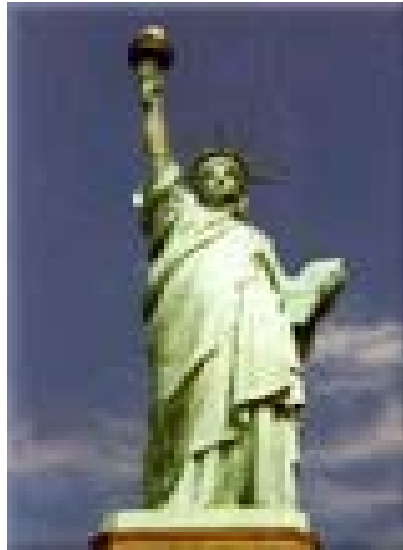


Mid-Atlantic Personnel Assessment Consortium

**Fall 2002 MAPAC Meeting
October 9-11, 2002**



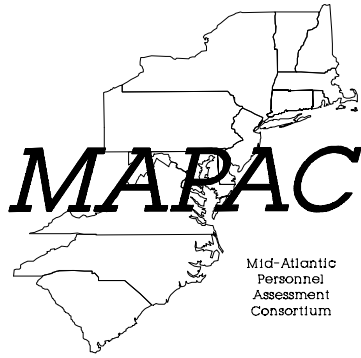
Conference Location:

**Baruch College
Administrative Lounge, Room D-301
135 East 22nd Street
NY, NY**

Hotel Accommodations:

**Gramercy Park Hotel
Lexington Ave at 21st St.
New York, New York
212-201-2172
1-800-221-4083**

**Ramada Inn
161 Lexington @ East 30th St
New York, New York
1-800-567-7720
1-888-298-2054**



Wednesday, October 9, 2002

MAPAC TRAINING WORKSHOP

9:00 AM Registration and Coffee

9:30 AM Withstanding a Title VII Review

Harold Goldstein, Ph.D.

Joel Lefkowitz, Ph.D.

Bernard M. Baruch College of the City University of New York

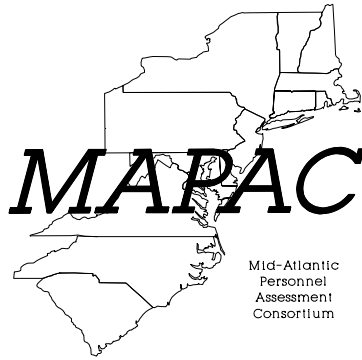
What do plaintiffs' experts look for when reviewing your work with regard to a possible employment discrimination law suit? What have proven in the past to be the primary points of "vulnerability" in the process of public sector employment? How can these pitfalls be avoided? Drs. Goldstein and Lefkowitz will review the planning and implementation of job analyses, test blueprints, and the development of minimum qualification (MQ) standards and written and performance examinations, with the aim of "bullet-proofing" the work.

12:00 PM Lunch Break

1:30 PM Replies to Participants' Concerns

You will have an opportunity to focus the trainers' (and the group's) attention on your current pressing problems. What issue(s) would you like addressed? How might you best take advantage of the opportunity to question the "experts"? This will be an unstructured session devoted to your concerns. Accordingly, give some advance thought to what you would like discussed—and we encourage you to email your query or requested topic in advance to Joel Lefkowitz, at Joel_Lefkowitz@baruch.cuny.edu





Thursday, October 10, 2002

8:15 AM Registration and Coffee

8:30 AM Tribute to Linda Dunn and Extended Business Meeting

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

Elliot will present a tribute to the memory of the late Linda Dunn. Linda was active in MAPAC for many years, including serving as President in 2000. Her husband, Michael McGinnis, will accept the tribute. A business meeting will follow the tribute.

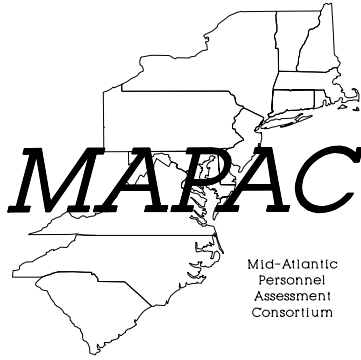
**10:30 AM Revision of SIOP Principles of Personnel Selection Procedures:
Implications for Practice**

Wayne Camara, Ph.D.
College Board

In 2000, SIOP appointed an ad hoc committee to revise SIOP's Principles for the Validation and the Use of Personnel Selection Procedures. The final draft has been completed and will be submitted to the SIOP Executive Committee and APA for review and approval this fall. This presentation will review the history of the Principles, their use and application in the practice of personnel selection. This fourth edition of the Principles includes changes to ensure consistency with the Standards for Educational and Psychological Testing and major changes in several areas that can impact the practice of I/O Psychology. The presentation will highlight some of these changes in areas such as validation, combining multiple assessments and job analysis and their potential impact on professional practice.

12:00 PM Lunch





Thursday, October 10, 2002

1:15 PM Where the Rubber Meets the In-Basket Road: Extracting Competency Information from SMEs

David Hamill, M.S.
Julia McElreath, Ph.D.
Immigration and Naturalization Service

This presentation will take an in-depth look at the input required from Subject Matter Experts (SMEs) in the development of a competency-based in-basket assessment. We will provide an overview of the assessment system, the taxonomy used to develop in-basket assessments, and the competencies measured with the in-basket test. We will also discuss and provide examples of the documentation provided by SMEs on the in-basket materials and how their feedback is used to modify those materials. Additionally, we will describe the competency-based feedback that is solicited from SMEs to drive the development of multiple-choice test items, and provide examples of multiple-choice items written based on the documents and SME responses.

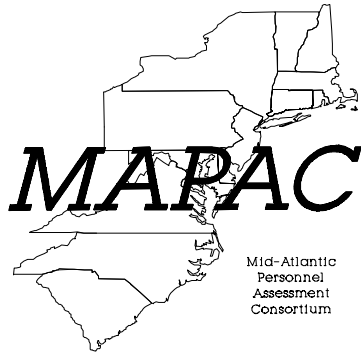
2:45 PM Web-Based Assessment: Trials, Tribulations, and Payoffs

Gregory Kocher, M.S.
New Jersey Department of Personnel in the Division of Selection Services

Over the past year, the Division of Selection Services, of the New Jersey Department of Personnel has been investigating the possibility of implementing a web-based assessment initiative in order to increase the efficiency and productivity of its questionnaire and assembled testing programs. To this end, a research effort was undertaken to identify a product that would provide a viable electronic item bank (for the division's assembled test items) and the means to administer and score questionnaires as well as assembled tests using the internet. This presentation will highlight the major benefits of web-based assessment (e.g., cost savings, reduced turn-around time of results) as well as detail some of the obstacles that can be encountered when implementing such a program. As computer-based testing becomes the norm, rather than the exception, it seems obvious that the web's role in assessment will become more prominent. As testing organizations prepare to go down this road, it is clear that the process should be thoughtful and well researched each step of the way. This presentation will serve to emphasize the major issues at hand, and hopefully stimulate conversation that will generate new and fresh perspectives on this subject.

4:00 PM Committee Meetings

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



Friday, October 11, 2002

8:15 AM Coffee

8:45 AM Committee Reports

9:00 AM Selection Procedure Development in the “Real World”

Jennifer Fisher, Ph.D.
Caliber Associates

Choosing the right selection procedure involves a number of considerations. While evidence of validity and adverse impact are important factors in the decision of which selection method to use in a given situation, other “practical” considerations, such as organizational resources and efficiency, must also be taken into account. This presentation will discuss the practical concerns that influence both the choice of an appropriate selection procedure and the strategies used to develop and validate procedures.

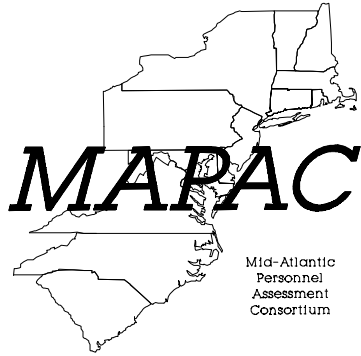
10:30 AM Bylaws Report

David Hamill, M.S.
Immigration and Naturalization Service

Over the past few months, there has been a taskforce charged with reviewing and updating MAPAC's current bylaws. MAPAC's bylaws were last revised in October 1993. The goals of this session will be to, (1) review the bylaws as currently written, (2) discuss the taskforce's recommendations, and (3) write a long-term mission statement for MAPAC. This will be an interactive session and participation from all member agencies is highly recommended.

12:00 PM Closing





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

Joel Lefkowitz, Ph.D. is Professor of psychology at the Bernard M. Baruch College of the City University of New York and is director of CUNY's doctoral program in Industrial & Organizational Psychology. He received a B.B.A. degree from The City College of New York, and an M.S. in psychology and Ph.D. in I/O psychology from Case Western Reserve University in 1965. His teaching and research interests, publications and consulting experience have reflected the generalist tradition in I/O psychology, including work on both the I side of the field (human resources research and administration, such as personnel selection test validation and equal employment opportunity issues) and the O side (organizational-social psychology, such as the interpersonal aspects of supervision and comparisons of the job attitudes of men and women).

Some representative publications include: The Role of Interpersonal Affective Regard in Supervisory Performance Ratings: A Literature Review and Proposed Causal Model, in the Journal of Occupational and Organizational Psychology (2000), 73, 67-85; Sex-Related Differences in Job Attitudes and Dispositional Variables: Now You See Them,@, in the Academy of Management Journal (1994), 37, 323-349; Dimensions of Biodata Items and Their Relationships to Item Validity, in the Journal of Occupational and Organizational Psychology (1999), 72, 331-350; Race as a Factor in Job Placement: Serendipitous Findings of Ethnic Drift n Personnel Psychology (1994), 47, 497-514; and Potential Sources of Criterion Bias in Supervisor Ratings Used for Test Validation in the Journal of Business and Psychology, (1995), 9, 389-414. Dr. Lefkowitz is interested in the personal and social values which characterize the field of I/O Psychology and has just completed writing a book, Ethics and Values in Industrial and Organizational Psychology, which is due to be published (by Lawrence Erlbaum Associates) Spring, 2003.

His interest in the area of fair employment has led to his being retained as an expert in equal employment opportunity litigation by the United States Department of Justice and the Equal Employment Opportunity Commission and others. He has been involved as an expert in more than 50 legal cases of alleged racial discrimination against minorities, pay discrimination against women and age discrimination.

Harold W. Goldstein, Ph.D. is a professor of Industrial/Organizational Psychology at Baruch College, The City University of New York. He received his doctoral degree in 1993 from the University of Maryland at College Park. He has previously held teaching positions in the psychology departments at Bowling Green State University and New York University. His primary areas of expertise are in personnel staffing and equal employment opportunity issues, leadership development, and organizational culture. Harold maintains an active program of research that largely focuses on how to develop valid selection systems that reduce adverse impact. As a consultant, he has helped organizations on numerous human resource-based issues including the design and implementation of effective staffing systems. In addition, Harold has served as an expert for the United States Department of Justice on the application of legal issues in personnel selection processes.

Wayne Camara, Ph.D. As vice president for Research and Development at the College Board, Wayne J. Camara is responsible for monitoring, coordinating, and conducting all research and product development associated with the organization's full range of assessments, services, and programs. He is currently directing the revisions to the SAT expected to be administered in 2005.

Dr. Camara also oversees and directs research and development projects conducted by staff members at Princeton, N.J.-based ETS and with external academic researchers on behalf of the College Board. He himself has served as the project director for external contracts with state and federal agencies in areas of assessment development and validation, and as an expert witness in legal proceedings. He has continued to publish research on topics such as test validity, fairness in testing, accommodations in assessing students with disabilities, and professional responsibilities in testing.

Before joining the Board in 1994, Dr. Camara served as assistant executive director of Science at the American Psychological Association. At APA, he directed governance and scientific involvement in policy and research activities concerning testing and assessment, research training, scientific integrity, etc. He also was project director for the revision of the Standards for Educational and Psychological Testing.

Dr. Camara has assisted federal agencies in developing regulations that address assessment (e.g., Civil Rights Act of 1991, Americans with Disabilities Act, Goals 2000, integrity testing, workplace skills and literacy) and has testified before Congress and state legislatures.

Dr. Camara is a fellow of APA, the Society of Industrial and Organizational Psychology, and General Psychology. He has served on SIOP's executive committee for the past 12 years and is past president of APA's Divisions of Evaluation, Measurement and Statistics. He also served two terms on APA's Council of Representatives for SIOP and on the Joint Committee on Testing Practices, an interprofessional group charged with the improvement of testing practices across professions. He has also served as on the editorial board for four journals in psychology and education. He is currently a member of the technical advisory committees for the U.S. Department of Defense Enlistment and Recruitment Area and the Pennsylvania State Assessment Program.

Dr. Camara received his Ph.D. in industrial-organizational psychology from the University of Illinois at Champaign-Urbana. He also holds graduate degrees in school psychology and educational measurement.

David Hamill, M.S. is no stranger to MAPAC. He has served on several committees including the training committee, program committee, and was MAPAC's President in 1998. David specializes and has instructed several courses in the personnel assessment arena including workshops on job analysis, multiple-choice item writing, and examination planning. He has several years of both public and private sector experience in personnel assessment. David is currently working for the Immigration and Naturalization Service as a Personnel Research Psychologist.

Julia McElreath, Ph.D. is currently working as a Personnel Research Psychologist with the Immigration and Naturalization Service. She specializes in the development and validation of entry-level tests for selection. Prior to her work at INS, Julia was employed with the Federal Bureau of Investigation, focusing on selection research, and with Michigan Consolidated Gas Company, focusing on assessment and organizational research. She received her Ph.D. in Industrial/Organizational Psychology in 1999.

Gregory Kocher, M.S. is employed as a Research Scientist by the New Jersey Department of Personnel in the Division of Selection services. Some of Greg's main responsibilities within the division include managing projects related to technological Initiatives such as computer based testing, web-enabled testing, and electronic item banking. In addition, Greg is involved with over seeing the test development process for both general civil service job titles as well as fire service job titles within the division's public safety testing unit.

Greg's undergraduate studies were done at Saint Thomas Aquinas College where he earned a Bachelor of Science degree in Psychology. Greg also holds a Master of Science degree in Applied Psychology from Stevens Institute of Technology. Some of Greg's past experience includes working in the Research Division of Educational Testing Service where he was primarily involved with conducting job analyses in support of licensure exams in addition to performing other research related duties. Greg has also worked within the New Jersey Department of Education's Assessment Unit where he was responsible for the technical/psychometric aspects of the state's student assessment program.

Jennifer L. Fisher, Ph.D. (University at Albany, State University of New York), is an Associate with Caliber Associates. Dr. Fisher is an industrial and organizational psychologist specializing in the area of selection and assessment. Dr. Fisher has over seven years of consulting experience encompassing the development and implementation of selection and performance management tools, job analysis, organizational research and development, training development and evaluation, and process re-engineering. In addition, prior to joining Caliber, she was responsible for the development and implementation of a computerized employment application for GEICO Direct, and partnered with the company's IT group to develop a design for an integrated on-line application and testing system.

MAPAC Conference Registration
Fall 2002 Meeting (October 9-October 11)
New York, NY

Name(s) _____

Organization _____

Address _____

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

E-Mail Address _____

Meeting and Workshop Information

Number of people to attend:

Workshop	Wednesday	10/9	_____
Conference	Thursday	10/10	_____
	Friday	10/11	_____

Note: If you or anyone included on this form 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 October 1, 2002

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

Gramercy Park Hotel (1 block from conference location)
Lexington Ave at 21st Street
New York, New York
212-201-2172

MAPAC Rates: \$135 single, \$150 double (taxes additional)

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

Parking: Available at Unique Parking located on 21st St. between Park and Broadway
\$28 for 24 hours

Note:

- If accommodations are needed, please contact the hotel directly.
- 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.

Other Accommodations:

Ramada Inn East Side (a little over half a mile from conference location)
161 Lexington @ East 30th Street
1-800-567-7720

Rates: \$129 single, \$149 double (They do not except blocked rooms, so call early if you would like reservations)

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 Gramercy Park Hotel (2 Lexington Ave & 21st Street)

From Palisades Parkway: Take Palisades Parkway to Exit 13 South and continue to the GW Bridge. Take the West Side Highway to the 23rd Street Exit, take a left on 23rd Street to Lexington Ave. Take a right on Lexington Ave to 21st Street.

From Northern Points (Connecticut, Boston): Take Rte 87 to NYS Thurway, look for Hutchinson River Parkway South. Take Hutchinson River Parkway to the West Side Highway, take the West Side Highway down to 23rd Street. Go crosstown on 23rd Street for approximately nine blocks until you hit Lexington Ave., make a right on 23rd Street and Lexington Ave. proceed to 21st Street and you will be in front of the hotel.

From Southern Points: Take the NJ Turnpike to the exit for the Lincoln Tunnel. You will be at 31st or 32nd Street in Manhattan when you cross over from NJ. Take 11th Ave. to 23rd Street, make a left turn onto 23rd Street and proceed cross-town (approximately 8 blocks) until you reach Lexington Ave. Make a right turn on Lexington Ave. and proceed down to 21st Street. The hotel is located on Lexington and 21st Street.

Driving Directions to the Ramada Inn (161 Lexington & 30th Street)

From the George Washington Bridge, Palisades Interstate Parkway, I-80 and Route 1: Follow signs for I-95 North. Cross the Bridge and follow signs for the Henry Hudson Parkway (south) towards downtown. Exit at 34th Street and travel East. Make a right on 7th Ave. and travel South. Turn onto 30th Street and travel East to the hotel at the intersection with Lexington Ave.

From Northern Points (Connecticut, Boston): I-95 South to the Bruckner Express Way. Follow signs for the Triboro Bridge. Cross the bridge taking the first right exit towards Manhattan. Pay toll and follow sign for the F.D.R. Drive South. Exit the F.D.R. Drive at 34th Street and continue straight. Make a left on 2nd Avenue traveling South. Make a right turn onto 31st Street and travel West. Make a right turn on 6th Ave traveling North, then make a right turn on 30th Street traveling East to Lexington Ave.

From Southern Points (Philadelphia, Washington, DC): The New Jersey Turnpike Extension I-78 or US 1 & 9 North will bring you to the Holland Tunnel. Upon your exit from the tunnel get immediately to the right line. Take the first possible exit and follow the exit straight across Hudson Street continuing until you reach the West Side Highway. Turn right onto the West Side Highway and travel North. Turn right at 34th Street and travel East. Follow 34th Street to 7th Ave. and travel South, then make a left turn on 30th Street and travel East, crossing 6th Ave to Lexington Ave.

GARAGE SPACE NEAR BARUCH COLLEGE

330 Parking Corp.
(Between 24th & 25th Street)
330 3rd Avenue
New York, NY 10010
(212) 696-0056
Manager: Chris

Charles Parking
(Between 3rd & Lexington)
200 East 26th Street
New York, NY 10010
(212) 751-1080
Manager: Alvie

East 26-29 Garage Corp.
(26th Street)
462-490 Second Avenue
New York, NY 10010
(212) 252-8038
Manager: Max

R.O.F.R.E. Corp.
(Between 2nd & 3rd)
242 East 25th Street
New York, NY 10010
(212) 779-2966
Manager: Moises

Quik Park
(Between 23rd & 24th Street)
23-24 Second Avenue
New York, NY 10010
(212) 683-4009
Manager: Jose Pacheco

Penny Lane Car Park
(Between 2nd & 3rd Ave.)
215 East 24th Street
New York, NY 10010
(212) 996-6363
Manager: Doug

Lexus Parking
(Between Lexington & Park)
111 East 24th Street
New York, NY 10010
No Telephone

Hertz Corp.
(Between 3rd & Lex.)
150 East 24th Street
New York, NY 10010
(212) 486-5912
Manager: Ralph Montes

Prices range from \$10.00 to \$20.00 a day with an additional fee of \$5.00 for oversized vehicles.