

Brian Jeran, M.S.
Port Authority of NY/NJ

Over the last few years, the Career Development Division of the Port Authority of NY/NJ has addressed career development challenges for several technical and trade titles. Some of the challenges include: (1) increasing advancement opportunities and creating alternative career paths to facility operations and maintenance staff; and (2) recruiting talent at the technical and trade levels in a thriving economy. This has resulted in different approaches to written and performance testing, as well as the creation of new in-house training initiatives to further develop Port Authority employees.

10:30 AM “Hi! I’m from the IRS, I’m here to Help You”: HR Initiatives to Enhance Customer Satisfaction in the Public Sector

Seymour Adler, Ph.D.
Assessment Solutions, Inc.

This session will describe the development and implementation of on-going training and coaching for first-line managers at the IRS, as well as selection and performance management interventions at the US Postal Service and INS, all intended to improve customer satisfaction.

12:00 PM Closing

MAPAC Conference Registration
Fall, 2000 Meeting (September, 20-22, 2000)
Princeton, NJ

Name(s) _____

Organization _____

Address _____

Telephone No. () _____ Fax No. () _____

E-Mail Address _____

Meeting and Workshop Information

Number of people to attend:

Workshop Wednesday 9/20 _____

Conference Thursday & Friday 9/21-9/22 _____

Note: If you or anyone included on this form register and need to cancel for any reason, please let MAPAC know at least one week prior to the conference. This courtesy will greatly assist the Program Committee in the estimates used for hotel arrangements.

Fees:

	<i>Workshop</i>	<i>Conference</i>
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 FAX this registration form by **August 18 , 2000**
 to: 410-333-7674 or 410-333-5262
 Attn: **Barbara Middleton/MAPAC**

or mail to:
 Ms. Barbara Middleton
 Recruitment & Examination Division
 Maryland Department of Budget & Management
 301 W. Preston Street
 Baltimore, MD 21201

Hotel Information

Nassau Inn
10 Palmer Square
Princeton, NJ 08542
609.921.7500
Fax: 609.921.2684
Toll-Free: 800.862.7728

MAPAC Rates: \$130 per day for single (government per diem rate)
\$130 per day for double (government per diem rate)
Note. Please indicate "MAPAC" when making reservations to secure this rate

Parking: There are two parking garages with entrances on Hulfish Street and Chambers Street

Note: If accommodations are needed, please contact the hotel directly. The deadline for hotel reservations is **AUGUST 19, 2000**. 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

Directions

The Nassau Inn at Palmer Square in downtown Princeton is convenient from all directions:

From New York

New Jersey Turnpike South to exit 9; follow signs for Route 1 South/Princeton; continue to Washington Road (see sign for Princeton Business District); take Washington Road to Nassau Street traffic light (Route 27); turn left onto Nassau Street; continue three blocks; turn right into Palmer Square (at white gazebo).

From Philadelphia

1-95 North to Route 206 North; follow approximately 5 miles to fork in the road (at traffic light) and bear right onto Nassau Street; continue three blocks; turn left into Palmer Square (at white gazebo).

From North Jersey

Route 206 South to Princeton; Nassau Street traffic light make left; continue three blocks; turn left into Palmer Square (at white gazebo).

From South Jersey

New Jersey Turnpike North to exit 8; bear left onto Route 33 West; Follow Route 33 through downtown Hightstown; turn right onto Stockton Street at traffic light; follow Stockton Street to Route 130 traffic light; go through traffic light to Princeton-Hightstown Road (Route 571); follow to Route 1 traffic light; go through traffic light to Washington Road; take Washington Road to Nassau Street traffic light (Route 27); turn left onto Nassau Street; continue three blocks; turn right into Palmer Square (at white gazebo).

