



Newsletter

A monthly publication of the Personnel Testing Council of Metropolitan Washington
Volume XXIV Number 6
June 2000

June PTC/MW Luncheon

- Date:** Wednesday, June 14, 2000
- Time:** 11:30 a.m. to 1:30 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 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 contact Kris Benson at Caliber Associates, Tel: (703) 385-3200, Fax: (703) 385-3206 or sign up via our website, www.ptcmw.org. 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, June 12th.** 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:** **Using a Multi-Rater/360-Degree Process for Making Decisions in Organizations**
- Speakers:** **Skipton Leonard, Ph.D.** , *Personnel Decisions International*
Maynard Goff, Ph.D. , *Personnel Decisions International*

Clients interested in multi-rater and 360-degree feedback are generally strongly advised to use this methodology for development purposes only. Nevertheless, companies have been using multi-rater and 360-degrees approaches to performance management despite the warnings of I/O Psychology. Given this reality, PDI decided to build a multi-rater methodology from the ground up that addresses the above concerns and does provide a valid way to compare differences between managers. This presentation will provide the rational and technical approach for developing this assessment methodology and report on the results of a large-scale implementation of the process within a large Washington-based organization.

Skipton Leonard, Ph.D., is an Executive Consultant with Personnel Decisions International's Washington, D.C., office. He has over 20 years of experience helping organizations hire, retain and develop the best executive and managerial talent. Dr. Leonard received his doctoral and undergraduate degrees in Psychology from New York University and Middlebury College, respectively. A leader in the world of consulting, he is a Past President of the Division of Consulting Psychology of the American Psychological Association and was the founding Editor of *Consulting Psychology Journal: Practice and Theory*. He has numerous publications and presentations to his credit and has co-authored a graduate-level management textbook.

Maynard Goff, Ph.D., is Director of Research Services at Personnel Decisions International. Dr. Goff has extensive experience in personality, cognitive abilities, self-concept and skill acquisition research. Dr. Goff has authored or co-authored research articles and book chapters in the area of personality and intelligence. Dr. Goff's basic research on the relationship between personality and intelligence has earned a Mensa Award of Excellence for research on intelligence and intellectual giftedness. His applied work has earned an American Society of Training and Development Best Practice Award. Dr. Goff completed his Ph.D. at the University of Minnesota, specializing in Differential Psychology/Behavior Genetics.

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President's Message

Shane Pittman
The Pittman McLenagan Group, L.C.

"You need 8 years of job-relevant experience to perform this job."

How many times have you heard this or some similar statement by someone in an organization trying to establish minimum requirements? We are in a constant tug-of-war with hiring managers regarding how to identify and design requirements. Why is there such a desire to use number of years as the key screening device? Managers don't typically want to spend much time selecting new employees. Understandably so – they want to focus on the business of doing the work. (Although one could easily argue that managers must recognize one of their key tasks as the selection and development of personnel.) Therefore, developing minimum requirements seems to be a big waste of time. Just use a number! It is easy and is frequently based on the misperception that the more experience someone has, the better the employee. But we shouldn't forget that 10 years of progressive experience is not the same as 10 years of the same experience repeated year after year!

Of course, we know there is little supporting research that indicates more years of experience are directly related to higher performance. In fact, in some cases, more is worse! The "new economy" highlights this issue. Those most apt to be successful in the technology field do not necessarily have years and years of experience. In addition, the differentiation between 8 years and 7½ years is virtually impossible to define.

All of that said, I haven't even addressed the issue of describing the experience. Most hiring managers fail to conduct any type of real evaluation of their needs for a job. When I say "real," I don't necessarily mean a formal job analysis. I mean an evaluation of the entire environment and what a person must have in order to be successful. Frequently the focus is only on technical experience, not on the other experiences or skills that are critical to success in the job.

How can you be successful in defining the experiences needed for a job? You can't unless you really understand your environment and your specific needs. I guess what I am really saying is that using "bachelor's

degree and 3 years of related experience," ain't gonna get you what you want!

Of course, minimum requirements are not absolutely necessary depending on the particular job and organization. Keep in mind that minimum requirements are only a gross cut—a hatchet, not a fine carving knife. Minimum requirements are only valuable if the organization needs to screen applicants for some specific reason (large numbers, highly technical demand, security issues). More refined assessment devices are much more useful for evaluation of critical skills and abilities. In fact, if too finely defined, minimum requirements can become a hindrance to hiring.

I believe the greatest value minimum requirements can *potentially* provide, beyond the need for very specific technical screening, is a cheap alternative to realistic job previews. Environmental issues can make or break a person's success in the job. This issue is especially true for small organizations where new employees cannot get lost in some corner for years. Most organizations, however, tend to overlook these issues and expect the new employee to fit in rather than advertising and selecting for fit. How often have you seen the new employee who says, "I didn't know it was like this here. I didn't know I had to do this! I didn't know I had to work with teams all the time!" Valuable minimum requirements should include these "other" issues by clearly stating them in the requirements as ability and willingness or direct experience requirements.

I would caution you to remember, however, that minimum requirements are only one step in the process. No approach should rely solely on such information. Instead, organizations should view selection as a matching process between two "pies." One pie is the set of requirements or characteristics needed to successfully perform in the job. The other pie is made up of the applicant's characteristics. How similar does the applicant "pie" match the job "pie"? The more complete the match, the better chance of success. The more of the "pie" that is evaluated, the better the chance of finding the best match. Without taking the "pie" approach, organizations will continue to perpetuate the problem of unsuccessful employees and not know why!

PTC

Next PTC Executive Board Meeting

The Executive Board holds regular meetings throughout the calendar year. Contact PTC/MW President Shane Pittman via telephone at (301) 320-9500 or e-mail at shanep@pittmanlc.com for the date and location of the next meeting.

EEOC Issues New Compliance Manual Section on "Threshold" Issues for Addressing Bias Complaints

Press Release

The U.S. Equal Employment Opportunity Commission

WASHINGTON, May 12 - The U.S. Equal Employment Opportunity Commission (EEOC) today released a new section to its Compliance Manual on "threshold" issues, the factors considered by the Commission in determining who can pursue a legal claim of employment discrimination.

"This new Compliance Manual section will be extremely helpful not only to agency staff, but also to employers, workers, and their representatives," said EEOC Chairwoman Ida L. Castro. "It contains a wealth of accessible information on a broad range of important questions regarding what claims can be brought under the anti-discrimination laws."

Charging parties alleging workplace discrimination must satisfy certain "threshold" requirements before a substantive bias claim can be addressed by the Commission. Such issues include, for example, who can bring a charge of discrimination, the time frame under which to file a charge, whom a charge can be brought against, and what is covered by the civil rights laws.

The new section replaces former *Section 605: Jurisdiction in the Compliance Manual*. It also replaces nine other Commission policy guidances.

"The issuance of this section is a significant step in our ongoing efforts to update and streamline EEOC guidance in order to enhance customer service," Chairwoman Castro added. "The Commission will continue to make public information material available in a plain-language, more user-friendly format for laypersons and lawyers alike."

The full text of the new section, as well as other information about the Commission, is available on the agency's web site at www.eeoc.gov.

The EEOC enforces Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex, or national origin; the Age Discrimination in Employment Act, which protects workers 40 and older; the Equal Pay Act; the Americans with Disabilities Act, which prohibits discrimination against qualified individuals with disabilities in the private sector and state and local governments; prohibitions against discrimination affecting persons with disabilities in the federal government; and sections of the Civil Rights Act of 1991.

PTC

MEMBER NEWS

The Scott-Myers award is presented by the Society of Industrial/Organizational Psychologists (SIOP) to honor the best professional applied project of the year. A panel of SIOP members selects the winner. This year's winner is the Air Traffic Selection and Training (AT-SAT) project sponsored by the Federal Aviation Administration (FAA). There were 28 individuals from five organizations who played a significant role in the project. The organizations include Caliber Associates, Human Resources Research Organization (HumRRO), Personnel Decisions Research Incorporated (PDRI), RGI, and the FAA. Many of the individuals who worked on the project are PTC/MW members.

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Welcome New Members!

Regular Members

Casey M. Mulqueen, American Institutes for Research

Get Involved!

We are looking for someone to be the Chair of our Legal/Legislative Committee.

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This committee is charged with keeping PTC/MW members informed about important legislation, court cases, and other relevant legal developments.

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For more information, or to learn about other ways to get involved with PTC, contact Shane Pittman, PTC/MW President, at (301) 320-9500 or shanep@pittmanlc.com.

Job Announcements

Selection Systems Analyst and Selection Systems Intern. GEICO Direct, a fast growing Fortune 500 company and the 6th largest auto insurer in the country, is seeking Selection Systems Analyst and Intern candidates for its Staff Development department in Chevy Chase, Maryland (just outside of Washington, DC). GEICO's Staff Development department is responsible for developing, validating, and implementing selection processes as well as selection system training, training program development, and supervisory development.

These positions involve working with a team of I/O psychologists and other staff development specialists on the research and development of selection processes and other efforts designed to increase employee productivity and decrease turnover.

The *Selection Systems Analyst* will be responsible for developing, validating, and implementing selection tools and participating in other research activities. Strong research, data analysis, oral and written communication, and interpersonal skills are critical. Knowledge of SAS and/or SPSS for Windows is highly desirable. A Ph.D. in I/O psychology is preferred. GEICO offers competitive salaries, a comprehensive benefits package including 401K, and a very generous profit sharing plan.

The *Selection Systems Intern* should be a graduate student (post Master's degree) in industrial/organizational psychology or a related field. Training or experience in job analysis, selection tool development and validation, and data analysis are essential. Strong research, data analysis, and interpersonal skills are critical. Experience with SAS and/or SPSS for Windows is highly desirable.

Interested and qualified candidates should send their résumés to Jill K. Wheeler, Ph.D., Staff Development, One GEICO Plaza, Washington, DC 20076. E-mail: JWheeler@geico.com.

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Psychometrician/Workshop Facilitator (Gainesville, Florida). Exporior Assessments, a fast-growing, national leader in licensure and certification examination programs, is seeking a psychometrician/workshop facilitator for its expanding test development department.

Duties and responsibilities will include test development, scoring and analysis, job analysis, specification development, item and form development, cut score

setting, equating, and statistical analysis of item and test performance. Experience in conducting test development workshops preferred. Should be familiar with at least one statistical software package – SPSS desired. Will also be responsible for producing reports and making presentations to clients. Must be willing to travel. Master's degree in measurement or related field required; Doctorate desirable.

Selected individual must also have strong oral and written communication skills, initiative, good computer skills (including knowledge of Microsoft Office), well-honed interpersonal skills, and the ability to organize and prioritize multiple tasks. Fast-paced, challenging, cooperative team environment. Competitive salary/benefits. Will be based in Gainesville, Florida.

Fax résumé to Exporior Assessments (352) 336-4513 or e-mail to marty.persampieri@exporioronline.com.

❧

Data Analyst (Princeton, NJ). The Research Division at Educational Testing Service is seeking a data analyst to join the Center for Measurement Models with the following qualifications: A bachelor's or master's degree in statistics or computer science, or in a related field. Strong programming background, preferably in Fortran, and coursework in statistics and numerical analyses are essential.

Experience in analyzing data using statistical/psychometric techniques and knowledge of IRT models is highly desirable.

You will develop original software as well as work with existing ETS-developed modules and commercial software products. Primary duties include original programming of cutting-edge psychometric procedures based on measurement models and statistics developed by ETS research scientists, or modifications of existing programs to incorporate updated procedures. Other duties include preparation and quality control of research databases; developing, modifying and documenting statistical analysis software.

The work is carried out primarily in Fortran, on a variety of platforms including mainframes, PC's and UNIX systems; other software including SAS, Excel/Access, and S-Plus may be used on occasion. ETS is located near Princeton, NJ, and offers a competitive salary,

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JOB ANNOUNCEMENTS, FROM PAGE 4 -----

commensurate with experience, attractive benefits package, and ample opportunity for professional growth.

For confidential consideration, please send résumé, including salary requirements to: Ruby Chan, MS 14-R, ETS, Rosedale Road, Princeton, NJ 08541. E-mail: rchan@ets.org, Fax: (609) 734-5010.

ETS IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



Management Consultant, Strategic Management Practice. McManis Associates Division, The MMI Group Inc., A St Paul Company is a nationally recognized research and management consulting firm offering a unique opportunity for career excitement in our Washington, DC, office.

Consult with the ability to apply academic and experiential knowledge to assess complex organizational behavior. Knowledge and experience in organizational communications, assessment, and interventions is required. Knowledge of organizational information systems, organizational culture and organizational learning principles a plus. Must be able to develop workable solutions to organizational challenges.

Must be comfortable working with and in front of groups. Prior experience working with or in Federal Government a plus. Good group facilitation skills and excellent report writing skills are critical. Master's or doctoral degree required in organizationally related field such as business, organizational psychology, cultural anthropology or other social science. Three to seven years of experience is required. Contact: McManis, Attn: Human Resources, 540 Lake Cook Rd, Deerfield, IL 60015. E-mail: bpritchett@ejobs.com, Fax résumé to: (847) 374-1306.

AA/EOE/M/F/D/V



Supervisory Personnel Research Psychologist. This position is located in the Personnel Resources and Development Center (PRDC) of the Employment Service of the U.S. Office of Personnel Management.

You will serve as Director of the Human Resource Innovations (HRI) Division, one of three divisions in PRDC. All divisions are responsible for conducting research and applying innovative assessment procedures and technologies to develop practical solutions to human resource management problems, and for providing technical assistance to departments and agencies in their areas of expertise. The HRI Division is responsible for developing a multipurpose occupational analysis system, including design of software systems and research and development work on research applications in all areas of human resource

management. The Performance America Team within HRI is responsible for organizational assessment, involving use of OPM's Organizational Assessment Survey to assess government culture, including research and development on indices of organizational effectiveness and design of software applications. You will direct a highly specialized professional and support staff and coordinate the workload and work-related activities of a sizable staff. Projects may be staffed by teams including members of other PRDC divisions, as well as staff in OPM's Service Centers nationwide, requiring coordination with Service Center Directors.

Critical competencies include: (1) Technical Competence, (2) Human Resource Management, (3) Oral and Written Communication, (4) Team Building, (5) Customer Service, (6) Creativity and Innovation, (7) Planning and Evaluation.

The position is GS-180-15, with a salary range \$84,638-\$110,028 and closing date of June 13. To apply, go to <http://www.usajobs.opm.gov/wfjic/jobs/BR2157.HTM>.

----- PTC

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

Keep us informed

If you have any news about PTC/MW members, please let us know. We like to hear about promotions, job changes, etc.

Send news to the Newsletter Editor for inclusion in the "Member News" section of this newsletter.

PROFESSIONAL CALENDAR

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

- 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. "Using a Multi-Rater/360-Degree 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 National Institute for Occupational Safety and Health. Workshop. "Work, Smoking, and Health." Washington, DC. Contact: Marcia Stanton, NIOSH, (304) 285-6339 or mstanton@cdc.gov.
- 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.
- Jun 21 Metro NY Association for Applied Psychology. Dinner Meeting. William Abelow and Katharine Angstadt. "Explore Team Building with Outward Bound of New York City." New York, NY. Contact: Metro, (212) 539-7593.
- 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 11-13 Institute for Professional Education. Seminar. "Applied Statistics." Washington, DC. Contact: IPE, (703) 527-8700.
- Future SIOP: San Diego, 2001; Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

PROFESSIONAL CALENDAR (cont.)

- 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 18-20 Institute for Professional Education. Seminar. "Applied Multivariate Methods Using Popular Statistical Computing Packages." Washington, DC. Contact: IPE, (703) 527-8700.
- Sep 20-22 Mid-Atlantic Personnel Assessment Consortium. Fall Meeting. Princeton, NJ. Contact: Dr. Elliot Lasson, (410) 767-4928 or elasson@dbm.state.md.us.
- 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.
- Sep 26-29 Institute for Professional Education. Seminar. "Designing Effective Surveys." Washington, DC. Contact: IPE, (703) 527-8700.
- Oct 2-4 Society for Human Resource Management. Workplace Diversity Conference. Washington, DC. Contact: SHRM, (703) 548-3440 or shrm.org.
- Oct 10-13 Linkage Inc. Conference. "Emotional Intelligence" Chicago, IL. Contact: LI, (781) 862-3157 or linkageinc.com/ei2000.
- 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 11-13 Institute for Professional Education. Seminar. "Linear and Nonlinear Regression with Applications." Washington, DC. Contact: IPE, (703) 527-8700.
- 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.
- Nov 14-17 Institute for Professional Education. Seminar. "Designing Effective Surveys." Washington, DC. Contact: IPE, (703) 527-8700.
- Dec 4-6 Institute for Professional Education. Seminar. "Applied Statistics." Washington, DC. Contact: IPE, (703) 527-8700.
- Dec 6-8 Institute for Professional Education. Seminar. "Linear and Nonlinear Regression with Applications." Washington, DC. Contact: IPE, (703) 527-8700.
- 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.*
- Dec 18-20 Institute for Professional Education. Seminar. "Applied Multivariate Methods Using Popular Statistical Computing Packages." Washington, DC. Contact: IPE, (703) 527-8700.
- 2001**
- Feb 15-17 Society for Consumer Psychology. Winter Conference. Scottsdale, AZ. Contact: Dr. Susan Heckler, Georgetown University, (202) 687-8372 or consumerpsych.org.
- 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 1-4 Human Resource Planning Society. Annual Conference. Las Vegas, NV. Contact: HRPS, (212) 490-6387 or hrps.org.
- Apr 10-14 American Educational Research Association. Annual Convention. Seattle, WA. Contact: AERA, (202) 223-9485 or aera.net.
- Apr 11-13 National Council on Measurement in Education. Annual Convention. Seattle, WA. Contact: NCME, (202) 223-9318 or ncme.org.
- Future SIOP: San Diego, 2001; Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

PERSONNEL TESTING COUNCIL OF METROPOLITAN WASHINGTON

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<http://www.ptcmw.org>

PTC/MW Elected Officers, 2000				
Office	Name	Affiliation	Work Phone	E-Mail
President	Shane Pittman, Ph.D.	Pittman McLenagan Group	(301) 320-9500	shanep@pittmanlc.com
Past President	Deirdre Knapp, Ph.D.	HumRRO	(703) 706-5662	dknapp@humro.org
President-Elect	Ann Quigley, M.A.	U.S. Postal Service	(202) 268-3952	aquigley@email.usps.gov
Vice President	Lance Anderson, Ph.D.	Caliber Associates	(703) 219-4448	anderson@calib.com
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Treasurer	Elaine Engle, Ph.D.	Burgess Levin & Company	(703) 450-1101	elaineengle@aol.com
Recorder	Tina Strickland, M.A.	OPM	(202) 606-1428	tsstrick@opm.gov

PTC/MW Committee Chairs, 2000				
Committee	Name	Affiliation	Work Phone	E-Mail
Legal	Vacant			
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@humro.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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