

MAPAC



Presents...



Springtime in Philadelphia

May 11-13, 2005

Lodging

Club Quarters
1628 Chestnut St.
Philadelphia, PA 19103
Phone: (215)282-5100

Special MAPAC Cost:
\$87/night incl. tax
!!!Must reserve room by!!!
April 26, 2005

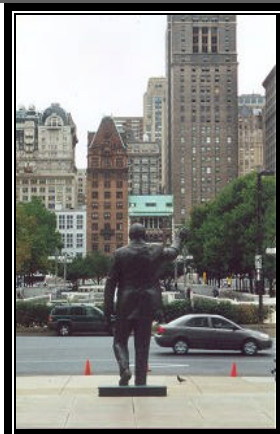
(see map on page 4)...N.B. When you call, indicate you are with the City of Philadelphia



Club Quarters

Conference Site

Municipal Services Building
1401 JFK Blvd.
Philadelphia, PA 19107



Conference Schedule

May 11th



8:30 AM Registration & Coffee

9:00 AM From Psychometrics to Social Justice in Employee Selection

Presenter: Dr. Donald Hantula

*Professor, Department of Psychology
Temple University*

The traditional perspective in employee selection is technical and psychometric. The psychometric perspective concerns itself with serving the organization's interests and considers issues of fairness and justice to be largely matters of legal compliance. On the other hand, the social justice perspective in employee selection considers issues of fairness and justice to be paramount and concerns itself with serving society's interests. The social justice perspective also offers a critical mirror to review the psychometric selection perspective.

Dr. Hantula's presentation considers the basic recent research in "applicant reaction" can be used to understand the contributions both the psychometric and social justice perspective can make to one another. After considering how these two approaches can be used in complimentary ways to improve employee selection processes from both organizational and applicant perspectives, practical issues related to decision making about selection systems are addressed.

12:00 noon Lunch

1:15 PM Part 2: Social Justice in Employee Selection...continued

May 12th

8:15 AM **Registration & Coffee**

8:30 AM **Business Meeting**

9:15 AM

9:15 AM **An “Extreme Makeover”, Federal Style**

Presenters: *Erica Woods, Partnership for Public Service*
Chris Parker, CPS Human Resources Services

More than half of the federal workforce will be eligible to retire within the next five years the talent pool waiting to replace them is shallower than a parking lot puddle. As with many other merit system organizations, hiring of new talent is measured in months or even years, discouraging “the best and the brightest” from government service.

The Extreme Makeover Hiring Project is changing that. Under this program, a number of the nation’s leading experts on recruitment and assessment have teamed up with three federal agencies to introduce private sector “best practices” to their public sector counterparts. In this session, learn how these pilot agencies have benefited from this program.

10:45 AM **Recent Job Analysis Research**

Presenter: *Dr. Philip Ferrara*
Director of Employee Assessment
NYS Office of Court Administration

Although job analysis is a widely used organizational data collection technique, little research has been done to investigate the extent to which job analysis information is affected by self-presentation processes. Joining with F.P. Morgeson, K. Delaney-Klinger, M.S. Mayfield and M.A. Champion, Dr. Ferrara, using an experimental design, examined job incumbent response difference across ability, task, and competency statements.

In his presentation, Dr. Ferrara will share their findings and provide you with new insights regarding the design and conduct of job analysis.

12:00 noon **Lunch—NOTE...This afternoon’s presentation will take place at the Pennsylvania Civil Service Commission’s Philadelphia office which is located at 10 South Eleventh St., only a few**

blocks from here. We will not be returning to this site until tomorrow morning so please take any personal items that you wish to keep with you when you leave for lunch.

1:30 PM

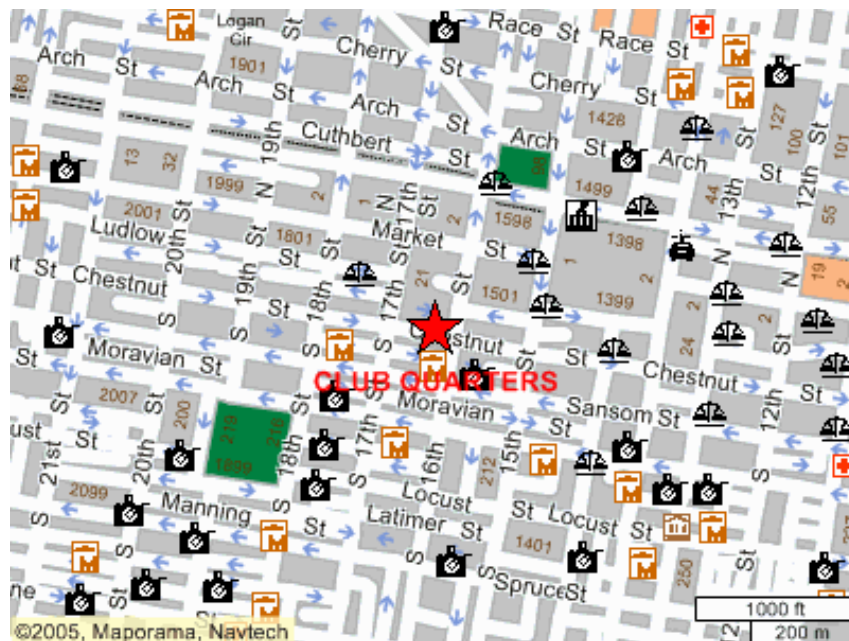
Pennsylvania's "Integrated Computerized Examination System"

Presenters: *Hector Santiago, Angel Nieves and James Frankart, Commonwealth of Pennsylvania, Civil Service Commission*

Several years ago, the Pennsylvania Civil Service Commission embarked on the process of switching from paper and pencil testing to computerized testing. A new system called ICE (Integrated Computerized Examinations) was developed by the Raytheon Corporation. The system has now been in operation for several years and today nearly all examinations are administered using the ICE system at our eight test centers located throughout the state. A demonstration of the system will allow participants to complete an application and take an examination using the different item types available in the ICE system. Discussion will cover the test development and administration issues.

4:30 PM

Networking: an opportunity to renew old acquaintances and make new ones. This is an ideal chance for you to learn ways in which other agencies and jurisdictions have resolved problems that you may now be facing.



May 13th

8:30 AM

Coffee

8:45 AM

Promotion Assessment at the U.S Customs & Border Protection

Presenter: *Julia Leaman, U.S. Department of Homeland Security*

This presentation will describe the evolution of the promotional assessment programs developed for use within the U.S. Customs & Border Protection. With the formation of the Department of Homeland Security (DHS) in March 2003, the former Immigration & Naturalization Service and U.S. Customs Service ceased to exist as individual agencies. However, for several years before the formation of DHS, both organizations had demonstrated their strong commitment to the use of valid, objective assessments for promoting supervisors and managers into mission-critical occupations. The current promotion programs in U.S. Customs & Border Protection incorporate “best practices” from both previous agencies. This presentation will describe how a range of assessments was designed to measure critical job tasks and competencies and satisfy organizational, scientific, and practical needs.

10:00 AM

Minimum Qualifications: “The First Cut is the Deepest...”

Presenter: *Will Martin, NYS Department of Civil Service*

With rare exception in the public service, every selection device includes reference to some form of minimum qualifications. However, in the presenter’s opinion, like the late Rodney Dangerfield, minimum qualifications often “don’t get no respect”. They are used by many, but understood by few.

This presentation is designed to provide participants with thought provoking insights into the use and misuse of minimum qualifications in public service testing. The presenter will provide information and tools that can be used by practitioners whose job is to develop and/or interpret job-related minimum qualifications. A KSA model for the development of minimum qualifications will be described; tips and suggestions on how to avoid common mistakes in the development and interpretation of minimum qualifications will be provided.

12:30 PM

Closing