

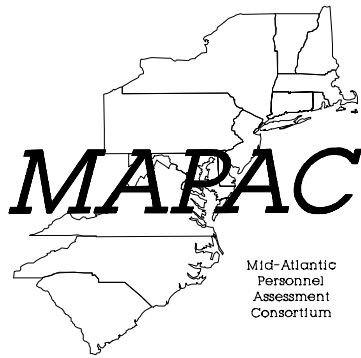
Mid-Atlantic Personnel Assessment Consortium

Spring 2002 MAPAC Meeting
May 15-17, 2002



Hotel & Conference Location:

Nassau Inn
10 Palmer Square
Princeton, NJ 08540
609-921-7500



Wednesday, May 15, 2002

MAPAC TRAINING WORKSHOP

8:30 AM Registration and Coffee

9:00 AM Using Item Response Theory to Develop Surveys and Tests

Paul Squires, Ph.D., AS&K

The morning training workshop will focus on the limits of classical test theory. The trainer will

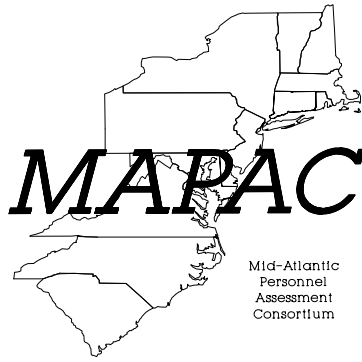
Provide an introduction to Item Response Theory (IRT) and the advantages of item response theory. One, two and three parameter models will be discussed. The trainer will review IRT item analysis and software. Sample analysis and output for an employment test and a work environment survey will be provided.

12:00 PM Lunch Break

1:15 PM On-line Testing and Survey Administration

Paul Squires, Ph.D., AS&K

The afternoon training workshop will focus on online testing and survey administration. A demonstration of authoring and rendering a test online will be provided. Online software options will be discussed.



Thursday, May 16, 2002

8:15 AM Registration and Coffee

8:30 AM Extended Business Meeting
Chaired by Elliot Lasson, MAPAC President
Maryland Department of Budget and Management

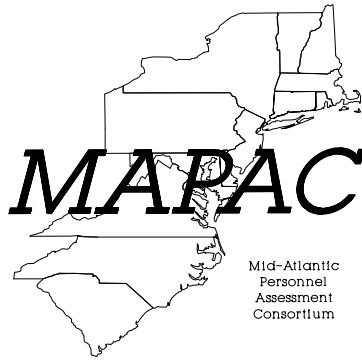
10:30 AM “Finding the Diamond in the Rough - Recruitment Issues Facing Public Sector Employers in Good and Not-So-Good Times”
Will Martin, Maria Panagi and Tom Falcon
New York Department of Civil Service

In good or “not-so-good” economic times, public sector employers will always need competent staff to accomplish agency mission, goals and objectives. It is the function of assessment experts to test, sort and rank prospective employees and to predict which will be better suited for the job. However, with respect to the final selection decisions to be made in the assessment process, it is the often-overlooked recruitment effort that sets the stage for all is to follow.

With this in mind, the New York State Department of Civil Service’s Municipal Service Division staff recently completed an evaluation of recruitment efforts currently used by public sector employers. The goal was to see if this important selection factor might be in need of improvement and to identify a series of recommendations as to how public sector recruitment campaigns could be improved.

Included in this evaluation were municipalities from across the State of New York I as well as forty other counties from across the country included in a recent “Management Report Card” assessment as reported in the February 2002 edition of Governing magazine. The presentation will include a discussion of the “Good, the Bad and the Ugly” of public sector recruitment. Specific examples of good recruitment campaigns incorporating web models will be revealed. The intent of the presentation will be to provide a framework for agencies to assess their own recruitment strategies and provide examples of specific strategies that might just make a difference in a more comprehensive selection program.

12:00 PM Lunch



Thursday, May 16, 2002

1:15 PM Qualified candidate at 200 yards: procedural frustrations and atypical criteria of hiring

Steven J. Lindner, Ph.D., The WorkPlace Group

Recruiters and hiring managers notoriously apply a continuously changing and inconsistent set of criteria to determine whom to interview and whom to hire. If not for the law of probabilities it would become impossible to explain how some good hires just happen. It is amazing just how much money is spent to hire "good" candidates and how long it often takes to do so. Whether large or small, big budget or small budget, the act of hiring typically falls short of good measurement, efficient process and smart recruitment.

The real costs in hiring beyond agencies, advertising, and candidate expenses will be presented. I will show you how good candidate assessment done at the time of recruitment, rather than at selection, produces notable improvements in hiring. Close attention to criteria affecting candidate attraction, resume review, candidate evaluation, and other aspects of the hiring process lead organizations to a whole new level of success in hiring. Real-world results and observations, along with attendee input will be used to open your view of meaningful, often overlooked criteria and procedures of hiring.

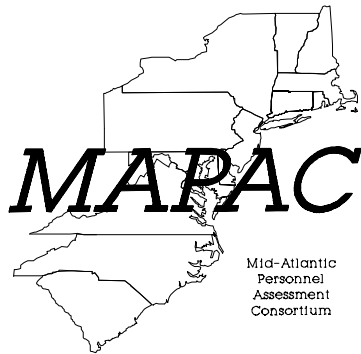
2:45 PM Impact of Physical Performance Tests on Injury Reduction

Deborah L. Gebhardt, Ph.D., Human Performance Systems, Inc.

Occupational injuries are costly to an organization in terms of lost time from work, overtime, and medical, administrative, and settlement costs. Private, public, and military sector organizations are continually implementing programs targeted at reducing worker compensation costs. This presentation will address interventions used to reduce injuries, organizational costs, and lost time from work. Specifically, the effectiveness of pre-employment screening in terms of decreased injuries, lost time from work, and costs will be demonstrated through two prospective studies. These studies used utility analysis to compare workers hired after completion of pre-employment physical testing with control groups who were not pre-screened.

4:00 PM Committee Meetings

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



Friday, May 17, 2002

8:15 AM Coffee

8:45 AM Committee Reports

9:00 AM Reducing Black -White Differences on Selection Tests

Harold Goldstein, Ph.D.

Baruch College, The City University of New York

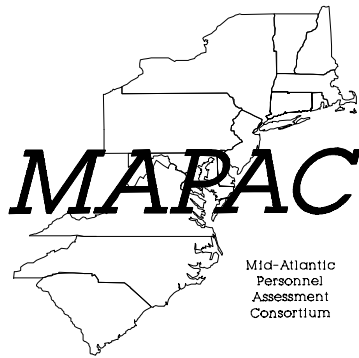
The issue of racial differences in performance on selection tests has dominated both research and practice in the area of personnel staffing. The consistent finding of significant differences between blacks and whites on typical written tests of cognitive ability has led to a search for (1) other critical capabilities beyond cognition that are job relevant and (2) other test methodologies beyond standardized written multiple-choice tests that can capably measure critical competencies of the job. This talk will focus on different emerging techniques that have demonstrated potential for reducing Black-White subgroup differences.

10:30 AM "Developing a Multi-Sector Certification Examination"

Eugene Miller, Ph.D.

This presentation describes the use of job comparison techniques to validate a profession-wide certification examination in the area of procurement.

12:30 PM Closing



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

Paul Squires, Ph.D., is president of AS&K. He is an industrial organizational psychologist with twenty years of experience with training development, assessment development and validation, computer based training and project management. Prior to founding AS&K, Paul spent four years as Vice President and head of the training division for Assessment Solutions Incorporated. From 1989-1995, Paul was the director of training for Lucent Technologies-Microelectronics and was responsible for HRIS projects, including building computerized staffing and employment systems for AT&T. Paul spent 10 years as an adjunct professor teaching courses in statistics, psychometrics, learning theory, and measurement at Stevens Institute of Technology.

Will Martin, Maria Panagi and Tom Falcon are all Personnel Consultants with the New York State Department of Civil Service's Municipal Service Division. Their primary function is to provide consultative services regarding all aspects of personnel issues facing 104 County, City and Town governments in New York State operating under a merit and fitness selection program. Will's experience includes over twenty-five years of experience in the research and development of all types of selection instruments for State and local government use. Maria and Tom's experience includes the conduct of detailed analysis and evaluation of local government merit and fitness programs. Together, these speakers' backgrounds blend to provide unique insights into the problems, needs and issues facing public sector employers as they attempt to meet the increasing demands to staff government agencies in good economic times as well as times of dwindling economic resources.

Steven J. Lindner, Ph.D. is the Executive Director of The WorkPlace Group. Dr. Lindner is an Industrial/Organizational Psychologist specialized in the area of selection and assessment. He received his Ph.D. from Stevens Institute of Technology. Dr. Lindner serves as President of The Morris County Chapter of SHRM, New Jersey State Director of the Employment Management Association and Program Chair for The New Jersey State SHRM Conference. He also is on the State Affairs committee of the Society for Industrial/Organizational Psychology. Dr. Lindner is a member of the Fairleigh Dickinson University Psychology faculty and has conducted research in the area of employment tests, Americans with Disabilities Act, personality, performance, organizational development, survey research, compensation, hiring practices and recruitment.

Deborah L. Gebhardt, Ph.D. is President of Human Performance Systems, Inc. and has held faculty positions at the University of California-Berkeley and Purdue University. Dr. Gebhardt is a Fellow in the American College of Sport Medicine and has served as a member of the National Fire Protection Association (NFPA) Subcommittee for the development and revision of the physical and medical guidelines for firefighters. NFPA provides the standards used by fire departments throughout the United States.

Dr. Gebhardt's research and work products have focused on integrating the biomechanical and physiological aspects of human performance with the ergonomic aspects of the workplace, resulting in methodologies for measurement of occupationally related physical capacities and injuries. In the area of medical guidelines, she has developed a methodology to determine the severity of medical diseases and conditions that limit or preclude safe and effective job performance. Her research has resulted in the implementation of physical, cognitive, and medical testing programs that are used for evaluation, promotion, and retention of workers in a variety of industries (e.g., natural gas, electric, telecommunications) and public sector organizations (e.g., FBI, US Customs Inspection Service). She has published research in the areas of job analysis, test development, medical guidelines, injury reduction, and

biomechanics. Her most recent publication is a chapter in *The Process of Physical Fitness Standards Development*, is related to setting passing scores for different types of assessments. Dr. Gebhardt has directed numerous projects in the public, private, and military sectors. Currently, she is in the process of developing the physical performance standards and medical guidelines for selection of Transportation Security Screeners for the Transportation Security Administration.

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.

Eugene Muller, Ph.D. is a Psychometrician and Quantitative Psychologist with 19 years of experience in business, government, and academic environments. He earned his Doctorate in Psychological Measurement and Evaluation from Columbia University, and is a licensed psychologist in the State of New York. Dr. Muller is consulting psychologist for the Institute of Supply Management, the Institute of Certified Management Accountants, as well as other organizations. His experience includes assessment, test development and evaluation work for Bloomfield College, Columbia University, the New York Stock Exchange, the New York City Board of Education, the former New York City Board of Examiners, and the Newark Board of Education.

Dr. Muller's testing experience includes extensive work in licensure and certification testing, educational measurement and assessment, and employee selection testing. His experience covers all major aspects of the test development process, including validation, reliability analysis, norms, standard setting, job analysis, item development, item analysis, equating, IRT, and bias analysis. The forums he has worked in (domestically and internationally) include the licensure of teachers, purchasers, stock brokers, and other securities personnel, as well as cross-national comparative educational testing, and competency-based assessment in higher education. He also holds a Masters degree in Computing and Education, and has considerable programming and data processing expertise, including the development of computer-based tests and many computer programming and statistical applications related to psychometrics. He is also the developer and editor of training and study materials related to certification and education.

Dr. Muller has taught psychometrics and statistics at the City University of New York, the State University of New York, and at Bloomfield College. He has over 30 articles, papers, and presentations in the field of measurement and assessment. He is cited in numerous professional listings, and is a member of the American Psychological Association, registered with Division 5 (Evaluation, Measurement, and Statistics), and Division 14 (Society for Industrial and Organizational Psychology). He is also a member of the American Educational Research Association, the National Council on Measurement in Education, and the Metropolitan New York Association of Applied Psychology.

MAPAC Conference Registration
Spring 2002 Meeting (May 15 - May 17, 2002)
Princeton, NJ

Name(s) _____

Organization _____

Address _____

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

E-Mail Address _____

Meeting and Workshop Information

Number of people to attend:

Workshop	Wednesday 5/15	_____
Conference	Thursday 5/16	_____
	Friday 5/17	_____

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 May 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

Nassau Inn
10 Palmer Square
Princeton, NJ 08542
phone: 609-921-7500
reservations: 800-862-7728
fax: 609-921-9385

MAPAC Rates: \$139 per day for single/double occupancy
Taxes additional.

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

Parking: Parking is available at Hulfish Parking Garage.

Note:

- If accommodations are needed, please contact the hotel directly.
The deadline for hotel reservations is on or before **April 16, 2002**.
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 Nassau Inn Princeton, NJ

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; turn right onto Route 33 East; Make first U-Turn across Route 33 onto Route 133 West; Follow to the end and bear right following the signs for Princeton; Continue on 571 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) *

* Continue to hotel's motor entrance; parking garage is directly ahead at Hulfish Parking Garage