



# Newsletter

A monthly publication of the Personnel Testing Council of Metropolitan Washington  
Volume XXIV Number 5  
May 2000

## May PTC/MW Workshop

- Date:** Wednesday, May 10, 2000
- Time:** 11:30 a.m. to 3:45 p.m. Lunch is served at noon and is included in the registration fee.
- Place:** Pier 7 Restaurant. 650 Water Street, SW, Washington, DC (approximately one block south of the intersection of Maine Avenue and 7<sup>th</sup> Street SW).
- Price:** Students: \$50, Members: \$70, Non-members: \$85
- 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 contact Kris Benson at Caliber Associates 10530 Rosehaven Street, Suite 400, Fairfax, Virginia 22030. Tel: (703) 385-3200, Fax: (703) 385-3206 or sign up via our website, [www.ptcmw.org](http://www.ptcmw.org). **The deadline for reservations is Friday, May 5, 2000 and cancellations are refundable only through Wednesday, May 3, 2000.**
- Topic:** **Making Reasonable Accommodations in the Hiring and Testing Process: Legal and Measurement Issues**
- Speakers:** **Steve Salyards, M.A.,** *United States Postal Service*  
**Joyce Tucker, Esq.,** *Tucker, Spearman, & Associates*  
**Charles Spearman, J.D.,** *Tucker, Spearman, & Associates*

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 the Americans with Disabilities Act and the Rehabilitation Act will be presented. Differences in handling applicants and employees will be illustrated and applied to potential selection situations.

## Inside this month's issue...

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## President's Message

**Shane Pittman**  
The Pittman McLenagan Group, L.C.

### But What Does It Mean?

Have you ever really thought about the level of relationships we expect before we start making predictions about what a test can do? We all know of "others" who fall into the trap of following the masses regarding what is a "good" correlation, what is significant, and forget to really challenge the numbers they use.

We recently administered a knowledge exam within a public safety organization. Several weeks prior to the administration, we conducted a two-hour orientation related to the knowledge exam. In addition, the organization hired an external person to focus the remainder of the day on training for the skills assessment portion of the process. Just for kicks we decided to run a correlation between those attending the orientation session and the score on the knowledge exam. With a sample of 184 we found a significant relationship ( $p < .001$ ) of .317. Wow! Let's start predicting! Of course, I seriously doubt that NASA would launch any rockets based on such data, but boy do we quickly start making statements about "what this means." Let's play that game for a second.

Client: What do you think this means oh wise consultant?

Consultant: Well, certainly we can make the statement that our training for the knowledge exam had a direct impact on performance on the test!

Client: What do you think this means oh wise consultant?

Consultant: Well, certainly those who attend such events are smarter than those who don't. You should just conduct more orientation sessions and promote those who attend.

Client: What do you think this means oh wise consultant?

Consultant: Well, certainly those who attend such events are more motivated in performing well anyway. This training really made no difference at all. You should fire us.

Client: What do you think this means oh wise consultant?

Consultant: Well, certainly something in the training for the skills assessment portion of the process is directly related to performance on the knowledge exam.

Client: What do you think this means oh wise consultant?

Consultant: Well, certainly someone who is interested in sitting in a room for 8 hours will perform better on the knowledge exam.

Well, you get the point. We make really broad statements regarding "predictions" when we are actually accounting for very little variance. Others trust us to provide them with advice and counsel (whether we are internal or external) and expect us to provide them with reasonable, useful information.

This whole issue is most obvious in, but certainly not limited to, the published testing arena. Once when trying to be customer oriented, I agreed to review a personality test an organization wanted to use to select customer service employees. The test publisher's marketing material claimed all kinds of "hire the best," make the "right" decision, know who your "best" employees are, and on and on. I was certainly impressed with these claims, for a moment. When looking at the data, none of which were job performance related, the correlations, while significant ( $p < .05$ ) were in the low teens (average of .12). I don't know about you, but claiming to hire the best with only the use of this test—when accounting for only .014 of the variance—seems to be somewhat of an overstatement! (For all of my test publishing friends: I applaud those who are diligent about providing accurate, realistic information that is balanced about claims of prediction and use.)

So what should we say about the .317?

PTC



### Next Executive Board Meeting

The next Executive Board meeting will be held on Monday, May 22<sup>nd</sup>, 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.

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## MARCH LUNCHEON SUMMARY

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### Recent Developments in Competency Assessment

**Dr. Marilyn K. Gowing**

**Dr. Amiel T. Sharon**

**Dr. Margaret G. Barton**

*U.S. Office of Personnel Management*

The March luncheon speakers were Marilyn Gowing, Amiel Sharon, and Margaret Barton from the U.S. Office of Personnel Management (OPM). Dr. Gowing presented a three-part model for building high performance organizations, developed by OPM. Based on this model, first, people must have the right competencies and the capability for continuous growth and learning. Through competency-based recruitment and selection, organizations can hire the best-qualified applicants. Developmental activities help motivate and increase the competency level of an organization's workforce. Second, an organization must provide a climate that supports the effort of its employees. Finally, the desired outcomes for government include meeting the needs of citizens.

During the presentation, the speakers described OPM's experiences with the following computer-based tools that they have developed to assist organizations in recruiting, selecting, training, and developing a well-qualified workforce:

*USACareers* – A career-guidance and planning program with 360-degree assessments and diagnostic-ability tests that are available on the Internet.

*HR Manager* – A PC-based system containing comprehensive databases of tasks and competencies on most Federal occupations. OPM is currently working to make this also available on the Internet.

*USA Assessment* – A set of test batteries that will assess the critical workplace competencies using the latest computer technologies such as simulations.

The foundation for each of the assessment tools is the MOSAIC methodology. MOSAIC, which stands for Multipurpose Occupational Systems Analysis Inventory - Closed-Ended, is the methodology OPM uses to conduct occupational analyses. The MOSAIC approach allows for collecting a large amount of data on a large number of occupations for a variety of human resource functions. It consists of several steps. First, an extensive literature review is conducted. Occupational information is gathered from Federal, State and local government agencies as well as from private sector organizations in order to identify the full array of tasks and competencies that describe the occupations being studied. Focus groups comprising subject matter experts are convened

to review, critique and refine the tasks and competencies. A panel of psychologists links the tasks to competencies. An occupational survey questionnaire is distributed to thousands of Federal employees across the U.S. The survey data are analyzed according to appropriate statistical procedures and programmed into the *HR Manager*. The data are then used for the development of selection tools.

In his presentation, Amiel Sharon elaborated on the development of *USA Assessment*. *USA Assessment* is a new approach to measure all the competencies important for success in the Federal workplace. When completed, it will consist of batteries of tests, both cognitive and non-cognitive, designed to guide, select, and place candidates in Federal jobs that are most suitable to their skills and talents.

*USA Assessment* will employ advanced technologies to create new and more efficient ways to administer tests to a wide audience, as well as to assess new types of competencies. These tests will include some instruments that OPM has already developed, as well as others currently in development. Computer-based simulations that assess job candidates in virtual environments will have a major role in the assessments. The hope is that computer simulations will combine the strengths of assessment centers that take the "whole person" approach to assessment with the power of information technology to streamline the personnel selection process. Dr. Sharon demonstrated segments of two computer simulations that involve virtual work environments. These simulations served to illustrate virtual reality features that OPM plans to incorporate in *USA Assessment*.

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## MEMBER NEWS

J. Anthony Bayless has changed jobs. He is now working with the Research & Development Branch of the Immigration & Naturalization Service (U.S. Department of Justice) as a Personnel Research Psychologist. Anthony will be working on entry-level selection and validation projects as well as promotional assessment projects while at INS.

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### **Welcome New Members!**

#### Regular Members

Robert A. Ramos, HumRRO

Michelle Gonder, Federal Bureau of Investigation

#### Student Members

Stephanie C. Taylor, George Mason University

## Teaching-Licensure Exams: A Limited Tool to Identify Capable Teachers

### Press Release, The National Academies

WASHINGTON – Teaching-licensure tests can provide important information about prospective teachers' basic skills and qualifications, but the examinations typically are not designed to determine who will be effective in the classroom, says a new report from the National Research Council of the National Academies. The tests provide measures of subject-matter knowledge, basic literacy and mathematics skills, and knowledge of teaching methods – all of which many states consider to be minimal qualifications for beginning practitioners, said the committee that wrote the report. Yet the committee found little research that shows whether licensure-test results can actually identify people who would be competent classroom teachers. Moreover, many characteristics of the most competent teachers – such as considerable pedagogical skill, compassion, and resourcefulness – are difficult to measure and are not assessed by the most commonly used licensure tests.

States also vary in what they test for, how and when they test for it, and the minimum score required to pass the exams, the committee pointed out. As a result, federal regulations calling for state reports on passing rates could produce incomplete or misleading information about the quality of teacher-education programs across the country.

“Well-designed licensure tests provide information that states consider necessary, but the information is not sufficient to know whether a teacher will be successful in the classroom,” said committee chair David Z. Robinson, former executive vice president of the Carnegie Corporation of New York, New York City. “And when it comes to reporting passing rates to the federal government, the system is too fragmented to allow for meaningful state-by-state comparisons.”

Currently, 41 states require prospective teachers to pass tests to obtain a license. With many federal and state policy-makers focused on efforts to improve K-12 instructions, the issue of how teaching candidates fare on the exams has attracted increased attention. A 1998 federal law requires states and individual higher-education institutions that receive federal dollars to publicly disclose passing rates.

The report announces the committee's interim findings to update the U.S. Department of Education on the progress of a 20-month study of teacher-licensing tests and alternative methods that could be used to measure the quality of both prospective and current teachers. A final report will be released at the end of this year.

The study was funded by the U.S. Department of Education. The Research Council is the principal operating agency of the National Academy of Sciences and the National Academy of Engineering. It is a private, nonprofit institution that provides science advice under a congressional charter. The Committee on Assessment and Teacher Quality includes I/O psychologist Milt Hakel, Bowling Green State University, and attorney David Rose, Washington, DC, Former Chief of DOJ's Employment Litigation Section and a co-author of the Uniform Guidelines.

Copies of Tests and Teaching Quality: Interim Report are available from the National Academy Press, (202) 334-3313 or 1-800-624-6262. The cost of the report is \$12.00 (prepaid) plus shipping charges of \$4.50 for the first copy and \$.95 for each additional copy.

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# JOIN PTC/MW

## Benefits

- ✓ Membership directory
- ✓ Monthly newsletter with hot topics and legal updates
- ✓ Monthly luncheon meetings with invited speakers
- ✓ Interactive workshops
- ✓ Information clearinghouse
- ✓ Networking
- ✓ Employment opportunities
- ✓ Internet web site
- ✓ and more!

## Dues

Regular membership @ \$30/year  
Student membership @ \$15/year

## How to Join

Print the membership application off of our website and mail it, with dues, to PTC: [www.ptcmw.org](http://www.ptcmw.org). Questions? Contact Anthony Bayless, Membership Committee Chair, at (202) 616-3564 or [anthony.bayless@usdoj.gov](mailto:anthony.bayless@usdoj.gov).

**PTC/MW Workshop Registration Form**  
*Making Reasonable Accommodations in the Hiring and Testing Process:*  
*Legal and Measurement Issues*  
*May 10, 2000*

**Date:** Wednesday, May 10, 2000

**Time:** 11:30 a.m. to 3:45 p.m.

**Place:** Pier 7 Restaurant, 650 Water Street, Washington, DC

**Price (includes lunch):** Students: \$50, Members: \$70, Non-members: \$85

Yes! I'd like to attend the PTC/MW Half-Day Workshop on May 10, 2000 from 11:30 a.m. to 3:45 p.m. at the Pier 7 Restaurant, 650 Water Street, Washington, DC.

Name: _____		
Organization: _____		
Street Address: _____		
City/State/Zip: _____		
Work Phone: (    ) _____ Home Phone (    ) _____		
e-mail address: _____		
<i>I have enclosed a check for the amount indicated below (please check one):</i>		
Students <input type="checkbox"/> \$50	Members <input type="checkbox"/> \$70	Non-members <input type="checkbox"/> \$85

*Above amounts include lunch. Please indicate your luncheon selection below:*

<input type="checkbox"/> Medallions of NY Sirloin <input type="checkbox"/> Breast of Chicken Tarragon <input type="checkbox"/> Chef Salad <input type="checkbox"/> Fruit Plate	<input type="checkbox"/> Vegetable Plate <input type="checkbox"/> Seafood Newburg with Rice <input type="checkbox"/> Broiled Filet of Sole and Scallops
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Make checks out to PTC/MW. Send completed form and check to:  
 Kris Benson at Caliber Associates  
 10530 Rosehaven Street, Suite 400  
 Fairfax, Virginia 22030  
 Tel: (703) 385-3200 Fax: (703) 385-3206

Note: PTC EIN 510227161  
 Completed forms must be received by Friday, May 5, 2000.  
 Cancellations are refundable only through Wednesday, May 3, 2000.

## Job Announcements

**Senior Research Consultant.** Founded in 1975, Burgess Levin & Company (BLC) works with service-driven businesses to improve performance through customized measurement and training. Measurement tools include surveys to assess customer and employee satisfaction, performance appraisal instruments, and multi-rater (360°) feedback programs. Training specialties include customer service, teamwork, and leadership. Our professionals are good listeners who take a flexible, client-centered approach to organizational development. Clients include America Online, Cable & Wireless, Giant Food, INTELSAT, MCI, Mobil Oil, Nordstrom, and TCI Telecommunications.

We are expanding in the areas of web-based employee surveys and performance appraisal and seek an outgoing achiever experienced in survey design, statistical analysis, and OD consulting. Master's degree (preferably in I/O) and at least 5 years' experience desired. Must demonstrate strong analytical ability, project management skills, written and oral communication skills, and mastery of SPSS, Windows, spreadsheet applications, and database design/management. Must demonstrate well-developed presentation skills with experience presenting to non-technical audiences and managers.

Please send inquiries to: Mary Saily, Vice President, Burgess Levin & Company, Ltd., 6 Pidgeon Hill Drive, Suite 300, Sterling, VA 20165. Phone: 703-450-1101. Fax: 703-450-6985. E-mail: MarySaily@aol.com.

CS

**Human Resources Analyst, Senior (Test Research & Development Division, Atlanta, GA).** Minimum Job Requirements: Persons applying must have a bachelor's degree in psychology, human resources or related field and two years of professional experience in job analysis, test development and validation which included experience in analyzing job data and test results using computer programs such as LXR, EXCEL, and SPSS; or have an equivalent combination of education, training and experience.

**Duties of the job:** This employee develops and implements selected entry-level and promotional employee selection procedures for public safety and other City departments. Duties include but are not limited to developing, validating and/or administering written tests, structured interviews and assessment centers; conducting information dissemination meetings and training sessions as part of the test development and test administration process; developing data collection instruments, test specifications, plans and

scoring criteria for written tests, structured interviews, etc.; developing evaluation criteria for rank ordering applicants and establishing eligibility registers; developing and maintaining expertise and information on legal and technical aspects of assessment, personnel administration and other areas which support selection activities; performing other related duties as required.

*Starting salary:* \$39,200. *Salary grade:* 21.

*To apply for this job:* Applications accepted from March 27, 2000 until the vacancy is filled. Applications will be accepted weekdays during the hours 8:30 a.m. – 4:30 p.m., Monday through Friday. Résumés will not be accepted in lieu of application. Apply at: Bureau of Personnel Administration, 68 Mitchell Street SW, Suite 2107, Atlanta, GA 30335-0306. Phone: (404) 330-6369. Fax: (404) 658-6157.

The examination for this job will consist of an evaluation of applicant training and experience.

AFFIRMATIVE ACTION/ EQUAL OPPORTUNITY EMPLOYER

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# SEE YOUR JOB ad HERE

PTC/MW publishes job announcements at no cost for positions in the Washington, D.C., metropolitan area that are related to testing and I/O Psychology. To publish a job announcement in the newsletter, send the announcement (150 words or less) to:

Lia Meyer  
PTC/MW Newsletter Editor  
NCS, 4301 Wilson Boulevard, Suite 200  
Arlington, VA 22203  
E-mail: Lia@Meyer-Group.com  
Fax: (703) 284-5628

Visit PTC online at  
<http://www.ptcmw.org>

*LUNCHEON SUMMARY, FROM PAGE 3* .....

Margaret Barton presented the results of an Internet-based testing pilot, which involved assessment of core competencies associated with public sector clerical occupations. The objectives of this pilot effort, conducted as part of a concurrent test validation study, were to: (1) develop an Internet-based test delivery system; (2) pilot the system, identifying test access and test administration issues; and (3) evaluate use of Internet-based test delivery capability from technical, psychometric, and business standpoints. The characteristics of the Internet test included a custom-designed interface using secure socket layer technology; an introduction, a tutorial and sample items; and 6 timed multiple choice test parts (4 cognitive and 2 non-cognitive), each downloaded separately. Tests were administered in a proctored environment.

Initial steps involved in preparing for the Internet test administration included a decision as to where the server should reside and identification of appropriate testing sites. Fortunately, the client agency had computer training facilities with Internet access at each of the 5 regional offices being targeted. We obtained information regarding the system/computer specifications at each site, including operating system, processor speed, memory, and browser characteristics. The system/computer characteristics were identical or very similar across sites and met all predetermined standards. We also went through a testing protocol with each site to make certain that each computer terminal was accessing the test appropriately. An OPM representative went to each site the day prior to testing to check human-factors specifications such as font size and luminance of the screens. Test administrators were trained prior to test administration.

Despite preparations taken, we experienced technical difficulties at four of the five sites. The most serious problems experienced related to inadequate bandwidth or the amount of data that can travel across a network from one point to another. There are a number of factors, in addition to bandwidth size, that can influence effective transmission of data from one point to another. For example, the number of "interchanges" or stops the data has to make can impair the effectiveness of the system. Outcomes included extremely slow response times when trying to submit responses or a "freezing up" of the system. Inadequate bandwidth rendered the Internet test unusable during peak traffic flow periods (i.e., mostly in the afternoon) at two sites. Although the bandwidth problems were not entirely unexpected, they illustrated the importance of being able to control the link between the user test site and the Internet. Additional technical difficulties experienced, also related to the reliability of the Internet connection, were due mostly to connectivity and firewall configuration issues. Based on test

administrator reports and missing data patterns, navigation problems were an issue for a small percentage of participants.

Unfortunately, the demographic makeup of the Internet sample ( $n = 210$ ), as well as missing data patterns, hinder an evaluation of the equivalence between Internet and paper/pencil ( $n = 583$ ) versions of the test being evaluated in this study. Responses to an 18-item participant feedback questionnaire, from individuals who completed the Internet version of the test, were generally favorable. They found the Internet version of the test user friendly, liked being able to go at their own pace, and perceived it as a better method of testing prospective job candidates. Others, however, were uncomfortable using the computer, disliked having to scroll down to see all item responses, and were concerned with the potential for system and navigation errors. There also were several participants who, due to privacy concerns, did not want to enter in their social security number. Based on feedback from participants and test administrators, depending on the computer experience of the applicant pool, optional pre-test computer training, in addition to an orientation and tutorial, may be warranted to increase comfort levels in using a computer.

Despite the challenges, OPM believes that the potential for improved efficiency (e.g., reduction of printing and shipping costs, immediate scoring) and the potential for improved measurement (e.g., via multistage testing, continuous measurement models, and intelligent measurement) are worthwhile goals. This pilot helped us to have a better understanding of the issues, as well as to identify directions we may want to pursue in utilizing Internet-based technology for assessment purposes in the future. To summarize lessons learned with regard to Internet-based testing: (1) it's all about control; (2) make certain that navigation of the test is failsafe; (3) no aspect of the assessment process goes unchanged; and (4) consulting or partnering with those who have proven expertise in developing high stakes computer/Internet-based assessments is likely to be worthwhile.

..... PTC

**Mark your calendar**

At the PTC luncheon on June 14, **Dr. Skipton Leonard**, Personnel Decisions, Inc., will present on the development of a 360-degree feedback instrument for use in selection.

# PROFESSIONAL CALENDAR

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

- May 1-3 U.S. Office of Personnel Management. Conference. "Solutions 2000: The Future is Now." College Park, MD. Contact: Diane Johnson, (202) 606-2335 or solutions@opm.gov.
- 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 or shrm.org.
- May 4 Equal Employment Opportunity Commission. Federal Sector Town Hall Meeting. 5:00-8:00 pm. Washington, DC. Contact: Joel Kravetz, EEOC, (202) 663-4529. Advance registration required.
- 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). Mr. Steve Salyards, U.S. Postal Service; Ms. Joyce Tucker, Esq. & Charles Spearman, Esq., Washington, DC. "Legal and Practical Implications of the Americans with Disabilities Act." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- May 10-12 Mid-Atlantic Personnel Assessment Consortium. Spring Meeting. Washington, DC. Contact: Dr. Elliot Lasson, (410) 767-4928 or elasson@dbm.state.md.us.
- May 12 Chicago I/O Psychologists. Meeting. "Technology and Performance Assessment." Chicago, IL. Contact: Dr. Steve Allscheid, (312) 553-0213.
- May 14-17 Linkage Inc. Conference. "Change 2000" [organizational trends]. San Francisco, CA. Contact: LI, (781) 862-3157.
- May 17 Metro NY Association for Applied Psychology. Dinner Meeting. Mr. Schlomo Ben-Hur, Daimler Chrysler, & Dr. Edmund Piccolino, Kodak Polychrome Graphics. Topic to be announced. New York, NY. Contact: Metro, (212) 539-7593.
- May 18 Equal Employment Opportunity Commission. Federal Sector Town Hall Meeting. 5:00-8:00 pm. Washington, DC. Contact: Joel Kravetz, EEOC, (202) 663-4529. Advance registration required.
- 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 or ipmaac.org.
- Jun 7-9 PAQ Services Inc. PAQ Seminar. Logan, UT. Contact: PAQ, (435) 752-5698 or info@paq.com.
- Jun 8-11 American Psychological Society. Annual Conference. Miami, FL. Contact: APS, (202) 783-2077 or aps.org.
- Jun 11-13 Linkage Inc. Conference. "Leadership Development." Washington, DC. Contact: LI, (781) 862-3157.
- 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 & Dr. Maynard Goff, Personnel Decisions International, Arlington, VA & Minneapolis, MN. "How to Use a Multi-Rater Process for Making Decisions in Organizations." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- Jun 14-18 American Psychological Association and Yale University. Conference. "Models of Intelligence for the Next Millennium" (featuring Dr. Robert Sternberg). New Haven, CT. Contact: Yale, (203) 432-0465.
- 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 19 University of Texas. Conference. "Human Factors & the Web." Austin, TX. Contact: Dr. Phil Kortum, (512) 372-5711 or hfweb@tri.sbc.com.
- Future SIOP: San Diego, 2001; Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

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## PROFESSIONAL CALENDAR (cont.)

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- Jun 25-28 Society for Human Resource Management. Annual Conference. Las Vegas, NV. Contact: SHRM, (703) 548-3440 or shrm.org.
- JUL 12** **PTC/MW. LUNCHEON MEETING. Speaker to be announced. Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- 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 or apa.org.
- 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.
- Aug 28-29 Northwestern University & University of Chicago. Conference. "The Role of Non-Cognitive Skills in Adult Attainments." Chicago, IL. Contact: Gina LiCavoli, UC, (773) 834-4448 or jcpr.org/conferences/SRI\_2000\_call.html.
- Aug 28-29 Office of Personnel Management. Strategic Compensation Conference 2000. Washington, DC. Contact: Radiah Rose, OPM, (202) 606-8486 or rarose@opm.gov.
- Sep 11-13 Center for the Study of Work Teams. Conference. "Work Teams." Dallas, TX. Contact: CSWT, (817) 565-3096.
- SEP 13** **PTC/MW. LUNCHEON MEETING. Speaker to be announced. Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- 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 2-4 Society for Human Resource Management. Workplace Diversity Conference. Washington, DC. Contact: SHRM, (703) 548-3440 or shrm.org.
- OCT 11** **PTC/MW. LUNCHEON MEETING. Speaker to be announced. Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**
- Oct 15-19 International Personnel Management Association. Annual Conference. San Francisco, CA. Contact: IPMA, (703) 549-7100 or ipma.org.
- Oct 20 Society for Industrial and Organizational Psychology. Workshop. "Developing Organizations' Fitness to Compete" by Michael Beer, Harvard University. Cambridge, MA. Contact: Jack Kennedy, (212) 490-1600 or jackkennedy@bandm.com.
- 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.
- DEC 13** **PTC/MW. LUNCHEON MEETING. Dr. Shane Pittman, The Pittman-McLenagan Group, Bethesda, MD. "PTC/MW Presidential Address." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.**

## 2001

- Feb 28-Mar 3 Academy of Human Resource Development. Annual Conference. Tulsa, OK. Contact: AHRD, (225) 334-1874.
- Mar 19-21 Society for Human Resource Management. Employment Law and Legislative Conference. Washington, DC. Contact: SHRM, (703) 548-3440 or shrm.org.
- Apr 26-29 Society for Industrial & Organizational Psychology. Annual Conference & Workshops. San Diego, CA. Contact: SIOP, (419) 353-0032 or siop.org.
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- Future SIOP: San Diego, 2001; Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

**PERSONNEL TESTING COUNCIL OF METROPOLITAN WASHINGTON**

**1300 Wilson Boulevard, Suite 1000, Arlington, VA 22209**

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<b>Committee</b>	<b>Name</b>	<b>Affiliation</b>	<b>Work Phone</b>	<b>E-Mail</b>
Legal	Sandy Logan, M.A.		(703) 680-0556	sslogan@erols.com
Membership	Anthony Bayless, Ph.D.	Dept of Justice, INS	(202) 616-3564	anthony.bayless@usdoj.gov
Nom/Elections	Deirdre Knapp, Ph.D.	HumRRO	(703) 706-5662	dknapp@humrro.org
Newsletter	Lia Meyer, M.A.	NCS	(703) 284-5676	lia@meyer-group.com
Website	Joe Psotka, Ph.D.	ARI	(703) 617-5572	psotka@ari.army.mil
Training	Daniel P. Russell, M.S.	Aon Consulting	(703) 208-6803	daniel_p_russell@aoncons.com
Calendar	Lance Seberhagen, Ph.D.	Seberhagen & Associates	(703) 790-0796	sebe@erols.com

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PTC/MW  
Gary Carter  
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1300 Wilson Blvd, Suite 1000  
Arlington, VA 22209

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