



Newsletter

A monthly publication of the Personnel Testing Council of Metropolitan Washington
Volume XXIV Number 3
March 2000

March PTC/MW Luncheon

- Date:** Wednesday, March 8, 2000
- Time:** 11:30 a.m. to 1:45 p.m. Lunch is served at noon and is included in the registration fee. *Note that due to the breadth of the topic, the program is scheduled to run 15 minutes longer than usual.*
- Place:** Pier 7 Restaurant. 650 Water Street, SW, Washington, DC (approximately one block south of the intersection of Maine Avenue and 7th Street SW).
- Price:** \$16.00 members, \$20.00 non-members. Free parking up to 3 hours.
- Menu:** Medallions of New York Sirloin, Breast of Chicken Tarragon, Chef Salad, Broiled Filet of Sole and Scallops, Seafood Newburg with Rice, Vegetable Plate, or Fruit Plate.
- Reservations:** Please go to the PTC/MW website at www.ptcmw.org. Click on the button "Luncheons and Workshops" and complete the online reservation form. You will receive confirmation of your reservation via e-mail. If you do not have access to the Internet or you would prefer to speak with someone about your reservation, please contact Kris Benson at Caliber Associates in Fairfax. Kris can be reached via voice mail at (703) 219-4429 or e-mail at bensonk@calib.com. Please include the following information in your message: name, membership status, menu selection, e-mail address, and telephone number. **The deadline for luncheon reservations is 2:00 p.m., Monday, March 6th.** Cancel by 2:00 p.m. Tuesday or else you must pay for your meal. Members are welcome to come for the program only without having lunch. (The program begins at approximately 12:30 p.m.)
- Topic:** **Recent Developments in Competency Assessment**
- Speaker:** **Marilyn Gowing, Ph.D., Margaret Barton, Ph.D., Amiel Sharon, Ph.D.**
The US Office of Personnel Management's Personnel Resources and Development Center (OPM/PRDC)

The speakers will describe some of the ongoing efforts at OPM to assess important work-related competencies. Marilyn Gowing will provide an overview of the Center and a model of high performing organizations that drives the work of the Center. Margaret Barton will discuss the results of a recent effort to develop and pilot an Internet-based test delivery system, and Amiel Sharon will discuss future-generation assessments that are on the horizon and demonstrate computer-based simulations currently used in the training context.

Dr. Gowing is Director of PRDC. She received her Ph.D. in I/O Psychology from George Washington University. She was recently named "Distinguished Psychologist in Management" for the year 2000.

Dr. Barton is a Personnel Research Psychologist with the OPM/PRDC, Competency Assessment Division (Chicago office). Her current projects include validation of a new clerical test and assessment development in connection with a workforce development project. She received her Ph.D. in I/O psychology from Tulane University.

Dr. Sharon is a Personnel Research Psychologist at OPM where he is leading a team of psychologists in the development of a national competency assessment battery. He received his Ph.D. in I/O Psychology from the University of Maryland.

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President's Message

Shane Pittman

The Pittman McLenagan Group, L.C.

I asked in my January address for people to judge us on what we do. In that vein, I would like to share with the members several goals the Board identified for this year's focus. While some of these goals are relatively painless and are on an individual level (such as attending luncheons), others will require the Board and the various committees to perform certain tasks. Many of these goals come from the survey results; others are a continuation of good work initiated under previous Boards. As you read through the following goals, I challenge each of you to accept the responsibility of contributing to at least one goal in support of PTC this year.

- Increase membership—especially student members (the more members the more we have to share)
- Increase attendance at luncheons and workshops (opportunities to hear, share and learn from each other)
- Research the issues involved in setting up a grant, dissertation award, student scholarship, etc. (encourages students in I/O psychology)
- Set up a PTC/MW sponsored reception for SIOP 2001 (provides opportunities for members to communicate at conferences, have a presence at national conferences and to support other organizations)
- Maintain the currency of the website (provides timely and accurate information to members)
- Increase member participation in the newsletter, e.g., have members share information on assessment or related activities (opportunities to share and learn from others in a more structured format)

Now I realize that these goals have not been specifically quantified. However, I think there is sufficient room to evaluate our activities. At the end of the year I will report on our efforts. Of course, we will continue to do the things identified in the survey that we have done in the past, such as submitting comments on such documents as the Test User Qualifications and submitting nominations for the Bemis Award.

To fairly extend my earlier challenge, let me offer a few concrete examples of how you can easily contribute your expertise, time and energy toward making PTC/MW more valuable for everyone. There are many areas that can use assistance that only need a "little" help! Consider the following list to help generate some ideas.

Area	Activity	Contact for Questions or Information
Membership	Encourage one person you know, who is not currently a member of PTC/MW, to join. Contact one or two universities to follow up on a letter sent regarding student membership.	Anthony Bayless – Membership Chair (703) 219-4306 baylessa@calib.com
External Affairs (I stole this category title!)	Provide any knowledge you might have about setting up a reception next year at SIOP, e.g., who to contact, what has worked at receptions you have been to before, etc.	Shane Pittman (301) 320-9500 shanep@pittmanlc.com
Sharing information through the newsletter	Write a brief summary of an interesting project in which you or others within your organization have been involved, that you think other members would find interesting or encourage someone else!	Lia Meyer – Newsletter Editor (703) 284-5676 llmeyer@ncs.com
External Affairs	Provide any knowledge or experience you may have or research the issues involved in setting up a scholarship or dissertation award including how to set up, issues regarding criteria for selection, panel participation, etc.	Shane Pittman
Participation	Attend one more luncheon or workshop than you normally do in one year.	Website to sign up for luncheon or workshop. www.ptcmw.org

Of course these are just a few examples. I'm sure there are many ways each of you can think of to share your expertise and energy with other members.

The Board and I look forward to working with many of you throughout the year.

----- PTC

JANUARY LUNCHEON SUMMARY

Situational Judgment Tests: Do They Work and What Do They Measure?

Dr. Michael A. McDaniel
Virginia Commonwealth University

The January luncheon speaker was Mike McDaniel from Virginia Commonwealth University. Dr. McDaniel discussed the role of situational judgment tests in applicant screening. In a situational judgment test, the applicant is presented with a situation and asked what she would do. Thus, situational judgment items often look like situational interview questions. However, unlike situational interviews where the applicant must generate a response, the items in a situational judgment test are typically in multiple choice format requiring the applicant to pick a response from those supplied. Situational judgment tests are usually paper-and-pencil tests although some are video-based. An example of a situational judgment item is:

Everyone in your work group has received a new computer except you. What would you do?

- A. Assume it was a mistake and speak to your supervisor
- B. Ask your supervisor why you are being treated unfairly
- C. Take a new computer from a co-worker's desk
- D. Complain to human resources
- E. Quit

From reading recent literature, one might conclude that situational judgment tests are a relatively new phenomenon developed by distinguished researchers like Motowidlo (low-fidelity simulations) or Sternberg (tacit knowledge tests). However, situational judgment tests have existed for at least 80 years. The earliest situational judgment test located was the judgment scale of the George Washington University Social Intelligence Test (Moss, 1926). Northrop's (1989) review of ability testing indicates that situational judgment tests were used in World War II by psychologists working for the U.S. military. Several situational judgment tests have been commercially available beginning in the 1940's. In addition, the U.S. Civil Service System was an active user of situational judgment tests in the 1960's. The more recent independent efforts by Motowidlo and Sternberg have generated a renewed interest in this testing format.

McDaniel reviewed practices in the development of situational judgment items. Motowidlo (personal communication) recommends the use of critical incidents to generate stems and the use of additional subject

matter experts to generate possible responses to the scenarios. Some authors simply write the items based on their presumed knowledge of the job and likely responses. It appears that most developers let the critical incidents drive the content of the test and then subsequently try to infer the skills and abilities tapped by the test. Others, however, have tried to build such tests to measure (or not measure) specific constructs. Stevens and Campion (1996) sought to develop a situational judgment test that was relatively free of cognitive correlates. However, the resulting test was highly g-loaded. There are not yet any proven technologies to write or select situational judgment items to measure specific constructs (such as general cognitive ability or conscientiousness).

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No PTC Luncheon in April

Normally PTC sponsors a luncheon along with a presentation or workshop on the second Wednesday of each month of the year.

This April, the second Wednesday of the month is the day just prior to the workshops for the Society of Industrial/ Organizational Psychologists Convention. As many of our members will be attending that convention, and will thus be traveling that day, we have decided to cancel the April luncheon.

The current schedule of PTC presentations and workshops is listed on the PTC website, www.ptcmw.org.

Attention Members

If you have paid your 2000 PTC/MW dues,
thank you.

If you haven't paid your 2000 PTC/MW dues,
please do so as soon as possible. ***This is the last newsletter you will receive until your dues have been paid.***

If you need a 2000 dues statement/membership application, please contact Gary Carter (phone - (703) 812-3053; e-mail - garyc@pdi-corp.com).

Suit Filed Over Administration of LSAT

Emily K. Demonte and David W. Arnold, Esq.

Reid Psychological Systems

The Law School Admission Council, Inc. (LSAC) has been charged with violating the Americans with Disabilities Act of 1990 (ADA). *See* 99-W-6209, 1999 (U.S. Dist. Ct. East Dist. of Pennsylvania). On December 6, 1999, the Department of Justice filed suit alleging that LSAC discriminates against people with disabilities in the administration of the Law School Admission Test (LSAT). The LSAT is an exam that is required for entrance to most American Bar Association (ABA) approved law schools.

The complaint summarizes the experiences of four different persons in taking the LSAT with the following allegations: In all cases plaintiffs had a physical disability (e.g., cerebral palsy, rheumatoid arthritis) within the meaning of the ADA and submitted documentation thereof from a qualified health care provider. The plaintiffs' requested accommodations, including additional time on the multiple-choice section of the LSAT, were denied. LSAC did approve various accommodations including less time than requested, and in one case LSAC approved an accommodation that was not requested. LSAC did not provide substantive guidance as to why requests were denied, what actions to take to receive requested accommodations and how to appeal LSAC's decisions. Three of the four plaintiffs were verbally advised by LSAC's staff that to obtain additional time a psychoeducational evaluation must be obtained.

LSAC is charged with not making individualized assessments of requests for accommodations, substituting its own judgment about the need for requested accommodations in the place of qualified individuals, not engaging in an interactive process with those seeking accommodations, failing to provide a reasonable appeals procedure and requiring persons with physical disabilities to obtain a psychoeducational assessment in order to be considered for additional testing time.

Specifically, the complaint alleges that "LSAC has maintained a policy and practice of requiring persons with physical disabilities to obtain psychoeducational assessment as a basis for determining whether it will grant the additional time requested. There is no reasonable basis for LSAC requiring persons with physical disabilities to obtain a psychoeducational assessment as a prerequisite to obtaining additional time." The complaint also states that "the Defendant's conduct . . . constitutes . . . a pattern or practice of discrimination."

PTC/MW 2000 Committees

Shane Pittman

The Pittman McLenagan Group, L.C.

I am happy to announce the Committees that will be working to make PTC/MW more valuable for each member. Please feel free to support any of these committees where you feel so inclined.

Committee	Chair	Members
Website	Joe Psotka	Jennifer Naughton, Lance Seberhagen, John Gugel
Training	Dan Russell	
Legal	Sandy Logan	Heather Roberts Fox
Membership	Anthony Bayless	Rob Michel
Newsletter	Lia Meyer	
Elections	Deirdre Knapp	

Thank you to each committee for sharing your time, energy and expertise.

----- PTC

Welcome New PTC/MW Members!

Regular Members

Kristin E. Craft, *Booz-Allen & Hamilton, Inc.*

Kimberly A. Hoffmaster, *Aon Consulting*

Rocky Lall, *Development Dimensions International*

Rafael C. Ortiz, *The Pittman McLenagan Group, L.C.*

Student Members

Amy R. Cooper, *Florida International University*

April H. Dobbs, *University of Oklahoma*

John W. Michel, *University of Baltimore*

Arthur Paddock, *University of Baltimore*

Giorgio A. Szabo, *George Mason University*

Gunna Yun, *George Mason University*

Jonathan L. Ziegert, *University of Maryland*

The suit, in addition to seeking the specific accommodations sought by plaintiffs, requests monetary damages, a declaration that the LSAC violated the ADA, a civil penalty and an order enjoining the defendant "from discriminating on the basis of disability against any individual seeking to take the LSAT with accommodations."

----- PTC

Delaware State Police Settle Religious Discrimination Claim

Emily K. Demonte and David W. Arnold, Esq.
Reid Psychological Systems

The Delaware State Police agreed to settle a suit brought against them involving charges of religious discrimination. Donovan Hawkins alleged that "he was discriminated against and denied employment as a Delaware State Trooper because of his religious beliefs."

Hawkins applied for a position as a Delaware State Trooper in the fall of 1998 and received a conditional offer of employment. There are seven components to the application process: written exam, oral board exam, physical agility exam, polygraph test, background investigation, medical exam and psychological exam. The offer was rescinded based upon the results of Hawkins' psychological exam.

According to the complaint, the written portion of the psychological exam was the Minnesota Multiphasic Personality Inventory (MMPI) which included questions about whether Hawkins:

- Believed in the second coming of Christ
- Believed in the teachings of the prophets
- Went to church often
- Read the Bible often

The complaint, filed on May 11, 1999, included ten separate counts charging violations of the U.S. and Delaware Constitutions (e.g., equal protection, freedom of speech, freedom of religion). On November 2, 1999, the Delaware State Police reportedly agreed to settle the case and pay Hawkins \$50,000. The State Police also agreed to stop using the first version of the MMPI and may use a later version of the test that does not contain religious questions.

PTC

----- Correction -----

In the article "Target Stores Charged with Violating the ADA" (February 2000), the third paragraph should have read, "In October of 1998 he applied for a stockperson position in Target Stores in Newark, California."

Visit PTC Online

Visit us at <http://www.ptcmw.org>. Find out about recent legal and other developments in our field – Check the calendar for upcoming professional events – Learn about PTC – Find out how to become a PTC member.

Mark your calendar

PTC/MW Workshop

Wednesday, May 10, 2000

Making Reasonable Accommodations in the Hiring and Testing Process: Legal and Measurement Issues

Steve Salyards, M.A., *United States Postal Service*
Joyce Tucker, Esq., *Tucker, Spearman, & Assoc.*
Charles Spearman, J.D., *Tucker, Spearman, & Assoc.*

The presenters will provide examples of practical experiences handling applicants requesting accommodations in hiring and testing situations. The impact of making accommodations on the quality of measurement will be discussed. In addition, an update on legal issues and recent rulings relevant to ADA and the Rehabilitation Act will be presented. Differences in handling applicants and employees will be illustrated and applied to potential selection situations.

Time: 11:30am to 3:45pm

Cost: *Before April 24th*—
Members \$60, Non-members \$75, Students \$40
After April 24th—
Members \$70, Non-members \$85, Students \$50

See our website to sign up! www.ptcmw.org

Next PTC/MW Executive Board Meeting

The next Executive Board meeting will be held on Monday, March 27th, at 6 p.m. at the Office of Personnel Management. Contact PTC/MW President Shane Pittman via telephone at (301) 320-9500 or e-mail at shanep@pittmanlc.com for more information.

Job Announcements

Consultant. Aon Consulting has an immediate opening for a Consultant in our Northern Virginia office. The ideal candidate will have a Ph.D. in Industrial/Organizational Psychology and 1-2 years of work or internship experience. Strong data analysis, research design, written, and oral communication skills are essential. Experience in job analysis and competency modeling, selection and assessment procedure design and validation, performance management or multi-rater assessment system development, or employee opinion surveys is preferred.

Responsibilities include work on a variety of human resource consulting projects with Fortune 500 clients across a range of industries. Some travel (local and national) required. Position offers diverse consulting experiences and opportunities to team with professionals in related specialty areas. Advancement commensurate with demonstration of skill growth and ability to manage increased responsibility.

If you are interested in joining our team with an emphasis on providing high quality client service in an energetic, collegial environment, please send or fax your résumé to: Daniel Russell, Aon Consulting, 2600 Park Tower Drive, Suite 101, Vienna, VA 22180; Fax (703) 208-1843; e-mail Daniel_P_Russell@aoncons.com.



The College Board is a national nonprofit membership association responsible for the development of quality assessments and educational programs such as the SAT, AP, PSAT/NMSQT, CLEP, Pacesetter and Accuplacer. Our expanding Research & Development Department is looking for exceptionally talented and highly motivated researchers. Three immediate openings exist in our New York City headquarters.

Associate/ Assistant Research Scientist in Assessment and Measurement (New York). This position will manage & conduct specific R & D projects and activities of major assessment programs; conduct original research and analyses; collaborate with vendors & leading external researchers and educators; represent the CB with educational institutions, state education depts., natl. organizations; publish & present research at natl. conferences. Requires: Doctorate in educational measurement, psychometrics, or psychological measurement; min. 5 yrs. of progressively responsible exp. managing and conducting R & D related to a major educational, certification/licensure or employment testing program; exp. designing & managing R&D efforts, developing and evaluating proposals, and writing technical & accessible publications on assessment;

strong statistical and analytic skills. Exp. developing & conducting national testing programs or state educational assessment programs, working with large databases, and web-based development desired.

Assistant Research Scientist for Educational Evaluation and Implementation (New York). This position will design, implement, manage, and evaluate the CB's Teaching and Learning programs with educational institutions, school districts & states; develop & conduct applied research and evaluation studies related to the implementation of AP, Pacesetter, and other T&L initiatives and effects on student and school performance. Requires: Master's degree in educational measurement or evaluation or related field (doctorate pref.); min. five yrs. of progressively responsible exp. designing & conducting evaluation studies, writing grant proposals & managing research projects; expertise in survey & sampling techniques, quantitative & qualitative research methods, psychometrics & statistics, computation, evaluation of educational evaluations & programs.

Assistant Research Scientist for College-Level Services (New York). This position collaborates with the R&D and College Level Services units to design & conduct research that supports college-level assessments; conducts evaluation, policy, psychometric & placement validity studies, field tests new assessments, collects data on new products; works with program staff, institutions & vendors to acquire and analyze data; oversees the research & psychometric issues related to College-Level Services programs (i.e., ACCUPLACER, WritePlacer, MAPS, CLEP, and Academic Profile); consults with program & regional staff, external users. Requires: Master's degree in educational measurement or a related field; 4 yrs. exp. coordinating applied research projects at multiple sites, conducting placement validity studies or developing licensing testing programs; developing lg. databases.

All positions require expertise with SPSS (& other statistical programs); strong interpersonal, written communication, presentation, and consultative skills & willingness to travel up to 15% of time.

Our excellent benefits package includes tuition reimbursement for employees & their dependent children, four weeks vacation and a phenomenal pension plan. Send cvr. letter & résumé to: Wayne J. Camara, The College Board, 45 Columbus Ave., New York, NY 10023-6992.

The College Board is an equal opportunity employer.

----- CONTINUED ON NEXT PAGE, COLUMN 2

LUNCHEON SUMMARY, FROM PAGE 3 -----

Situational test developers have used a variety of response instructions. Some instructions ask the applicants to identify the response they would “most likely do” in response to the situation. Often two responses are obtained from the same item by asking applicants to identify both the most likely and the least likely response they would perform. McDaniel speculated that for applicants responding honestly, one would expect this most likely/least likely instruction set would yield the best prediction of future performance. However, this instruction set yields inflated applicant scores when applicants choose to fake and such score inflation would lower validity. For one situational judgment measure, McDaniel found that respondents instructed to fake can raise their scores by about .5 standard deviations over honest respondents. Likewise, applicant samples score about a .5 standard deviation higher than do incumbents taking the test for development purposes. An alternative set of response instructions asks the respondents for the best answer (as opposed to what they would most likely do). There are at least three variants of this approach. One variant asks for the best answer, a second asks for both the best and the worst answer, and a third asks the respondents to rate each response on its effectiveness. McDaniel has found that the “best response” instruction set yields comparable scores to a “fake to look good” instruction set. McDaniel speculated that the best response instruction set is likely to yield a test in which scores cannot be improved through intentional faking and thus yield the best validity in operational applicant screening.

McDaniel offered that much of the debate concerning what situational judgment tests measure is misguided in that the debaters consider the situational judgment test to assess one construct and then they debate about what it is. McDaniel argued that it is best to view the situational judgment test as a measurement method, not unlike an interview. Like with an interview, one can assess a variety of constructs through a situational judgment test. It was offered that situational judgment tests typically measure multiple constructs. Smith and McDaniel (1998) found a situational judgment test had moderate correlations with length of job experience, age, conscientiousness, agreeableness, emotional stability and cognitive ability. McDaniel asserts that the extent to which a situational judgment test assesses various constructs is quite variable across tests. He cited (in press) meta-analytic results showing that situational judgment tests show a mean correlation with cognitive ability of .54 but with a very wide credibility value ranging from .19 to .89. Thus, a situational judgment test can be built to measure various constructs to varying degrees. The challenge for test developers is

JOB ANNOUNCEMENTS, FROM PAGE 6 -----

Research Scientist/Senior Scientist. The Human Resources Research Organization (HumRRO), a nonprofit behavioral science research organization, has an immediate opening in our headquarters office in Alexandria, VA. We are looking for individuals with a Ph.D. in I/O psychology or closely related fields with a minimum of 2 years of work experience. The individual should be prepared to work with a varied client base, including government agencies, associations, and the private sector.

Duties may include: performing job and task analysis, designing and developing assessments for selection, promotion, performance evaluation, and career development; designing and implementing research projects, analyzing data, writing reports, and preparing and delivering presentations. The individual would be expected to participate in marketing, proposal preparation, and directing major efforts within projects.

Salary commensurate with experience. Interested candidates should send a résumé to Mrs. Barbara Homan, Personnel Manager, HumRRO, 66 Canal Center Plaza, Suite 400, Alexandria, VA 22314. Phone (703) 549-3611; Fax (703) 549-9025; e-mail bhoman@humrro.org.

how to build the test to measure the constructs of interest to the researcher.

Also presented were meta-analytic estimates of the criterion-related validity of situational judgment tests. Across all situational judgments tests, the expected validity coefficient is .36 and the results exhibited validity generalization. However, for those tests with enough validity data to be examined separately, the validity of the tests varied widely. This finding would be consistent with the idea that situational judgment tests can vary in the constructs they measure.

McDaniel concluded his talk with a discussion of the difficulties of documenting the content validity of situational judgment tests consistent with the *Uniform Guidelines*. He noted that the relevant court case (*Green v. Washington State Patrol and Department of Personnel and State of Washington, USDC, ED WA, 1997*) had been summarized in a previous PTC newsletter by Lance Seberhagen. The primary content validity issue concerns the difficulty in linking the items to specific job tasks. Thus, it is recommended that validity documentation rest on criterion-related evidence.

PROFESSIONAL CALENDAR

by Lance W. Seberhagen, Seberhagen & Associates, sebe@erols.com

- Mar 3-5 I/O & OB Graduate Student Conference. Chattanooga, TN. Contact: James LeBreton, jlebreto@utk.edu.
- Mar 6-8 Society for HR Management. Employment Law & Legislative Conference. Washington, DC. Contact: SHRM, (703) 548-3440.
- MAR 8** ***PTC/MW. LUNCHEON MEETING. Dr. Marilyn Gowing, Dr. Margaret Barton, & Dr. Amiel Sharon. U.S. Office of Personnel Management. "Recent Developments in Competency Assessment." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.***
- Mar 8-12 Academy of HR Development. Conference. Raleigh-Durham, NC. Contact: AHRD, (504) 334-1874.
- Mar 9 Metro NY Association for Applied Psychology. Dinner Meeting. Dr. Virginia Schein, Gettysburg, PA. "Understanding Poor Women in Work: Opportunities for Industrial and Organizational Psychologists." New York, NY. Contact: Metro, (212) 539-7593.
- Mar 13-15 Institute for Professional Education. Seminar. "Applied Multivariate Methods Using Popular Statistical Computing Packages." Washington, DC. Contact: IPE, (703) 527-8700.
- Mar 13-15 Institute for Professional Education. Seminar. "Linear and Nonlinear Regression with Applications." Washington, DC. Contact: IPE, (703) 527-8700.
- Mar 14-15 University of Michigan, Joint Program in Survey Methodology. Short Course. "Tailored Design of Mail, Internet, & Other Self-Administered Surveys." Bethesda, MD. Contact: JPSM, (800) 937-9320.
- Mar 16-17 Personnel Decisions International. Conference. "Selection 2000." Chicago, IL. Contact: PDI, (612) 573-7883.
- Mar 17 Chicago I/O Psychologists. Meeting. "Current Theories about Leadership." Chicago, IL. Contact: Dr. Steve Allscheid, (312) 553-0213.
- Mar 22-24 Mid-Atlantic Personnel Assessment Consortium. Seminar. "Job Analysis." Harrisburg, PA. Contact: Robyn Talesnik, Maryland Highway Administration, (410) 545-5630.
- Mar 27-29 Institute for Professional Education. Seminar. "Applied Statistics." Washington, DC. Contact: IPE, (703) 527-8700.
- Mar 27-29 International Quality & Productivity Center. Conference. "Strategic Workforce Planning 2000: Staffing, Recruiting & Succession Planning to Achieve Leadership Continuity." Scottsdale, AZ. Contact: IQPC, (800) 882-8684.
- Apr 1-8 American Psychological Association. Seminar. Dr. William Foote. "Psychological Evaluation in Workplace Discrimination Cases: Research, Law, & Practice." Caribbean Cruise. Contact: Contacts Unlimited, (561) 776-7082.
- Apr 2-5 Society for HR Management. Annual Conference. San Diego, CA. Contact: SHRM, (703) 548-3440.
- Apr 6-9 American College of Forensic Psychology. Symposium. Newport Beach, CA. Contact: ACFP, (949) 673-7773.
- APR 12** ***PTC/MW. NO LUNCHEON MEETING THIS MONTH DUE TO CONFLICT WITH SIOP CONFERENCE. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.***
- Apr 13-16 Society for Industrial & Org. Psychology. Annual Conference/Workshops. New Orleans, LA. Contact: SIOP, (419) 353-0032.
- Apr 17-18 American Management Association. Seminar. "Human Resources and the Law." Arlington, VA. Contact: AMA, (800) 255-4141.
- Apr 17-19 International Quality & Productivity Center. Conference. "Transforming the Recruiting & Staffing Function into a Value-Added Business Partner." San Francisco, CA. Contact: IQPC, (800) 882-8684.
- Apr 20-21 University of Michigan, Joint Program in Survey Methodology. Short Course. "Psychology of Survey Responses." Arlington, VA. Contact: JPSM, (800) 937-9320.
- Apr 24-28 American Educational Research Association. Annual Convention. New Orleans, LA. Contact: AERA, (202) 223-9485.
- Apr 24-28 National Council on Measurement in Education. Annual Convention. New Orleans, LA. Contact: NCME, (202) 223-9318.
- May 1-4 Development Dimensions International. International Congress on the Assessment Center Method. San Francisco, CA. Contact: Cathy Nelson, DDI, (412) 257-3952 or cnelson@ddiworld.com.
- May 3-5 Employment Management Association. Annual Conference. Orlando, FL. Contact: SHRM, (703) 548-3440.
- Future SIOP: San Diego, 2001; Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

PROFESSIONAL CALENDAR (cont.)

- May 4 Office of Personnel Management. Briefing. "Executive Core Qualifications for the Senior Executive Service." 9:00 am - Noon, Alan K. Campbell Auditorium, OPM. Washington, DC. No registration required.
- MAY 10** **PTC/MW. SPECIAL EVENT! LUNCHEON/WORKSHOP. (11:30 am - 3:45 pm, extra charge). Steve Salyards, Joyce Tucker, & Charles Spearman. "Making Reasonable Accommodations in the Hiring and Testing Process: Legal and Measurement Issues." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- May 12 Chicago I/O Psychologists. Meeting. "Technology and Performance Assessment." Chicago, IL. Contact: Dr. Steve Allscheid, (312) 553-0213.
- May 20-25 American Society for Training and Development. Annual Conference. Dallas, TX. Contact: ASTD, (703) 683-8100.
- May 24-26 Center for the Study of Work Teams. Symposium. "Individual, Team, and Organization Effectiveness." Denton, TX. Contact: CSWT, (817) 565-3096.
- Jun 3-7 IPMA Assessment Council. Annual Conference. Washington, DC. Contact: IPMA, (703) 549-7100.
- Jun 8-11 American Psychological Society. Annual Conference. Miami, FL. Contact: APS, (202) 783-2077.
- Jun 10-14 Yale University. Conference. "Models of Intelligence for the Next Millennium." New Haven, CT. Contact: Dr. Robert Sternberg, Yale Univ, (203) 432-4633 or robert.sternberg@yale.edu.
- Jun 13-16 Organization Development Institute. Conference. "What's New in OD." Pacific Grove, CA. Contact: ODI, (440) 729-7419.
- JUN 14** **PTC/MW. LUNCHEON MEETING. Dr. Skipton Leonard, Personnel Decisions International, Arlington, VA. "Development of a 360 Degree Feedback Instrument for Use in Selection." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- Jun 15-16 SEAK Inc. National Expert Witness and Litigation Seminar. Hyannis, MA. Contact: SEAK, (508) 457-1111.
- Jun 16 Chicago I/O Psychologists. Annual Dinner Meeting. Chicago, IL. Contact: Dr. Steve Allscheid, (312) 553-0213.
- Jun 17-21 U.S. Dept of Education. International Conference on Establishment Surveys. Buffalo, NY. Contact: John Kovar, (613) 951-8615.
- Jun 25-28 Society for Human Resource Management. Annual Conference. Las Vegas, NV. Contact: SHRM, (703) 548-3440.
- Jul 20 Office of Personnel Management. Briefing. "Executive Core Qualifications for the Senior Executive Service." 9:00 am - Noon, Alan K. Campbell Auditorium, OPM. Washington, DC. No registration required.
- Jul 30-Aug 4 Human Factors and Ergonomics Society. Annual Convention. San Diego, CA. Contact: HFES, (310) 394-1811.
- Aug 4-8 American Psychological Association. Annual Convention. Washington, DC. Contact: APA, (202) 336-6020.
- Aug 4-9 Academy of Management. Annual Convention. Toronto, Canada. Contact: AOM, (914) 923-2607.
- AUG 9** **PTC/MW. LUNCHEON MEETING. Dr. Suzanne Tsacoumis, HumRRO, Alexandria, VA. "Development and Use of a Computerized Item Generator." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- Aug 13-17 American Statistical Association. Annual Convention. Indianapolis, IN. Contact: ASA, (703) 684-1221.
- Sep 11-13 Center for the Study of Work Teams. Conference. "Work Teams." Dallas, TX. Contact: CSWT, (817) 565-3096.
- Sep 21 Office of Personnel Management. Briefing. "Executive Core Qualifications for the Senior Executive Service." 9:00 am - Noon, Alan K. Campbell Auditorium, OPM. Washington, DC. No registration required.
- Oct 15-19 International Personnel Management Association. Annual Conference. San Francisco, CA. Contact: IPMA, (703) 549-7100.
- NOV 8** **PTC/MW. LUNCHEON MEETING. Ms. Beth Holst, National Retail Federation and NSSB Voluntary Partnership on Sales and Service, Washington, DC. "Assessment Via the Internet." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- Nov 11-15 International Association of Chiefs of Police. Annual Conference. San Diego, CA. Contact: IACP, (703) 836-6767.
- Future SIOP: San Diego, 2001; Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

PERSONNEL TESTING COUNCIL OF METROPOLITAN WASHINGTON

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