

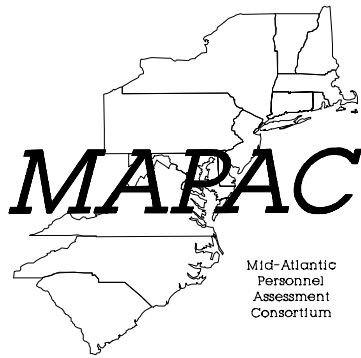
Mid-Atlantic Personnel Assessment Consortium

**Winter 2002 MAPAC Meeting
January 30-February 1, 2002**



Hotel & Conference Location:

**Radisson Plaza Hotel
Baltimore Inner Harbor
20 West Baltimore Street
Baltimore, Maryland 21201
410-539-8400
www.radisson.com**



Wednesday, January 30, 2002

MAPAC TRAINING WORKSHOP

8:30 AM Registration and Coffee

9:00 AM Development and Validation of a Competency Model
Sheila Schultz, Ph.D., Human Resources Research Organization (HumRRO)

This one-day workshop will provide participants with information about developing and validating a leadership competency model. A combination of science and art is required to develop a competency model, and this workshop will attempt to impart some of both. Among other topics, the workshop will:

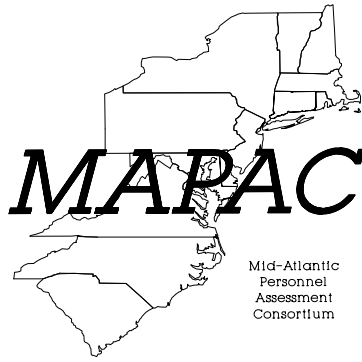
- ◆ Discuss what is a competency,
- ◆ Provide a general framework for a competency model,
- ◆ Compare job analysis and competency modeling, and
- ◆ Contrast two major approaches to developing a competency model.

This workshop will encourage participant involvement through discussion and by including several activities that provide hands-on experience in the various aspects of developing and validating a competency model.

12:00 PM Lunch Break

1:15 PM Morning Session Continued





Thursday, January 31, 2002

8:15 AM Registration and Coffee

8:30 AM Business Meeting

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

9:00 AM The Development and Construct Validity of a Measure of Adaptability

Robert E. Ployhart, Ph.D., George Mason University

This presentation describes research on the measurement of individual adaptability. Discussion will focus on the relations between adaptability, cognitive ability, and personality. The presentation will also address the criterion-related validity of adaptability with ROTC candidates and the implications of individual adaptability for selection and training.

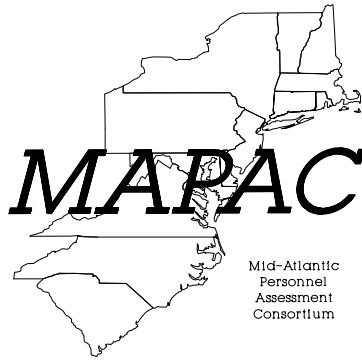
10:30 AM Out of Their Own Mouths: A Conditional Reasoning Instrument to Identify Aberrant Self-Promoters

Sigrid B. Gustafson, Ph.D., American Institutes of Research (AIR)

Focusing on organizations that must predict and evaluate individuals' responsible use of power, the presentation offers a new approach to assessing workplace deviance and destructive personality in organizational contexts. The measurement strategy, a group-administered "conditional reasoning" instrument, identifies individuals who pose a high risk for engaging in uncontrolled destructiveness—from insubordination, deceit, and intimidation to policy violation and embezzlement.

12:00 PM Lunch





Thursday, January 31, 2002

1:15 PM Development and Validation of a Firefighter Selection Battery
James L. Outtz, Ph.D., Outtz and Associates

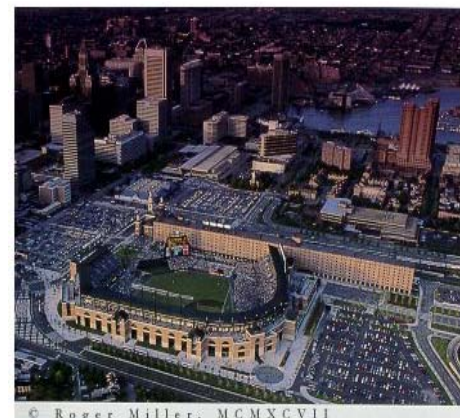
This presentation will describe the development and validation of a firefighter selection battery that minimizes adverse impact. Topics to be discussed included job analysis methodology; test design; criterion related validation; test administration and results.

**2:45 PM "Minimum Qualifications Necessary for Successful Performance"
said the Third Circuit: Is This Where We Are Headed?**
James Sharf, Ph.D., Sharf and Associates

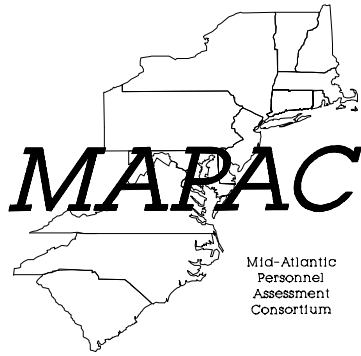
Since Jim Sharf last spoke about the Lanning decision requiring minimum qualifications, the civil rights division at the Department of Justice has pursued "alternative" selection procedures in challenging both cognitive and physical ability tests. The success and status of these challenges will be reviewed.

4:00 PM Committee Meetings

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



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Friday, February 1, 2002

8:15 AM Coffee

8:45 AM Committee Reports

9:00 AM Factors Impacting Responses to Items on Self-Report Measures

Nicholas L. Vasilopoulos, Ph.D., George Washington University

Jeffrey M. Cucina, George Washington University

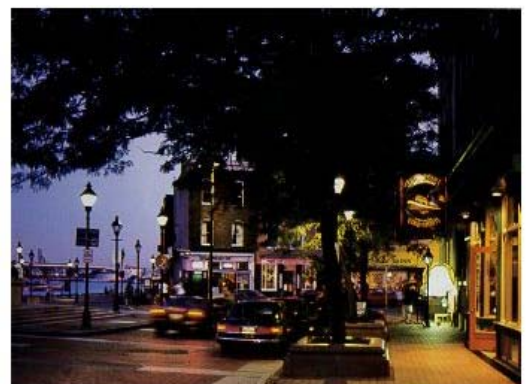
This presentation addresses factors that might impact the validity of item responses provided by applicants completing self-report inventories. Discussion focuses on responses to personality, biographical data, and situational judgment inventories.

10:30 AM Adventures in Assessing and Computer-Scoring Job Experience

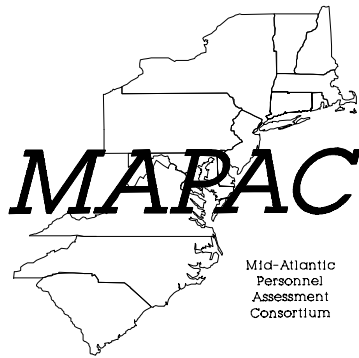
David Hamill, M.S., U.S. Immigration and Naturalization Service

The goal of this presentation is to describe the evolving development of a measure of job Experience used as part of a competency-based promotional assessment system for selecting supervisors and managers. The presenter will discuss (1) the theoretical underpinnings behind the job experience measure's (JEM) development, (2) the method in developing a tool that can be used across a variety of different positions, (3) the technological challenges in computer scoring the JEM, and (4) challenges in assessing job experience.

12:30 PM Closing



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

Dr. Sheila Schultz is a Senior Staff Scientist at the Human Resources Research Organization (HumRRO). She has over 16 years experience conducting personnel management research and implementing personnel systems for public and private sector organizations and for the military. She has conducted extensive job and task analyses; conducted content and criterion-related validation studies; designed, developed, implemented, and evaluated training programs; developed performance measurement instruments; and conducted organizational analyses. Dr. Schultz received her master's degree in Industrial/Organizational Psychology from George Mason University, and her doctoral degree in Educational Research and Evaluation from Virginia Polytechnic Institute and State University.

Robert E. Ployhart is currently an assistant professor in the Industrial/Organizational Psychology program at George Mason University. He earned his BS from North Dakota State University (1994), MA from Bowling Green University (1996), and a Ph.D. from Michigan State University (1999). His research interests lie primarily in personnel selection, job performance, statistics and measurement. His recent publications have appeared in the *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, and *Human Performance*. He is on the editorial board of *Personnel Psychology* and serves as an ad hoc reviewer for *the Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes* and *Human Performance*.

Sigrid B. Gustafson, Ph.D., is currently a Principle Research Scientist at the American Institutes of Research (AIR) in Washington, DC. Her area of technical expertise is measurement: psychometrics; development of new assessment strategies for identifying individuals who exhibit a narcissistic and antisocial behavior pattern that is destructive in organizations; and advanced multivariate statistics, especially pattern-oriented methodologies. At present, Dr. Gustafson also leads a project that evaluates models and simulations of human behavior for the Defense Modeling and Simulation Office (DMSO) and a project that investigates for the Social Security Administration how occupational information systems can best be used in SSA's disability determination process. Dr. Gustafson received a BA in English from the University of Rochester, a Master's degree in English from Cornell University, and a Master's and Ph.D. in psychology from Georgia Institute of Technology. Before joining AIR in 1998, she served as an associate professor in the industrial-organizational psychology program at Virginia Tech.

James L. Outtz, Ph.D., has been an Industrial/Organizational Psychologist in private practice for over 25 years. His area of specialization is employment selection, with a primary interest in factors that influence the adverse impact of tests and other selection devices. Dr. Outtz has published works on a variety of related topics. Dr. Outtz received his doctorate in industrial/organizational psychology from the University of Maryland in 1976 and is a Fellow in the Society for Industrial and Organizational Psychology (SIOP) of the American Psychological Association. Dr. Outtz currently serves on the Committee to Revise the SIOP *Principles for the Validation and Use of Employment Selection Procedures*. He is a consulting editor to the *Journal of Applied Psychology*. Dr. Outtz has been a consultant to employers in both the public and private sectors regarding the development and use of employment selection procedures. Clients include: Ford Motor Company, The Boeing Company, U.S. Department of Justice, U.S. Department of Labor, Federal Aviation Administration, Municipalities such as San Francisco, New York, Chicago, Detroit, Baltimore, New Orleans, and Milwaukee. He also has served as an expert witness for plaintiffs and defendants in many court cases concerning employment selection and test validation

Jim Sharf advises employment attorneys, HR managers, and fellow industrial psychologists on developing, implementing and defending selection and appraisal systems that minimize the risk of employment litigation. Most recently he directed litigation support for the Human Resource Group of Aon Consulting in their Washington office. Jim brings three decades' of regulatory experience in dealing with EEO liability. As EEOC's Chief Psychologist in the mid-1970s, Jim drafted the Uniform Guidelines on Employee Selection Procedures. He later served as Special Assistant to EEOC's Chairman for whom he drafted the "race norming" prohibition in the Civil Rights Act of 1991. He has testified as an expert witness on class certification and "job related and consistent with business necessity" rebuttal burdens in both State and Federal courts. An author of over 50 articles and chapters on fair employment, he has conducted dozens of EEO seminars and workshops with employment attorneys nationwide. Jim is a Fellow of both the Society for Industrial and Organizational Psychology and the American Psychological Association.

Dr. Nick Vasilopoulos is an Assistant Professor in Industrial/Organizational Psychology at George Washington University. He earned his Ph.D. from Stevens Institute of Technology in 1997. Nick has worked for five years as a Personnel Research Psychologist in the Research and Development Division of the Office of Human Resource Management at the U.S. Immigration and Naturalization Service (INS). Nick also has had experience working in organizational (Prudential and NYNEX Corporations) and consulting (Alternative Assessments Incorporated) environments.

Jeffrey Cucina is a doctoral student in Industrial/ Organizational Psychology at George Washington University. Jeff is actively involved in research examining the factors that impact how individuals respond to items on self-report measures. He has worked as a Human Resources Research Intern at Human Systems Technology Corporation.

David Hamill was first introduced to MAPAC in 1994. Since then, David has served on several committees including the training committee, program committee, and was MAPAC's President in 1998. In addition, he has instructed several courses in the personnel assessment arena including workshops on job analysis, multiple-choice item writing, examination planning, and competency-based in-basket assessments. He has several years of both public and private sector experience in personnel assessment and selection. David is currently working for the U.S. Immigration and Naturalization Service as a Personnel Research Psychologist, and is currently serving on the Executive Board for IPMAAC. David holds a BS in psychology and an MS in I/O psychology.

MAPAC Conference Registration
Winter 2002 Meeting (January 30 - February 1, 2002)
Baltimore, Maryland

Name(s) _____

Organization _____

Address _____

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

E-Mail Address _____

Meeting and Workshop Information

Number of people to attend:

Workshop	Wednesday	1/30	_____
Conference	Thursday	1/31	_____
	Friday	2/1	_____

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 January 15, 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
Radisson Plaza Hotel
Baltimore Inner Harbor
20 West Baltimore Street
Baltimore, Maryland 21201
410-539-8400
www.radisson.com

MAPAC Rates: \$110 per day for single/double occupancy (government per diem rate)
Taxes additional.

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

Parking: There is valet parking available through the hotel for \$21 a night. There is a parking garage located directly behind the hotel on Fayette Street for \$13.

Note:

- If accommodations are needed, please contact the hotel directly.
The deadline for hotel reservations is on or before **Friday, December 28, 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 Radisson Plaza Hotel
Inner Harbor
20 West Baltimore Street
Baltimore, Maryland
410-539-8400

From the North or South:

Follow I-95 to exit 53 (I-395 North). I-395 will become Howard Street. Follow Howard Street to Baltimore Street, turn right onto Baltimore Street. Follow 2 blocks to Hanover Street, turn left onto Hanover Street. The hotel is on the right.

From Downtown D.C., BWI Airport:

Follow I-295 North to Baltimore. Once inside the city limits I-295 will become Russell Street. When Russell Street crosses Pratt Street it becomes Paca Street. Turn right onto Baltimore Street, and follow to Hanover Street and turn left. The hotel is on your right.

From the West:

Take I-70 East to I-695 South (marked Glen Burnie). Follow I-695 to I-95 North. Follow I-95 North to Exit 53 (I-395 North). I-395 will become Howard Street. Follow Howard Street to Baltimore Street, turn right onto Baltimore Street. Follow 2 blocks to Hanover Street, turn left onto Hanover Street. The hotel is on the right.

From I-83 (York, Harrisburg, South Central Pennsylvania):

Follow I-83 South to the end and turn right on Fayette Street. Go 9 blocks to Liberty Street and turn left. Make next left onto Baltimore Street and next left at Hanover Street. The hotel is on your right.