



Newsletter

A monthly publication of the Personnel Testing Council of Metropolitan Washington
Volume XXIV Number 11
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November PTC/MW Luncheon

- Date:** Wednesday, November 8, 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, November 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:** **Conducting Certification Testing Using the Internet**
- Speakers:** **Beth Holst, Sales & Service Voluntary Partnership, Inc. (S&SVP)**

Beth Holst, S&SVP Executive Director, will discuss using the Internet as a delivery system for a national system of examinations, how and why the S&SVP Board came to the decision to use the Internet, and the advantages and disadvantages discovered before, during, and after beta-testing.

Ms. Holst has been working at the National Retail Federation Foundation (NRF Foundation) for the past two years as the Executive Director of the S&SVP. The S&SVP is a national body of industry, educators, community organizations, and labor unions which represent four industries: retail, wholesale, personal services, and real estate. The S&SVP is charged by Congress, through the National Skill Standards Board, to develop a national system of skill standards, assessment and certification for these four industries. At this time the partnership represents over 25 million employees. Ms. Holst's background includes working in the legal field and politics. She has degrees in Political Science and graduate paralegal certificates in Business and Environmental Law.

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President's Message

Shane Pittman

The Pittman McLenagan Group, L.C.

WARNING: ARTICLE CONTAINS FOOTBALL REFERENCES!!

The stakes are high. Careers are lost and won in the wink of an eye. Small differences can determine the outcome. There is high visibility. The goal is for the best performers to get the biggest piece of the pie, but there are certainly times when those who seem to be performing the best get cast aside and those who continue to perform poorly take forever to get rid of. Sound familiar? No, not selection in a highly litigious environment... a football game.

OK, I must confess my weekend activities heavily influenced this column. I am a Redskins junkie (but don't call me a Hog or Hogette!) Humor me on this. Have you ever considered how similar the whole football experience is to selection efforts? It really hit me when, after a third down for the Redskins, the referees brought out the chains. The placement of the ball (causing much discussion on the sidelines) was critical to the outcome (a first down). The amount of error in this process seems huge. The ball could have been easily placed anywhere within a yard or two, or more, of the "real" location. This one act could have turned the game. What do you suppose the standard error of measure is for referees in placing the ball? I bet it is large.

Or how about the challenge process for instant replay? Let's try their approach in selection. If you appeal something about the testing process or content, that's fine, but if you lose you get points taken away. That would certainly control the number of appeals (maybe not a bad idea after all!) Of course, how many times have we seen a play rerun and rerun that was not appealed but was clearly wrong? What happens to the referees in that case?

What about the way acquisitions are made? To be just a touch partisan, how on earth can someone justify getting rid of Brian Mitchell? What kind of fair selection process is that? Of course you hear them say it is just a business, but doesn't that demand that decisions are made in a fair and job-relevant manner?

How is selection that different from football? The stakes are certainly high. Careers are certainly lost and won through assessment processes. Well, maybe the money

PTC/MW Election Results

Deirdre Knapp

HumRRO

I am pleased to report to you the results of the elections to the 2001 PTC/MW Board. We had a terrific slate of candidates and several tight races. We actually had a tie for Secretary, though I didn't know this until receiving a ballot several days after the last day on which valid ballots could be postmarked. The two candidates (Rob Michel and Hilary Weiner) were very gracious about the resulting confusion. At least three lessons were learned: the postmark date can be a lot different from the delivery date, we need a way to break ties (we recommend a coin toss), and *your vote counts!*

The candidates assuming positions on next year's board are as follows:

<i>President-Elect.....</i>	Suzanne Tsacoumis
<i>Vice President for Programs.....</i>	Chris Sager
<i>Secretary.....</i>	Rob Michel
<i>Treasurer.....</i>	Tina Strickland
<i>Recorder.....</i>	Elaine Engle

They will join **Ann Quigley**, who will be serving as President, and **Shane Pittman**, who will remain on the Board as Past-President.

Congratulations to our new board members, and thank you very much to all the candidates who participated in this election, including Gary Carter, Ray Morath, Hilary Weiner, Julia McElreath, and Lia Meyer. It was an exciting contest!

is not as high (if you don't consider lawsuits). But consider the error inherent in any testing process, for example a knowledge test with a standard error of measurement of 3. This is probably considerably better than the standard error of measurement of ball placement by the referees after each down. Or what about the notion that the "best" performer is not always the high scorer, or where everyone knows that the top scorer is not the "best" performer? Does this sound like a familiar cornerback (Dion Sanders maybe?) who is paid a lot (high scorer) but can't seem to perform up to expectations—nevertheless we keep sending him out there anyway!

Maybe the biggest difference is that football is a series of anecdotal stories, highlighted through focus on the individual rather than focus on more global prediction. Looking at the structural underpinnings of selection, I am beginning to think that football could use some of our rigor and research. Maybe I am just too optimistic, but selection doesn't look nearly as bleak when compared to football. On the other hand, maybe you should ask me again after next week's game.

Update on Expert Testimony

Lance Seberhagen

Seberhagen & Associates

The Federal Judicial Center (FJC) has just published the Reference Manual on Scientific Evidence, Second Edition (2000). The Manual includes chapters on expert testimony, how science works, statistical analysis, multiple regression, and survey research. Every expert witness should get a copy, but you don't have to be an expert to benefit from this Manual! The Manual is available on the Internet at fjc.gov, or you may call the FJC for a free copy at (202) 502-4153.

Also available at the FJC website is a report by Johnson, Krafka, and Cecil (2000) on their recent survey of federal judges and attorneys about expert testimony in federal civil trials. The authors found that the most common problems with expert testimony were (rankings by judges and attorneys presented in columns):

<u>Problem</u>	<u>Judges</u>	<u>Attys</u>
1. Experts abandon objectivity; become advocates for hiring party.	1	1
2. Excessive cost of party-hired experts.	2	2
3. Questionable validity and reliability of expert testimony.	3	4
4. Conflict among experts that defies reason.	4	3
5. Disparity in level of competence between opposing experts.	5	5
6. Expert testimony not comprehensible to judge.	6	6
7. Expert testimony is comprehensible but not helpful to judge.	7t	7
8. Parties fail to provide discoverable information regarding experts.	7t	8
9. Attorneys are unable to cross-examine experts adequately.	9	11
10. Indigent part unable to retain expert.	10	10
11. Trial delayed due to unavailability of experts.	11	12
12. Experts poorly prepared to testify.	12	9

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PTC/MW 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.

Summary of the APA's Web Posting Policy

Lia Meyer

The Pittman McLenagan Group, L.C.

In November of 1997, the Publications and Communications Board (P&C Board) of the American Psychological Association (APA) adopted an interim policy for posting research on the Internet. For those of you who are not familiar with this document and are considering posting your own research on your website, here is a brief summary of the APA's interim Web Posting Policy.

According to the P&C Board, there are positive and negative implications of posting research on the Internet. Of course, the primary benefit of being able to post our own articles on the Internet is that it makes research accessible to everyone with access to a web browser. The primary downfall of posting personal articles, according to the P&C Board, is that those articles are not subject to the rigorous peer review process that published articles must endure. Thus, the validity of the content may be questionable, and we risk propagating research findings that do not conform to the standards of our profession. The Web Posting Policy was adopted with the goal of minimizing this risk, while still allowing for wide accessibility of research.

The APA's interim policy states that "prepublication" documents (i.e., those that have not yet been published in a journal, book, or some conference proceedings) may be posted on the Internet. However, authors and readers alike should be aware of the risks involved with such postings. First, although the words remain protected by copyright laws, the concepts cannot be protected. Thus authors risk losing their ideas to others. Furthermore, authors risk losing their words if there is an implied license for use. That is, if the article is posted in a forum where readers expect to be able to quote others, the readers are said to have implied license. Second, some journals might not publish articles posted previously on the Internet, although this is not the APA's policy. Third, going back to the risk described previously, readers should be wary that Internet-posted articles have not necessarily been reviewed for academic rigor.

The risk of not being able to publish the article later is something that the author should research with his/her preferred journal of publication prior to posting. The policy suggests addressing the other two risks described above by including disclaimers with the article. For example, you can protect against implied license by stating explicitly that the article is copyrighted, e.g., "Copyright belongs to (author's name). For personal use only. Do not give or send any copies of this article to

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Job Announcements

Director, Assessment & Certification. Manufacturing Skill Standards Council (MSSC). Director has lead responsibility for developing a nationwide assessment, documentation, and certification system for all sectors of manufacturing based upon MSSC skill standards. This is a leadership position with national visibility in an industry-led, non-profit organization working closely with the National Skill Standards Board. Director is responsible for developing assessments for core and concentration skills and building an infrastructure of assessment and certification organizations. Skills required include knowledge of workforce competency systems and human resource best practices in industry; familiarity with employee recruitment, selection and evaluation issues within a unionized context; and understanding of employee development and career pathways in manufacturing. Qualifications: At least eight years of experience with assessment programs; Ph.D. in industrial psychology or organizational behavior. Full-time position, Washington DC location near White House, excellent benefits. Salary based upon experience. Fax résumé to Cheryl Jones at (202) 289-7618.

Consulting Psychologists, Statisticians, and Other Quantitative Specialists. Charles R. Mann Associates, Inc., is soliciting expressions of interest from psychologists, statisticians, and other quantitative specialists with experience in litigation or regulatory matters, who would like consulting work on an as-needed basis. We seek individuals who have given sworn testimony in court, deposition, or similar forums and who are comfortable in the legal arena. They should also have strong verbal and writing skills and be able to explain technical concepts to laypersons. A doctoral degree or the equivalent is required.

Charles R. Mann Associates, Inc., is a nationally known consulting firm established in 1977 to specialize in providing analytic services to the legal and human resource professions. Our primary areas of activity are employment discrimination litigation and affirmative action planning, but we also work on legal matters in a variety of other areas. We are now seeking to expand by offering additional services to our client base.

Please send your résumé (including identification of trials and hearings in which you have provided sworn testimony); a brief summary of your area(s) of specialization (e.g., test development, factor analysis, statistical modeling) and your current consulting rate. All correspondence will be kept confidential.

Please reply by mail, fax, or e-mail to: Charles R. Mann, Ph.D., Charles R. Mann Associates, Inc., 1101 Seventeenth Street, NW, Suite 505, Washington, DC, 20036-4704. Fax: (202) 466-6050, E-mail: crmann@attglobal.net, Website: mannassociates.com.

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WEB POSTING POLICY, FROM PAGE 3

other people.” To address the risk of propagating research that has not been rigorously reviewed by peers, the policy suggests including a statement to distinguish a posted (unreviewed) document from a published (reviewed) document. For example, “Unpublished document,” “Draft only,” or, if it is about to be published, “This article is intended for eventual journal publication and should be cited as an unpublished manuscript.”

Regarding documents published by the APA, the policy states that authors are permitted to send electronic copies of the articles upon request, providing that the APA’s copyright notice is stated clearly on the first page. However, the author must obtain permission directly from the APA prior to posting a published article on his/her personal website.

PTC

MEMBER NEWS

Elizabeth Kolmstetter, PTC/MW President 1995-97, has recently started her new position as Senior Technical Director of Standards, Assessment, and Certification at the National Skill Standards Board of the Dept. of Labor. Elizabeth was the Chief of Personnel Assessment and Research at the FBI since 1993. She can be reached at kolmstetter@nssb.org or (202) 254-8628.

Tim McGonigle recently joined Caliber Associates in Fairfax, Virginia, as a Senior Associate in the Personnel Research Group. He can be reached at mcgonigt@calib.com or (703) 385-3200.



Welcome New Members!

Regular Members

Paul M. Mastrangelo, University of Baltimore

Student Members

Ramaine L. Cathey, University of Baltimore

PROFESSIONAL CALENDAR

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

- NOV 8** PTC/MW. LUNCHEON MEETING. Ms. Beth Holst, National Retail Federation and Sales and Service Voluntary Partnership, Washington, DC. "Conducting Certification Testing Using the Internet." Pier 7 Restaurant, Washington, DC. Contact: Dr. Lance Anderson, Caliber Associates, Fairfax, VA, (703) 219-4448 or anderson@calib.com.
- Nov 9-11 National Forensic Center. Conference. "Expert Witness Update." West Palm Beach, FL. Contact: NFC, (800) 526-5177.
- 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.
- Nov 21 Metro NY Association for Applied Psychology. Dinner Meeting. Dr. Ben Dowell, Bristol-Myers Squibb. "Leaders Developing Leaders: A Strategy for Change." New York, NY. Contact: METRO, (212) 539-7593.
- 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 13 Metro NY Association for Applied Psychology. Dinner Meeting. Dr. Timothy Judge, University of Iowa. "Are Leaders Born or Made? Yes!" New York, NY. Contact: METRO, (212) 539-7593.
- Dec 18-20 Institute for Professional Education. Seminar. "Applied Multivariate Methods Using Popular Statistical Computing Packages." Washington, DC. Contact: IPE, (703) 527-8700.

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- JAN 10** 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.
- Jan 18 Metro NY Association for Applied Psychology. Dinner Meeting. Dr. Joseph Moses, Applied Research Corp. "Leadership in the New Millennium." New York, NY. Contact: METRO, (212) 539-7593.
- FEB 14** 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.
- Feb 15-17 Society for Consumer Psychology. Winter Conference. Scottsdale, AZ. Contact: Dr. Susan Heckler, Georgetown University, (202) 687-8372 or consumerpsych.org.
- Feb 21 Metro NY Association for Applied Psychology. Dinner Meeting. Dr. Nancy Tippins, SIOP President, Verizon. Topic to be announced. New York, NY. Contact: METRO, (212) 539-7593.
- Feb 28-Mar 3 Academy of Human Resource Development. Annual Conference. Tulsa, OK. Contact: AHRD, (225) 334-1874.
- Mar 16-18 IO/OB Graduate Students. Annual Conference. State College, PA. Contact: Nathan Hiller, (814) 863-1717.
- Mar 17-18 University of Minnesota. Symposium. "MMPI-2 and MMPI-A." Tampa, FL. Contact: Lydia Ericson, erics001@uswest.net.
- Mar 19-21 Society for Human Resource Management. Employment Law and Legislative Conference. Washington, DC. Contact: SHRM, (703) 548-3440.
- Apr 1-4 Human Resource Planning Society. Annual Conference. Las Vegas, NV. Contact: HRPS, (212) 490-6387 or hrps.org.
- Apr 1-4 Society for Human Resource Management. Conference. "Global Forum." Chicago, IL. Contact: SHRM, (703) 548-3440.
- Apr 4 Metro NY Association for Applied Psychology. Dinner Meeting. Dr. Brice Avolio, SUNY Binghamton. "e-Leadership: How Technology Changes the Way We Lead and Follow." New York, NY. Contact: METRO, (212) 539-7593.
- Apr 10-14 American Educational Research Association. Annual Convention. Seattle, WA. Contact: AERA, (202) 223-9485 or aera.net.

Future SIOP: Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

PERSONNEL TESTING COUNCIL OF METROPOLITAN WASHINGTON

1300 Wilson Boulevard, Suite 1000, Arlington, VA 22209

<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
Secretary	Gary Carter, Ph.D.	PDRI	(703) 812-3053	garyc@pdi-corp.com
Treasurer	Elaine Engle, Ph.D.	Burgess Levin & Company	(703) 450-1101	elainemengle@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	Lance Seberhagen, Ph.D.	Seberhagen & Associates	(703) 790-0796	sebe@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@humro.org
Newsletter	Lia Meyer, M.A.	Pittman McLenagan Group	(301) 320-9500	liam@pittmanlc.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
PDRI
1300 Wilson Blvd, Suite 1000
Arlington, VA 22209

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