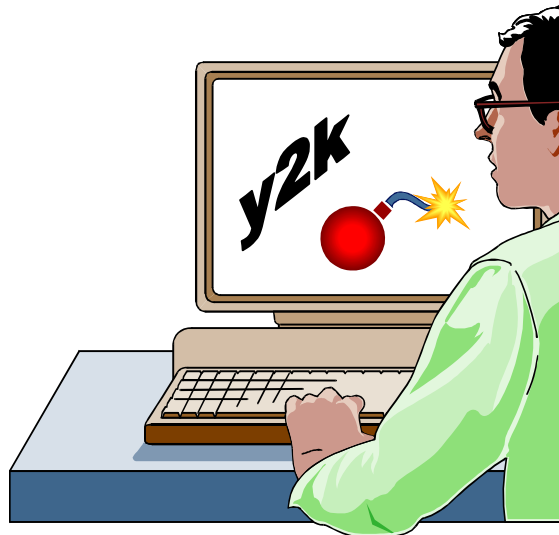
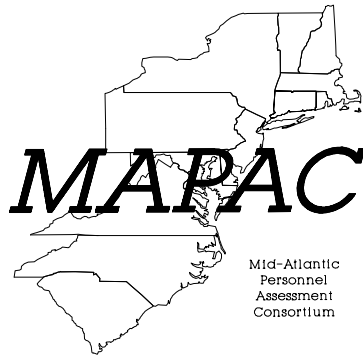


Personnel Selection in the New Millennium



**Winter 2000 MAPAC Meeting
January 19 – January 21, 2000
Baltimore, Maryland**

**Hilton Baltimore & Towers
20 West Baltimore Street
Baltimore, MD 21201**



Wednesday, January 19, 2000

MAPAC TRAINING WORKSHOP

8:30 AM Registration and Coffee

9:00 AM The Development of Training & Experience Examinations

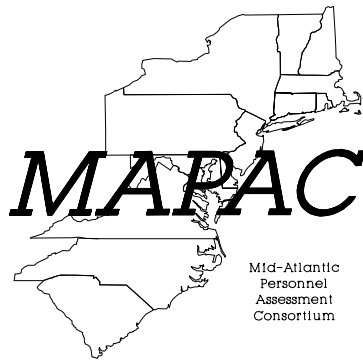
Nancy Abrams, Ph.D.: The Partnering Group

This is a one-day workshop on the development of training and experience examinations (T & E's). It will cover the assumptions which underlie all T&E examinations and the decision making process which should be used in deciding to use a T&E as the mode of examination. The validity research associated with various methods will be discussed. A major focus of the workshop will be a discussion of the development of behavioral consistency and self-rated (sometimes computer scored) T&E's. The participants will learn the steps in the development of each of the two methods, the situations in which each is appropriate, research findings and resource implications.

12:00 PM Lunch

1:15 PM The Development of Training & Experience Examinations (cont.)

Nancy Abrams, Ph.D.: The Partnering Group



Thursday, January 20, 2000

8:15 AM Registration and Coffee

8:30 AM Business Meeting

Chaired by Linda Dunn, Incoming MAPAC President

In her “State of MAPAC” address, Linda will discuss various aspects of MAPAC’s operation. She will highlight the many successful projects and training which have already begun, as well as some new initiatives that are set to be rolled out shortly. This meeting will also have the election for MAPAC Treasurer.

9:15 AM The Multi-Faceted Role of MQ’s in the Selection Process

Lance Seberhagen, Ph.D.: Leberhagen & Associates (Vienna, VA)

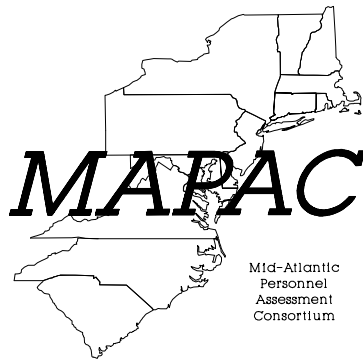
Dr. Seberhagen will discuss general standards for Minimum Qualifications (MQ’s) and the use of supplemental applications to screen MQs through structured questions which cover relevant MQ topics (e.g., education, experience, self-assessment of KSA’s). He will also talk about the value of MQ’s as a realistic job preview and encourage self-selection. He will offer some examples of supplemental applications including some of the work he did for Toll Collectors in Maryland.

10:45 AM Personality Assessment For Employee Selection

Paul Mastrangelo, Ph.D.: University of Baltimore

Dr. Mastrangelo will review the Big Five model and the underlying constructs within each domain. A public-domain measure of the Big Five will be administered, serving as the basis for discussing current issues. To what extent does applicant faking impact validity? How are biodata items distinguished from personality items? How does a job analyst identify desirable or necessary traits for job specifications? Is a person's personality different at work versus at home?

12:00 PM Lunch



Thursday, January 20, 2000

2:00 PM **MAPAC Strategic Planning Meeting**
chaired by Linda Dunn, MAPAC President

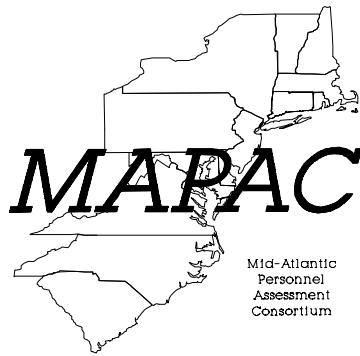
2:45 PM **O*NET Update: Beginnings, Current Status, and Future Applications**
Wayne Baughman, Ph.D.: American Institutes for Research (AIR)

The DOL's Occupational Information Network (O*NET) is replacing the Dictionary of Occupational Titles as our national work descriptive and classification system. In this presentation, Dr. Baughman will first describe the nature and development of O*NET. Then, he will show examples of how O*NET descriptors can be used to develop occupational classifications and to serve as a meta-data framework for organizing job analysis information for both HR and knowledge management applications. AIR has been one of the primary contractors in the development of O*NET.

4:00 PM **Committee Meetings**

In this set of break-out meetings, each of the MAPAC work groups will be presenting their initial draft products.

5:00 PM **Hospitality Hour & Reception in Presidential Suite**



Friday, January 21, 2000

8:15 AM Coffee

9:00 AM Committee Reports

**9:15 AM The Migration of Technical Personnel into Management:
Implications for Selection, Promotion, and Motivation.**

Fred Mael, Ph.D.: American Institutes for Research

Technical and scientific personnel often feel compelled to move into management, despite possible lack of motivation or ability to transition into such a role. Dr. Mael will review some of these issues, as well as a study taking place in a government-sponsored research lab. The managerial functions deemed to be critical for managers were determined, and the level of proficiency among current scientist-managers was ascertained. An organizational survey was developed to determine if the current culture, in which scientists' career trajectories are more similar to those of professors rather than managers, is supportive of scientists mastering managerial skills, as well as examining possible individual differences. Finally, a benchmarking study of similar government and government-sponsored organizations will be described.

10:30 AM Business Necessity

James Sharf, Ph.D.: Employment Risk Advisors (Washington, DC)

Dr. Sharf will address the meaning of "business necessity" relative to the Civil Rights Act of 1991 and more recently *Lanning v. SEPTA*. Lanning held that the "implicit" message of famous *Griggs* case required setting minimum standards because higher standards would (in this case) reduce "employment opportunities available to women". Although the Lanning situation dealt with physical employment testing developed by a physiologist, Jim's talk (based on his recent article in *The Industrial-Organizational Psychologist*) examines how the precedent can be expected to be advocated as constraining hiring on the basis of relative qualification without regard to the construct of measurement.

12:00 PM Closing

MAPAC Conference Registration
Winter, 2000 Meeting (January, 19-21, 2000)
Baltimore, Maryland

Name(s) _____

Organization _____

Address _____

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

E-Mail Address _____

Meeting and Workshop Information

Number of people to attend:

Workshop Wednesday 1/19 _____

Conference Thursday & Friday 1/20-1/21 _____

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 <u>Dec. 13, 1999</u> to: 410-333-7674 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
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Hotel Information

Hilton Baltimore & Towers (formerly known as the “Lord Baltimore”)
20 W. Baltimore Street
Baltimore, MD 21201
Tel: (410) 539-8400 or (888) 466-4644
Fax: (410) 332-4229

MAPAC Rates: \$110 per day for single
 \$130 per day for double

Parking: Valet at \$18 per day with unlimited in/out privileges
 Other garages and lots also available in vicinity

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 **December 19, 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