



NEWSLETTER

VOLUME XV NO. 7

AUGUST 1992

AUGUST 1992 LUNCHEON MEETING OF PTC/MW

- Date:** Wednesday, August 12, 1992.
- Time:** 11:30 a.m. to 1:30 p.m. Cash bar opens as 11:30 a.m. Lunch is served at Noon. Program normally runs from 12:50 p.m. to 1:30 p.m.
- Place:** **Pier 7 Restaurant.** 650 Water Street, SW, Washington, DC (1 block left of Hogates).
- Price:** \$14.50 members, \$17.50 non-members. Free parking up to 3 hours for luncheon guests.
- Menu:** Medallions of N.Y. Sirloin, Breast of Chicken Tarragon, Chef Salad, Broiled Filet of Sole and Scallops, Seafood Newburg with Rice, or Vegetable Plate.
- Reservations:** Call Emma James at HumRRO in Alexandria, VA (703) 706-5692. The deadline for luncheon reservations is 2:00 p.m., Monday, August 10, 1992. Cancel by 2:00 p.m. Tuesday, or else you must pay for your meal. Members are welcome to come to the program only, without having lunch.
- Topic:** **Edison Electric Institute's Employee Selection Testing Consortia: Lessons Learned**
- Speaker:** **David J. Kleinke, Edison Electric Institute**

Edison Electric Institute (EEI) initiated employee selection testing consortia fifteen years ago, with the first tests going "on line" in 1981. Today, nine projects select employees for 96 investor-owned electric utilities across the U.S. Dr. Kleinke will report on the organizational, psychometric, and legal experiences of the program, emphasizing such unexpected outcomes as heavy labor relations activities and seldom-published findings as differential performance of applicants and incumbents.

David J. Kleinke, EdD is completing his term as PTC/MW President. He has directed EEI's selection testing projects since 1981. Prior to that, he taught educational and psychological measurement at Syracuse University and directed its Test Scoring and Evaluation Service. His other consulting and day-job experiences have included work with civil service, professional licensing, proficiency, and educational tests.

President's Message

by David Kleinke

Edison Electric Institute

Let me return to a favorite theme for my last *President's Message*. (Time flies when you're having fun!) That theme is the lack of communication between educational testing specialists and occupational testing specialists. The two communities seem to be travelling more or less parallel courses with little interaction.

For example, our friends on the educational side of the house are way ahead of us in item response theory (IRT) and setting cutoff scores. For the past several years, the program of the National Council on Measurement in Education (NCME) annual meeting has been loaded with papers on these topics.

IRT can be very useful in occupational testing, particularly as applied to differential item functioning (DIF). DIF can be used to explore which, if any, of the items in a test fail to tap the same processes in, say, minorities as in the majority test-takers. In contrast to the rich IRT offerings at NCME, this year's SIOP convention had only one such session, and it contained only two papers.

The techniques of cutoff score determination (often called "standard setting") are likewise more widely explored by our educational partners. A few years ago, I gave a paper in an APA/SIOP session in which I reported a pretty pedestrian use of the Angoff-Nedelsky approach. I was shocked to see many in the large audience actually taking notes. What I knew to be commonplace was new material to them.

On the other hand, educational measurement specialists are curiously unaware of the techniques and research of validity generalization. "Curiously," because educational selection and placement tests have tacitly assumed validity generalization ever since the College Board was formed to replace the separate tests then given by the Ivy League colleges and the Seven Sisters. But the typical educational measurement specialist is unaware of the work of Hunter and Schmidt and their psychometric progeny.

Why the communication gap? I believe that there are two main effects. (The reader is invited to test for a significant interaction.) One is the insularity of academic fiefdoms within universities. The other is the lack of a common journal.

I have many NCME friends across the country. From time to time I will ask one of them if he knows so-and-so who teaches I/O psych at his university. The typical answer is, "I know who he is, but I seldom get to see him." The reverse, asking Professor I/O if he or she knows Professor Education, yields the same result. Academics typically communicate across institution lines within their own specialty but not department lines within their own university. Graduate students are socialized to do likewise. I believe that interdepartment communication was better when we all had to carry our Hollerith cards to the computing center.

As far as I know, the two groups do not read the same journals. The NCME's *Journal of Educational Measurement* gave us the landmark papers on test bias by Darlington, Cleary, Thorndike, and Cole, but how many personnel testing specialists regularly read it? *Personnel Psychology* is equally unknown in the educational community. *Educational and Psychological Measurement* lost its zip years ago, *Applied Psychological Measurement* never seems to have caught on, and *Psychometrika* hasn't been relevant to practitioners since Eisenhower was President---of Columbia University.

What's the answer? All I can do is encourage communication. I certainly talk up the research of one group when I am in the company of the other. Perhaps this *Message* will encourage some to find out what's going on across the quad.

Last Hurrah.

I have enjoyed writing this *Message*, and thank those of you who have spoken to me about it this year. The PTC/MW presidency has been a great year for me. I look forward to another year of progress when Nancy Robinson takes the helm.

APA Programs Related to I/O Psychology

by Dianne Brown

APA Science Directorate

The American Psychological Association (APA) is having its Centennial Convention in Washington, DC, August 14 through 18. On-site registration fees are \$75 for members and \$100 for nonmembers and will be held in the Capital Hilton Hotel, the Sheraton Washington Hotel, and the Washington Hilton Hotel. With the centennial celebration, there are many interesting programs. PTC members may be interested in the following:

Friday, August 14

- 3:00-4:50 Symposium: Uniform Guidelines Revisited--Perspectives From the Past, Present, and Future
Washington Hilton Hotel
Jefferson Ballroom East
- 6:00 Division 14 Social Hour
Washington Hilton Hotel
International Ballroom West

Saturday, August 15

- 10:00-11:50 Master Lecture: A Century of Psychological Testing: Origins, Problems, and Progress (Anne Anastasi, Ph.D.)
Capital Hilton Hotel
Federal Rooms A and B
- 6:00 Division 14 Social Hour
Washington Hilton Hotel
International Ballroom West

Sunday, August 16

- 9:00-10:50 Symposium: Proposed Revision of the 1985 *Standards for Educational and Psychological Testing*
Washington Hilton Hotel
Monroe Ballroom East
- 3:00-4:50 Symposium: One Hundred Years of Psychological Testing
Washington Hilton Hotel
Jefferson Ballroom East

5:00 Social Hour: One Hundred Years of Psychological Testing
Washington Hilton Hotel
Lincoln Ballroom East

7:00-9:00 Gala Centennial Celebration
Union Station, Mall Hall,
50 Massachusetts Avenue, NE
Tickets required: \$25 for adults, \$10 for students and can be purchased in the Centennial Booths in the APA registration areas and the Exhibit Hall in the Sheraton Washington Hotel. Limited to 5,000; first-come, first-served.

Monday, August 17

10:00-10:50 Symposium: Fate of Personality Assessment in Employment Screening
Washington Hilton Hotel
Jefferson Ballroom West

Also, the Traveling Psychology Exhibition developed by APA's Science Directorate and the Ontario Science Centre is now on view at the Arts and Industries Building of the Smithsonian until September 9. *Psychology: Understanding Ourselves, Understanding Each Other* is a hands-on experimental exhibit that is pleasurable for all ages. The hours are from 10:00 to 5:30. Call 202/357-2700 for more information. The Arts and Industries Building is located at 900 Jefferson Drive, SW.

PTC/Upstate New York Established

by Wanda J. Campbell

Edison Electric Institute

A new PTC has been formed in Upstate New York. This PTC is composed largely of members from the private sector. Currently, meetings are held every other month, although the schedule of meetings is still evolving. For more information, call president Nancy E. Abrams at 716/425-4273.

OBITUARY

Thelma Hunt Dies

Dr. Thelma Hunt died of a heart attack on June 23 at the Manor Care nursing home in Fairfax. Thelma was a long-time member of PTC/MW and led a distinguished career as an industrial psychologist.

Thelma was born in Aurora, AK, but grew up in Washington, DC. She received her master's and doctoral degrees in psychology at George Washington University, as well as a medical degree.

Dr. Hunt taught at George Washington University from 1927 to 1969, when she retired as a professor emeritus. From 1938 to 1963, she headed the psychology department.

During the 1930s, Thelma founded the Center for Psychological Service and served as its director until her retirement in 1991. While in this capacity, she served as a consultant to federal, state, and local personnel/human resource departments.

Thelma was an honorary life member of the International Personnel Management Association and a recipient of its Stockberger Achievement Award. She was a fellow of the American Psychological Association and the American Association for the Advancement of Science. Other memberships included the American Medical Women's Association and the American Association on Mental Deficiency. Thelma authored numerous publications. Recently, she and her colleague, Clyde Lindley, spoke at a PTC/MW luncheon on the subject of Testing Older Adults.

Dr. Hunt is survived by a sister, Robbia H. Knebel, who resides in College Park. Thelma will be sorely missed by the PTC membership as well as her other colleagues in the profession.

Regional Roundtable

by Wanda J. Campbell
Edison Electric Institute

A meeting of the Regional Roundtable was held at the recent IPMAAC conference in Baltimore. Representatives from the various PTCs, IPMAAC, MAPAC, and WRIPAC attended the meeting.

One outcome of the meeting was that Nancy Abrams, the representative for PTC/Upstate New York agreed to collect and share newsletters, organizational information such as bylaws, mailing lists, and training courses and conferences.

Information regarding the Regional Roundtable may be obtained from the current PTC president. As of August 13, 1992, Nancy Robinson will be PTC/MW's representative.

PROFESSIONAL CALENDAR

by Lance Seberhagen, Seberhagen & Associates

- Aug 9-12 Academy of Management. Annual Convention. Las Vegas, NV. Contact: Greg Oldham, Univ of Illinois, (217) 333-6340.
- Aug 9-13 American Statistical Association. Annual Convention. Boston, MA. Contact: ASA, (703) 684-1221.
- AUG 12** PTC/MW. LUNCHEON MEETING. Pier 7 Restaurant, Washington, DC. **DAVID KLEINKE**, PTC/MW President, Edison Electric Institute. Annual PTC/MW Business Meeting and Presidential Address. Contact: Norm Peterson, AIR, (202) 342-5065.
- Aug 12 Development Laboratories. Workshop by Rodney Lowman on "The Clinical Practice of Career Assessment: Interests, Abilities, and Personality." Washington, DC. Contact: Dev Labs, (713) 527-9235.
- Aug 13 Development Laboratories. Workshop by Rodney Lowman on "Advanced Clinical Practice of Career Assessment: Interests, Abilities, and Personality." Washington, DC. Contact: Dev Labs, (713) 527-9235.
- Aug 13 Development Laboratories. Workshop by Charles Clark on "Clinical and Forensic Assessment of Employee Work Fitness." Washington, DC. Contact: Dev Labs, (713) 527-9235.
- Aug 14-18 American Psychological Association. Annual Convention. Washington, DC. Contact: APA, (202) 955-7707.
- Aug 15 U.S. Army Research Institute. Alumni Event. Washington, DC. Contact: Joseph Zeidner, GWU, (202) 676-8609.
- Aug 30 - Sept 3 International Personnel Management Association. International Training Conference. Anaheim, CA. Contact: IPMA, (703) 549-7100.
- SEP 9** PTC/MW. LUNCHEON MEETING. Pier 7 Restaurant, Washington, DC. Speaker and topic to be announced. Contact: Norm Peterson, AIR, (202) 342-5065.
- Sep 17-8 George Mason University. Short course on SYSTAT statistical program for microcomputers. Fairfax, VA. Contact: Mary Kennedy, SYSTAT, (708) 864-5670.
- Sep 24-25 PTC Southern California. Conference. Newport Beach, CA. Contact: Barry Nathan, (213) 265-7316.
- Sep 28-29 George Mason University, Executive Programs. Seminar on "Innovative Compensation and Reward Programs for Team-Based Performance." Herndon, VA. Contact: GMU, (703) 733-2800.
- OCT 14** PTC/MW. LUNCHEON MEETING. Pier 7 Restaurant, Washington, DC. Speaker and topic to be announced. Contact: Norm Peterson, AIR, (202) 342-5065.
- Oct 22-23 Univ. of Pittsburgh. Conference on "Managing Ego Energy." Pittsburgh, PA. Contact: Ralph Kilmann, UPitt, (412) 648-1645.
- NOTE: November PTC/MW luncheon meeting is moved back one day from normal due to Veterans Day holiday on 11/11/92.**
- NOV 12** PTC/MW. LUNCHEON MEETING. Pier 7 Restaurant, Washington, DC. Speaker and topic to be announced. Contact: Norm Peterson, AIR, (202) 342-5065.
- Nov 19-22 American Psychological Association & National Institute for Occupational Safety and Health. Conference on Occupational Stress. Washington, DC. Contact: Sonja Preston, APA, (202) 336-6038.
- DEC 9** PTC/MW. LUNCHEON MEETING. Pier 7 Restaurant, Washington, DC. Speaker and topic to be announced. Contact: Norm Peterson, AIR, (202) 342-5065.
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**PERSONNEL TESTING COUNCIL OF METROPOLITAN WASHINGTON
P.O. BOX 1000 - SUITE 248 - MERRIFIELD, VA 22116**

PTC/MW ELECTED OFFICERS, 1991-1992

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President-Elect	Nancy Robinson, <i>Amtrak, Washington, DC</i>	W:(202)906-4177
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Vice-President	Norman Peterson, Ph.D., <i>American Institutes for Research, Washington, DC</i>	W:(202)342-5000
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Secretary	Cassi Fields, Ph.D., <i>Fairfax County Personnel Office, Fairfax, VA</i>	W:(703)324-4900
Recorder	Paul van Rijn, Ph.D., <i>U.S. Merit Systems Protection Board, Washington, DC</i>	W:(202)653-7701

PTC/MW COMMITTEE CHAIRS, 1991-1992

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**Deadline for items for next Newsletter:
August 17, 1992**

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