

Mid-Atlantic Personnel Assessment Consortium



Spring 2001 MAPAC Meeting
May 16-18, 2001

Conference Location:

**Port Authority of New York and New Jersey
Human Resources Department/Career Development Division
61st Floor West- Classrooms A-D
1 World Trade Center
New York, New York 10048**

Hotel Accommodations:

The Lucerne
201 West 79th Street
New York, New York 10024
212-875-1000**

****Please note:**

The hotel is about 1/2 hour (subway-ride) from the location of the conference. Please allow sufficient time to travel to and from the Port Authority.



Wednesday, May 16, 2001

MAPAC TRAINING WORKSHOP

8:30 AM Registration and Coffee

9:00 AM Developing and Administering Large-Scale Oral Examinations

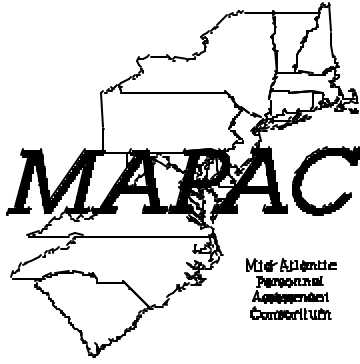
Bruce Davey

Bruce Davey Associates

Large-scale oral examinations (i.e., those involving 100 or more applicants) require sophisticated techniques if they are to be administered effectively. A combination of science and art is required, and this presentation will attempt to impart some of both. This workshop will address such issues as scoring procedures, assuring reliability, assuring equivalence across multiple panels; standardization issues; pros and cons of rotating panelists; scheduling and coordination; maintaining security; inclusion of assessment center technology; and other related issues. Time will be permitted for discussion and questions.

12:00 PM Lunch Break

1:15 PM Morning Session Continued



Thursday, May 17, 2001

8:15 AM Registration and Coffee

8:30 AM Business Meeting

Chaired by Elliot Lasson, MAPAC President
Maryland Department of Budget and Management

9:15 AM Adventures in Cyberspace

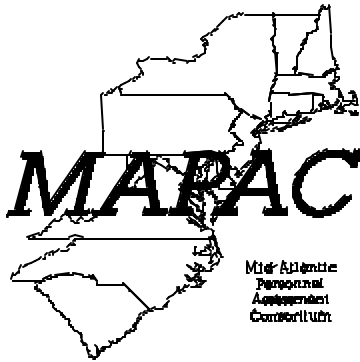
Martin Anderson, Ph.D.
Connecticut Department of Personnel

This presentation will consist of two parts: 1) the findings of a recent on-line survey on employer-of-choice practices conducted by the Connecticut Department of Administrative Services and 2) an analysis of our state web page users—particularly those applying for public safety jobs.

10:45 AM Assessment: The Missing Link in Multisource/360° Feedback

William Metlay, Ph.D.
Michael T. Barriere
Hofstra University

Multisource or 360° feedback (MSF) is one of the most popular assessment techniques of contemporary management. Its use is almost universal among the Fortune 500 firms, and is increasing every day in organizations across the world. While there is a plethora of articles and books about the purported benefits and cautions of MSF assessment, published empirical research on how it is used, the actual benefits of utilization, and the significant moderators contributing to such benefits are almost absent from the literature. This presentation will cover three topics: First, a summary of the issues that dominate the writings on MSF and their relevance to assessing MSF effectiveness; second, recent research which assessed MSF benefits, purposes, and procedures, and identified those practices most strongly related to differences in benefits; and third, ongoing research by the authors which attempts to narrow the gap between science and practice by providing guidance to organizations on the effective application of MSF.



Thursday, May 17, 2001

12:00 PM Lunch

1:15 PM The Leadership Motivational Assessment (LMA): Based on Evidence of What Effective Leaders Actually Do

Judith Komaki, Ph.D.

Corinne Donovan

Baruch College- CUNY

The Leadership Motivational Assessment (LMA) is an in-basket exercise that differs from other assessments. This presentation will focus on the LMA, which is hands-on, and focuses on what managers should do to motivate employees to do quality work. Furthermore, Dr. Komaki and Ms. Donovan will demonstrate the validity of the LMA based on field studies documenting what managers actually say and do.

2:45 PM HR Value Proposition: Parallels from IT Management

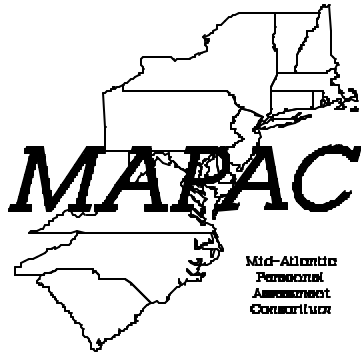
Marianne Bays, Ph.D.

Technology and Business Integrators

After years of focus on Information Technology (IT) management, following an initial career in Human Resource (HR) management and measurement, the speaker sees close parallels between the management challenges faced in each type of organization. They share: a need for strategic and tactical alignment of functional with organizational goals; the pressures of being caught between user demands and financial constraints; and difficulty justifying investment in new techniques/technologies/improved products and services. This session will focus on lessons can be learned from IT management experience about: "proving" the value of HR; articulating how HR products/services contribute to the organization; measuring the value of HR; communicating the value of HR; successful outsourcing of service delivery; and gaining organizational support for HR improvement.

4:00 PM Committee Meetings

5:00 PM Hospitality Hour & Reception
(location to be announced at conference)



Friday, May 18, 2001

8:15 AM Coffee

8:45 AM Committee Reports

9:00 AM The Only True Aphrodisiac is.....

Harry Brull

Personnel Decisions International

This session will explore some recent innovative and interesting tools available to our profession. Some of these tools are best suited for screening applications while others provide more in-depth evaluation of candidate capabilities. For each tool, the following will be discussed:

- The need design to be met
- Development of the instrument or procedure
- How the tool can be administered
- How scoring and evaluation is accomplished

Where practical, actual samples of instruments will be shared. Finally, there will be opportunity to discuss application of these procedures in attendees home setting.

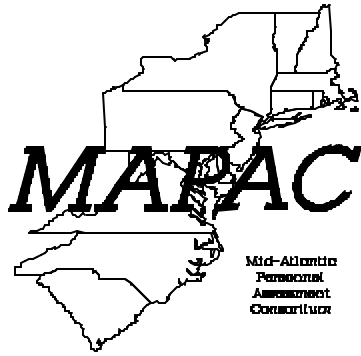
10:30 AM Fairness in Selection: Thoughts on the Past, Present and Future

Richard Reilly, Ph.D.

Stevens Institute of Technology

Fairness in selection is an often misunderstood topic. Despite a great deal of scholarly research and discussion, this misunderstanding persists. Fairness to groups received its first serious attention in the late 1960s but the issue of fairness to individuals had been discussed much earlier. This presentation will present perspectives on the individual, group and legal aspects of fairness that should be considered by professionals involved in the development and implementation of selection procedures.

12:00 PM Closing



a little information about our presenters.....

(speaker information is listed in order of presentation)

Bruce Davey

Bruce Davey has been active in personnel assessment as a practitioner, manager, trainer, researcher and consultant for 30 years. He has been an IPMAAC member since its inception, is a past IPMAAC President and recipient of the Stephen E. Bemis Award. He is currently President of Bruce Davey Associates, a personnel assessment consulting firm specializing in the development and validation of a wide variety of assessment procedures. He has developed and administered hundreds of oral examinations, many to very large groups (e.g., 1000+ candidates).

Martin Anderson, Ph.D.

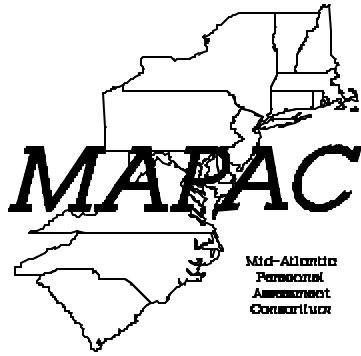
Martin W. Anderson is currently the Director of Strategic Human Resources and Performance Management for the Connecticut Department of Administrative Services. Prior to this, he was Chief Personnel Psychologist for the State of Connecticut and Director of Personnel Assessment for the State of Oklahoma.

William Metlay, Ph.D.

Dr. Metlay is presently Professor of Psychology and Director of Graduate Studies in Industrial/Organizational Psychology at Hofstra University. He has been active in applied research and evaluation and industrial/organizational psychology since receiving his Ph.D. degree from Lehigh University in 1967. His research papers on the application of psychology to organizational issues have been presented at national conferences such as the American Psychological Association, American Psychological Society, and the Society for Industrial and Organizational Psychology. They have also been published in such refereed journals as the Journal of Experimental Psychology, Consulting Psychology Journal: Practice and Research, Group and Organization Studies, and Public Administration Quarterly. In recent years, he has conducted research and consulted for public and private organizations in the areas of performance management, customer satisfaction, work group productivity, and training effectiveness. Among the organizations that he has consulted to are AT&T, American Management Association, Avon, BBD&O, Case Corporation, PepsiCo, Pfizer, U.S. Army Command and General Staff College, and Yale Medical School.

Michael T. Barriere, Ph.D.

Dr. Barriere is an assistant professor for Hofstra University's Masters program in Industrial/Organizational Psychology, conducting courses in Research Methods, Training and Development, and Organizational Development. He received his Ph.D. in Applied Research and Evaluation in Psychology from Hofstra University in 1993 and a Bachelors degree in Engineering Science from Hofstra University in 1985. Before joining Hofstra as a faculty member in 1995, he was a Principal investigator for Brookhaven National Laboratory leading a team of researchers and consultants in developing new methods for diagnosing organizational deficiencies and human reliability issues, in support of the US Nuclear Regulatory Commission (NRC) risk management responsibility. His current research and consulting activities focus on the development and implementation of organization and performance assessment instruments, leadership development, and program evaluation. He has provided consulting services in these areas to a variety of organizations including AT&T, Case Corporation, PepsiCo, St. Francis Hospital, and the Atomic Energy Control Board of Canada.



a little information about our presenters.....
(speaker information is listed in order of presentation)

Judith Komaki, Ph.D.

Corinne Donovan

Judith Komaki is currently a professor at the Baruch College, CUNY. She has published extensively on leadership and behavior modification. She has been inspired by the theory of operant conditioning, and has recently written the "Leadership from an Operant Perspective" (1998) in which she describes 14 studies conducted with managers in the field. Ms. Donovan is a Ph.D. student at CUNY in industrial/organizational psychology.

Marianne Bays, Ph.D.

Marianne Bays, Ph.D., is currently VP & Measurement Services Director of Technology & Business Integrators, a strategic management consulting firm in Woodcliff Lake, New Jersey. Dr. Bays has over 15 years of experience consulting with a wide variety of private and public sector organizations in the area of organizational effectiveness. Prior to joining TBI, Dr. Bays was an MBA faculty member at Monmouth University, and ran her own independent consulting business. She has also been a Personnel Psychologist with the U.S. Office of Personnel Management and held various management positions with The Prudential's corporate information technology department. Dr. Bays is a past President of the IPMA Assessment Council and a longtime "friend of MAPAC".

Harry P. Brull

Harry Brull is currently Senior Vice President, Public Sector Services of Personnel Decisions International. He joined PDI in 1978 and, prior to his current position, served as Vice President of Training and Development. During his tenure at PDI, he has designed selection, appraisal, and succession systems for a variety of public and private organizations, ranging from Ford Motor Company to the Peace Corps. He has also designed and delivered training programs on coaching, conflict resolution, performance management, interviewing, employee development, and other topics. Prior to joining PDI, he served as a Senior Probation Officer, educator, and general contractor. He has taught at Cornell University, University of Minnesota, Minneapolis Community College, Saint Olaf College, and the Southern Police Institute. He received his M.S. from the State University of New York in 1973, and is a Ph.D. candidate in educational psychology at the University of Minnesota. He is a licensed psychologist in the State of Minnesota.

Richard Reilly, Ph.D.

Richard R. Reilly received his Ph.D. in Organizational Psychology from the University of Tennessee in 1969. From 1970 to 1976 he was a Research Psychologist on the staff of the Educational Testing Service where he conducted research in areas such as testing, assessment and performance appraisal. From 1976 to 1982 he was on the staff of American Telephone & Telegraph, Co. where he directed a variety of human resources research projects on testing, assessment and evaluation for the Bell System. In 1982 he formed Assessment Alternatives, Inc. a consulting firm that has worked with a variety of Fortune 500 firms in areas related to assessment and organizational effectiveness. He is on the faculty of Stevens Institute of Technology, where he is currently a Professor in the Wesley J. Howe School of Technology Management and the Chair of the Ph.D. program. He is a fellow of the American Psychological Association, the American Psychological Society and holds the Diplomate from the American Board of Professional Psychology. He has published over 50 articles, chapters and books in areas related to assessment and appraisal.

MAPAC Conference Registration
Spring, 2001 Meeting (May, 16-18, 2001)
New York, New York

Name(s) _____

Organization _____

Address _____

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

E-Mail Address _____

Meeting and Workshop Information

Number of people to attend:

Workshop	Wednesday 05/16	_____
Conference	Thursday 05/17	_____
	Friday 05/18	_____

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	\$100.00	\$100.00

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 May 5, 2001

To: 410-209-5019

Attn: **Collette Barber/MAPAC**

or mail to:

Ms. Collette Barber
 Maryland State Highway Administration
 707 N. Calvert Street
 Recruitment & Examination Division, MS 602
 Baltimore, MD 21202

Hotel Information

The Lucerne
201 West 79th Street
New York, New York 10024
212-875-1000

MAPAC Rates: \$180 per day for single/double occupancy (government per diem rate)
Hotel tax 13.25%
\$2.00 occupancy tax

Note: Please indicate “MAPAC” when making reservations to secure this rate.

Parking: Parking is not available through the hotel. The hotel recommends the following two parking lots. **In and out privileges are not allowed.**

Hertz Parking
210 West 77th Street
Phone 212-486-5919
\$23.00 per day (includes tax)

Kinney Parking
153 West 83rd Street
Phone 212-877-6300
\$30 per day (for regular vehicles)
\$40 per day (SUV, 4x4, oversized vehicles, vans and mini vans) (includes tax)

Note:

- If accommodations are needed, please contact the hotel directly. The deadline for hotel reservations is on or before **April 9, 2001.** After that date, rooms and room rates will be subject to availability.
- In order to ensure government hotel rates, please present your government ID card when checking into the hotel.

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: David.G.Hamill@usdoj.gov

**Driving Directions to The Lucerne
201 West 79th Street, New York
Phone Number ~ 212-875-1000**

From Long Island

Long Island Expressway west to Queens Midtown Tunnel. Follow signs to 34th Street West Side. Continue on 34th Street to 8th Avenue which will then turn into Broadway. Go to 79th Street and make a right turn to the Hotel Lucerne. (left hand side)

From JFK Airport

Take the Van Wyck Expressway toward NYC to Grand Central Parkway (NYC Bound). Take the Grand Central Parkway to the Long Island Expressway West. Follow the directions above.

From Lagueardia Airport

Grand Central Parkway towards NYC to Long Island Expressway West. Follow the directions above.

From Southern New Jersey or Newark Airport

New Jersey Turnpike to Holland Tunnel into NYC. Follow signs "uptown". This will lead to Hudson Street northbound. Hudson Street becomes 8th Avenue. Take 8th Avenue North at 58th Street. It leads to Broadway- keep going straight to 79th and make a right. (left hand side)

From Northern New Jersey or Central Jersey

George Washington Bridge to West Side Highway (Henry Hudson Parkway) South. Exit at 79th Street. Travel east on 79th Street and go down about 3 blocks. (left hand side)

From New England

Interstate 95 South to Henry Hudson Parkway South. Follow above directions.

From Upstate New York

Any major highway to Henry Hudson Parkway South or Interstate 95 South. Follow above directions.