

Mid-Atlantic Personnel Assessment Consortium

Winter 2003 MAPAC Meeting
January 29 – 31, 2003

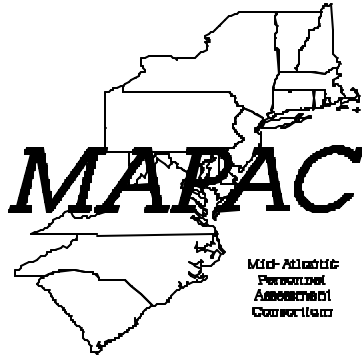


Conference Location:

Pennsylvania State Civil Service Commission
320 Market Street
Second Floor Training Room
Harrisburg, Pennsylvania 17108

Hotel Accommodations:

Hilton Harrisburg and Towers
1 North Second Street
Harrisburg, Pennsylvania 17101-1601
717-233-6000



Wednesday, January 29, 2003

MAPAC TRAINING WORKSHOP

9:00 AM Registration and Coffee

9:30 AM Reducing Adverse Impact While Maintaining Validity in Employment Testing

Workshop Leader: Kenneth Yusko, PhD, Assistant Professor of Human Resources at Marymount University in Arlington, VA

Summary

Dr. Yusko will focus on practical strategies for reducing adverse impact on selection and promotional exams while maintaining or enhancing validity. Suggestions will draw upon both academic research and field experience. Specific strategies will be presented across all phases of the test development/implementation process, including job analysis, exam content, assessment instruments and methods, performance criteria, scoring/weighting procedures, and candidate feedback.

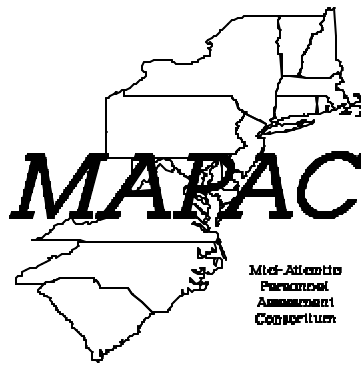
12:00 PM Lunch Break

1:30 PM NATIONAL POLICE EXAM - Balancing Validity and Adverse Impact in Police Selection: Two Steps Forward and at Least One Step Back or Ramblings of a Frustrated Scientist-Practitioner

Workshop Leader: Rick Jacobs, PhD, Vice President of Consulting, Americas, SHL and Professor of Psychology, Penn State University.

Dr. Jacobs will present a two-segment workshop. The first portion of the workshop will focus upon testing issues related to entry-level public safety classes of positions, and the second segment will cover promotional testing in this same occupational area. The workshop will cover current thinking in terms of content for selection, deployment of instruments and legal consequences.

The workshop will provide an opportunity for active workshop participant discussion of topics relevant to our programmatic needs and interests.



8:15 AM Registration and Coffee

8:30 AM Business Meeting

Chaired by Amy Bauer, MAPAC President
Maryland State Highway Administration

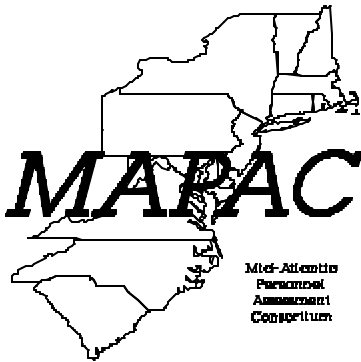
9:30 AM ICE Revisited

At the October 2001 MAPAC meeting, Pennsylvania demonstrated its “soon to be implemented” *Integrated Computerized Testing system (ICE)*. This presentation will focus on the project since then. Since the last demonstration, full-scale implementation has occurred and thousands of candidates have been tested. The presenters will discuss changes, glitches, lessons learned, and system enhancements underway. Attendees will view the many features of the ICE system and will participate in a hands-on demonstration.

12:00 PM Lunch

1:15 PM *John Scarpato, City of Philadelphia.*

John Scarpato will describe selected facets of the supervisory/managerial selection approach employed by the City of Philadelphia over the past twenty years. It will include coverage of the program’s strategic elements, its operational components, and conceptual models which have been employed as a theoretical framework for its design and implementation. This presentation will also identify program strengths and weaknesses and proposed improvements. In the latter regard, it will identify relevant issues addressed in the research literature and cite representative findings relating to these issues which warrant consideration in undertaking program improvement efforts. The presentation will include illustrative samples of job analysis and test materials employed in the City of Philadelphia’s supervisory/managerial selection program.



2:45 PM

Will they “Wig Out”?

The Assessment of Potential Violence in the Workplace

Harry Brull. Personnel Decisions International

As the events of September 11 demonstrated, the disruption of daily routine can happen dramatically and without warning. In that case, the threat was external. However, just as employees are responsible for a disproportionate proportion of theft, much of the violence in the workplace is perpetrated by co-workers.

The presentation will draw upon research conducted for the Nuclear Regulatory Commission as well as what is known regarding the antecedents of violent behavior. Both a theoretical model and practical tools will be presented to help organizations identify job applicants who show a propensity toward violent behavior. Particular attention will be paid toward assessment tools which show promise in this area, along with practical and legal constraints to this task.

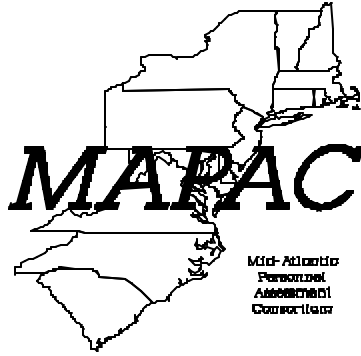
Finally, findings from the work with the nuclear industry will demonstrate how supervisors on the job can be alert to signs of impending difficulty and take action prior to a catastrophic event.

4:00 PM

Committee Meetings & Reports

5:00 PM

Hospitality Hour & Reception – Location to be announced...



8:15 AM

Coffee

8:45 AM

Committee Reports

9:00 AM

Supervisory Test Battery – The New Jersey Experience

John Krause & Dan Hill, New Jersey Department of Personnel

New Jersey's work in the development and implementation of its Supervisory Test Battery testing program has earned the IPMAAC 2002 "Innovations in Assessments Award". The presentation will cover the background leading to the development of this new selection program model as well as the job analysis, test development and implementation strategies used. An overview of the examination results and program utility will be provided as well as an update of where New Jersey has come since this program's inception what the future holds for other applications of this unique selection model.

10:30 AM

Affirmative Action – a primer and retrospective on where we've been on the subject...where we are and where we seem to be headed..."

"Is the path we take today really any different than the path's taken before?"

Will Martin, New York State Department of Civil Service

We all know what Affirmative Action is, or do we? This presentation will include a comprehensive summary of the professional guidelines and standards that provide the legal & professional basis for personnel selection specialists' work. The issue of the Goals and Objectives of AA will be discussed in the context of the development, administration and scoring of personnel selection tests. Intended as a good "primer" to new personnel specialists and as a good "reminder" to the not so new personnel specialists.

12:00 PM

Closing

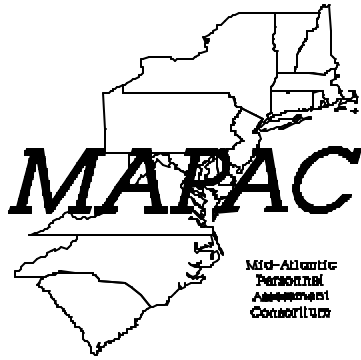
Mark your Calendars!!

Spring Conference is planned for Rehoboth Beach, Delaware May 14 – 16

Fall Conference is planned for Washington, DC September 17 – 19

See the MAPAC web site for more information

<http://www.ipmaac.org/mapac>



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

Kenneth Yusko, PhD. is currently an Assistant Professor of Human Resources at Marymount University in Arlington, VA. Dr. Yusko is an expert in the area of personnel selection system design. As a consultant in both the private and public sectors, he has helped Fortune 500 companies, small businesses, partnerships, and government agencies to become more effective. He has authored a book on human resource practices and is a frequent contributor to both trade and academic research journals on the topic of employee selection. His doctoral research on attorney negotiation techniques was funded through a grant from the National Science Foundation.

Rick Jacobs, PhD, heads the Americas Region consulting group for SHL, a worldwide leader in assessment. He is also professor of psychology at Penn State University. In both capacities he combines theory with practice and works with some of the largest and most diverse organizations in the world. He has spent the past 20 plus years trying to simultaneously enhance validity of selection systems while reducing adverse impact for organizations that have high legal visibility. Additionally he has been involved in the expansion of service delivery from traditional paper and pencil to the internet.

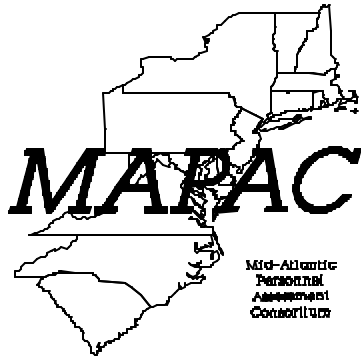
Leroy Sheibley is the Director of the Bureau of Personnel Assessment for the Pennsylvania State Civil Service Commission (SCSC). He is a former MAPAC President and is one of the co-directors of the ICE project.

Steve Berkley is Chief of Research at the PA SCSC and has been coordinator of the ICE project since its inception, which is like coordinating a marathon with unruly runners and no finish line, using stopwatches that “should work” but sometimes don’t.

Linda Coover is a Personnel Analyst within the Research Division of the PA SCSC and has played a lead role in making ICE become a reality and securing remote computerized testing centers. Linda is one of the SCSC’s two foremost technical experts on the ICE software and has prepared manuals for users of the system.

Julie Miller is a Personnel Analyst in the Research Division. She has been enmeshed in the ICE project from the start, except for a short detour in classification. Julie is the SCSC’s other technical expert on the ICE software and she has prepared user manuals for test developers.

John Scarpato is a Personnel Psychologist with the City of Philadelphia. He serves as an internal consultant to the City of Philadelphia specializing in public sector selection. In addition, John has also provided consultative services to other employers regarding many selection projects. He holds a Masters Degree in Psychology from Temple University.



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

Harry Brull is Senior Vice President, Public Sector Services for Personnel Decisions International, an industrial/organizational psychology consulting organization with 30 offices in North America, Europe, and Asia. He joined PDI in 1978. At the time, he was 6'4". He is a charter member of the Minnesota employment Law Council where he is the only non-attorney. Thank goodness for small victories.

During his tenure at PDI he has designed and implemented more than 3,000 selection and promotion processes for organizations ranging from Ford Motor Company to the Peace Corps. He has designed and delivered training in performance management, interviewing, conflict resolution, and leadership. He has delivered addresses at regional, national, and international conferences. He has taught at Cornell University, the University of Minnesota, and the Southern Police Institute. He continues to teach I/O psychology at St. Olaf and Macalester Colleges.

He is the current president of the *International Personnel Association Assessment Council (IPMAAC)* and the *recipient of the 2002 Stephen E. Bemis Memorial Award* recognizing his outstanding contributions to the field of personnel assessment.

Prior to joining PDI, he served as an elementary school teacher, probation officer, psychotherapist, and general contractor. In his spare time he enjoys long-distance bicycling, competitive volleyball, scuba diving and a good "beverage". His excuse is that he's from New York and left-handed.

John Krause is the Director of Selection Services for the New Jersey Department of Personnel. He is a former MAPAC President and represented the New Jersey Department of Personnel as a recipient of the IPMAAC 2002 *Innovations in Assessment Award*.

Dan Hill is the Manager of General Testing for the New Jersey Department of Personnel and represented the New Jersey Department of Personnel as a recipient of the IPMAAC 2002 *Innovations in Assessment Award*.

Will Martin is a Chief Municipal Personnel Consultant with the Municipal Service Division of the New York State Department of Civil Service. During his career with the NYS Civil Service Department, he was a selection specialist in the Testing Services Division for over 25 years and is now serving as a consultant to 103 municipalities throughout New York State on examination related issues.

MAPAC Conference Registration
Winter 2003 Meeting (January 29 – 31, 2003)
Harrisburg, PA

Name(s) _____

Organization _____

Address _____

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

E-Mail Address _____

Meeting and Workshop Information

Number of people to attend:

Workshop	Wednesday	1/29	_____
Conference	Thursday	1/30	_____
	Friday	1/31	_____

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

Students with approved nomination may attend all sessions compliments of MAPAC.

Check or money orders should be made payable to MAPAC and should accompany your registration form. (Credit card payments cannot be accommodated.) <i>Please FAX this registration form by <u>January 3, 2003</u></i> <i>To: 518-485-8244</i> <i>Attn: Will Martin/MAPAC</i>	or mail to: Will Martin, Room 232 New York State Department of Civil Service State Office Building Campus Albany, New York 12239
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Hotel Information

Hilton Harrisburg & Towers (conference location)
One North Second Street
Harrisburg, PA
717-233-6000

MAPAC Rates: \$116 Single and Double rate / \$124 Triple & Quad rate (taxes additional)

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

Parking: Available in connecting Walnut Street parking garage
\$6/Evening for Overnight Guests – Unlimited Exits
\$4/Exit for Meeting Guests

Note:

- If accommodations are needed, please contact the hotel directly by **January 3, 2003**.
- 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 Hilton Harrisburg and Towers
One North Second Street
Harrisburg, Pennsylvania 17101-1601
Phone Number - 717-233-6000

Driving time to Harrisburg

From:	Approximate Time
Pittsburgh 4 ¼ hours
New York3 ½ hours
Washington, DC.....	2 ¼ hours
Philadelphia 2 hours
Baltimore 1 ½ hours

From Pittsburgh: Take PA Turnpike (1-76) East to **Exit 18**. Follow 1-83 North to Harrisburg **Exit 23** (Second Street, Capitol Complex). Follow Second Street to the **4th Traffic light** (at Market Street). The Hilton Harrisburg is across the street on your right.

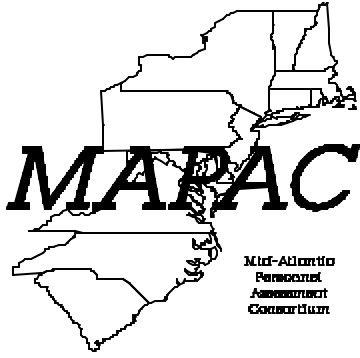
From New York City: Take 1-78 West to 1-81 South to 83 South. Follow 1-83 South to Harrisburg Exit 23(Second Street, Capitol Complex). Follow Second Street to the 4th Traffic light (at Market Street). The Hilton Harrisburg is across the street on your right.

From Washington and Baltimore areas: Take the Beltway 495 to Interstate 83 North. Follow 83 North to Harrisburg **Exit 23** (Second Street, Capitol Complex). Follow Second Street to the 4th Traffic light (at Market Street). The Hilton Harrisburg is across the street on your right.

From Philadelphia: Take PA Turnpike (1-76) West to **Exit 19**. Follow 1-283 North approximately 3 miles to 1-83 South. Follow 1-83 South to Harrisburg **Exit 23** (Second Street, Capitol Complex). Follow Second Street to the 4th Traffic light (at Market Street). The Hilton Harrisburg is across the street on your right.

To Parking Garage:

- From Second Street, turn right into Market Street
- Continue down Market Street approximately 75 feet
- Make left onto Court Street
- Continue straight through stop sign
- Entrance to parking garage is on left, just before Walnut Street
- Once in garage, follow signs for guests of the Hilton Harrisburg.



**2003 Winter MAPAC Conference
January 29-31, 2003
Harrisburg, PA
Student Nomination Form**

Student Name: _____

School/Program: _____

Research Interests: _____

Professional Interests/Goals (as related to public sector, if any):

Student Signature & Date: _____

Student e-mail Address: _____

Faculty Advisor: _____

Faculty Advisor Signature: _____

Note: A limited number of student scholarships to attend the conference are available for which the conference fees will be waived. Priority will be given to early nominations. Only students who are definitely willing and able to attend should submit an application. Please fax forms (one form for each student) to Amy Bauer at 410-209-5019. Once the nomination has been accepted, the student will be contacted and invited to complete a Registration Form.