



# Newsletter

A monthly publication of the Personnel Testing Council of Metropolitan Washington  
Volume XXIV Number 12  
December 2000

## December PTC/MW Luncheon

- Date:** Wednesday, December 13, 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](http://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, December 11<sup>th</sup>.** 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:** **PTC/MW Presidential Address**  
**Fact and Fiction: The Future in Assessment or “Beam Me Up Scotty!”**
- Speakers:** **Shane Pittman, The Pittman McLenagan Group, L.C.**

Shane will explore the future of selection and assessment. Where are we going with the internet, genetic testing, virtual reality? How will these technological advances impact the work of testing specialists? Both fact and fiction will be explored for sharing ideas and for fun.

Shane Pittman is President and co-founder of The Pittman McLenagan Group, L.C. (PMG). PMG has been providing consulting services since 1992. Shane has been consulting in this field since 1981. She holds a Master’s and Ph.D. in Industrial/Organizational Psychology from George Mason University. She is currently involved in a variety of projects including video-based police and fire promotional exams, examination of personality constructs for selection, analysis of selection procedures in a variety of public and private sector organizations, and development of an online job analysis and structured interview system.

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## *President's Message*

**Shane Pittman**

*The Pittman McLenagan Group, L.C.*

Well the time has come for me to hand over the reins to a capable new President (Gore or Bush or Ann Quigley??). I suppose the one task I will miss the most is coming up with a new topic for this column every month... well maybe that's not exactly true! Regardless, it is time to consider where we have been and evaluate some of the goals we discussed earlier in the year. Many of these goals came from the survey results; others were a continuation of good work initiated under previous Boards. Let's revisit these goals, see where we are and where we should be going.

### **1. Increase membership, especially student members (the more members the more we have to share)**

Our membership numbers as of October are 253 regular members and 21 student members. Compared to the end of last year we are slightly down for regular memberships (289 for last year) and slightly up for student memberships (19 for last year). We are hopeful that we will exceed these numbers by the end of the year. However, it is still disturbing that we can't do a better job of recruiting new members, especially student members. Anthony Bayless has been persistent in sending out information and contacting local universities to encourage student participation. Specifically, Anthony (with the assistance of Rob Michel) has distributed brochures to MAPAC conferences and the IO/OB Conference (also sponsorship), sent membership letters to a list of 540 potential members, and sent letters to targeted professors at regional universities.

Any ideas? What would prompt a student to become a member? Please share these ideas with the new committee chair.

### **2. Increase attendance at luncheons and workshops (opportunities to hear, share and learn from each other)**

So far this year we have had 8 luncheon meetings and two workshops. Our average luncheon attendance for this year is 24.5. Three of the luncheon meetings were well over the average (35, 36, 42). The largest group of attendees was for Charles Mann's presentation in February (42). Lance Anderson has done a great job of

getting interesting speakers covering a wide range of relevant topics.

For the workshops we have been experimenting, as you might have noticed. The October breakfast workshop (a great presentation by Larry James and Michael McIntyre) was well attended (more than 30 attendees). Thanks to Dan Russell for his efforts on the workshops. Dan has another great workshop planned for early next year. Watch the newsletter and website for more details! Also, please let us know about the changed time for the workshop. The informal feedback we have received appears to indicate that the time and price were both factors in their attendance.

### **3. Research the issues involved in setting up a grant, dissertation award, student scholarship, etc. (encourages students in I/O psychology)**

We are actively researching options for a PTC/MW-sponsored scholarship. Ask Ann Quigley if she or any of us knew the range of options for such an endeavor. Ann has been diligently researching these issues. This effort will move into the next year. Please let anyone on the new Board know of your feelings related to setting up a scholarship fund.

### **4. 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)**

I'm not sure which is more difficult, the scholarship or deciding what kind of food to have at a reception (just don't do the latter on an empty stomach!). We are actively researching the options for setting up a reception for SIOP 2001 or 2002.

### **5. Maintain the currency of the website (provides timely and accurate information to members)**

This year we have had the gracious assistance of Joe Psocka in attempting to keep the website up to date. Lance Anderson has also provided some needed ideas and updates to the website with the online registration for luncheons (very successful) and the addition of directions to the luncheon restaurant. Deirdre Knapp was instrumental in getting the Officer's Manual on the website. We still have significant work to perform related to the website. For example, we have a significant archive of PTC/MW-related material including old newsletters. Getting this information on the website will be a priority for the early part of next year. Any specific requests or suggestions for the website would be greatly appreciated.

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## OCTOBER WORKSHOP SUMMARY

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### Innovations in Selection: Use of Conditional Reasoning to Measure Aggression

**Lawrence R. James**  
**Michael D. McIntyre**

*The University of Tennessee, Knoxville & Innovative Assessment Technology, LLC*

**Summary by Daniel P. Russell, Aon Consulting**

Drs. Lawrence R. James and Michael D. McIntyre of The University of Tennessee, Knoxville & Innovative Assessment Technology, LLC presented the October PTC/MW workshop. The workshop introduced an exciting new method for measuring aggression.

The presentation began with an illustration of the qualitatively different ways in which aggressive and non-aggressive people can reason (describe, analyze, make inferences) about a given situation. In this illustration, an aggressive employee described his supervisor as abusive, condescending, and deserving of retaliation, while his non-aggressive coworkers described the supervisor as demanding, supportive, and deserving of loyalty. It was then noted that the reasoning of the aggressive employee was designed to enhance the logical appeal of aggressive behavior and to serve as justification mechanisms.

From there, six specific justification mechanisms (or reasoning biases) for aggression were described, and it was shown how inductive reasoning problems can be constructed around these justification mechanisms. Each of these problems contains one solution that is based on an aggression justification mechanism (which should appeal logically to aggressive people) and one solution that is based on nonaggressive reasoning (which should appeal logically to nonaggressive people). These problems are called Conditional Reasoning problems because the judgment of what is the most logical answer depends (is conditional) on the motives of the test-taker.

The Conditional Reasoning problems are designed to look like standard reasoning items, with a paragraph of information, a question (e.g., Which of the following is the most logical conclusion?), and four possible answers. This approach is referred to as an indirect measurement system, because it appears to measure critical thinking skills, when it really measures aggression. The indirect nature of this approach makes the test less susceptible to conscious or unconscious manipulation on the part of the test-taker.

The speakers demonstrated several items to the group and discussed theoretical rationale and design issues.

The speakers then reviewed the very impressive validity evidence for the test. In eight validity studies, using both student and employee samples, the test yielded validities ranging from .32 to .55. Aggression criteria in these studies include lying, student conduct violations, absenteeism, and turnover.

The relationship between the Conditional Reasoning Test of Aggression and self-report measures of aggression was discussed, and it was suggested that the two complement each other. It was also noted that the Conditional Reasoning methodology could be applied to other personality constructs besides aggression.

The presenters concluded by distributing copies of the test and reviewing administration and scoring issues.

Copies of the workshop presentation can be obtained from Dr. McIntyre (mmcintyr@utk.edu).

Those interested in learning more about Conditional Reasoning are encouraged to read the following article: James (1998). Measurement of personality via conditional reasoning. *Organizational Research Methods*, 1 (2), 131-168.

----- PTC

A Special Thank You to...

**American Institutes  
for Research**

*October Workshop Sponsor*

### PTC/MW Executive Board Meeting

The next meeting of the PTC Executive Board is Monday, December 11<sup>th</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.

## MSPB Rules Against OPM on ALJ Exam

**Lance Seberhagen**

*Seberhagen & Associates*

On 10/20/00, in *Azdell and Fishman v. OPM*, the Merit System Protection Board (MSPB) ruled that the U.S. Office of Personnel Management (OPM) has been using an improper scoring formula to rank applicants on the Administrative Law Judge (ALJ) exam since 1996. The MSPB ordered OPM to re-score the exam and give priority consideration to candidates who were harmed by the improper scoring formula. The MSPB decision affirmed, in part, and modified an earlier decision by the MSPB's Chief Administrative Law Judge on 4/22/99. OPM is now deciding whether to appeal the decision to the U.S. Court of Appeals for the Federal Circuit. Meanwhile, OPM has continued to suspend all ALJ examinations until further notice.

OPM used a supplemental qualifications statement (SQS) to assess minimum qualifications for ALJ. Applicants who passed the SQS then completed three other assessment devices: written demonstration, panel interview, and personal reference inquiry. Under OPM regulations, applicants who complete the exam are assigned a final score based on the weighted sum of the four parts of the exam, transmuted to a scale of 0 to 100, with a score of 70 required to pass. OPM regulations further provide that passing scores will be augmented by 5 or 10 points for non-disabled and disabled military veterans, respectively.

The basic dispute in the case was whether OPM gave too much veteran's preference after 1996. In 1996, OPM had to re-administer or re-score parts of the ALJ exam because OPM's Inspector General found irregularities in the scoring of previous ALJ exams. As part of this re-scoring effort, OPM adjusted the weights of the four exam parts to correspond with the results of a 1990 validation study for the ALJ exam. The final weighted scores for the re-scored applicants ranged from 55 to 92, with only about 20% of the applicants achieving a score of 70 or more. OPM did not have validity evidence to justify a passing score of 70 so it decided to pass everyone who met the minimum qualifications and completed all four parts of the exam. OPM did this by multiplying the final weighted score by ".3" and adding a 70-point constant to each score, in effect converting a 0-100 scale to a 70-100 scale. OPM then added veteran's preference points, if applicable, to the 70-100 scale score. For example, if the total weighted score for the four exam parts was 72, the final score would be 91.6 ( $72 \times .3 = 21.6 + 70 = 91.6$ ). With 5 points of veteran's preference, the final score would be 96.6.

The MSPB ruled that Congress intended the 5 or 10 point bonus for veterans to be based on a 100-point

exam scale. Thus, OPM had given veterans too much preference when it awarded 5 or 10 points based on a 30-point exam scale. The MSPB also faulted OPM for awarding veteran's preference points to persons who did not necessarily achieve a passing score on the overall exam, as required by the Veteran's Preference Act. OPM awarded 70 points to all applicants who met the minimum experience requirements and completed all four parts of the exam, regardless of their overall score on the exam.

To correct the situation, MSPB ordered OPM to discontinue its 1996 scoring procedure and establish a new certification register based only on the weighted total of the four exam parts, with no passing score required. This register would receive priority consideration and be open only to the approximately 1,300 affected class members who lost job opportunities due to the improper 1996 scoring procedure. There are relatively few job openings for ALJ. Therefore, the remedial certification register should last for a while.

----- PTC

# 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.

<<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).

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## SEPTEMBER LUNCHEON SUMMARY

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### O\*NET OnLine: Interactive and Accessible for All...

**Mike Dymmel**  
**Sherril Hurd**

*Aguirre International, O\*NET Project*

During the September luncheon, the speakers provided background on the O\*NET project and provided a guided tour of the new web-based application of O\*NET, explaining the function and use of its features, its online links to occupational and career information, and its accessibility and accommodation features.

#### Background

The Occupational Information Network, known as O\*NET, is a database system that helps people access key information about occupations in today's workplace. To capture changes in the workplace, O\*NET is built on a flexible framework with over 340 descriptors of work and worker characteristics. O\*NET offers occupational information beyond the traditional knowledges, skills and abilities.

O\*NET was developed based on the research and recommendations of the Advisory Panel for the Dictionary of Occupational Titles. In addition, guidance from leading industrial and organizational psychologists as well as user feedback helped enhance the development process.

O\*NET is currently available on the Internet in two forms: the O\*NET 3.0 Database and O\*NET OnLine. The O\*NET 3.0 Database contains occupational information for over 950 occupations. O\*NET OnLine is a web-based application that is powered by the O\*NET 3.0 Database.

Employers and front-line human resource staff can use O\*NET OnLine for a variety of tasks—job analysis, job descriptions, and skill standards. They can use it to help with recruitment and training. While O\*NET OnLine is directed at the professional community who can mine O\*NET for detailed occupational characteristic information, other users will find O\*NET OnLine useful as well. The O\*NET 3.0 Database is directed at education and training planners and professionals engaged in career exploration and job search. Through these tools, the O\*NET data is integrated with applications created by public and private developers for workforce development systems.

The O\*NET OnLine and the O\*NET 3.0 Database comply with the Office of Management and Budget's mandate for use of the new Standard Occupational Classification (SOC) system by all Federal agencies that

collect and disseminate occupational information. The database using the new codes, titles, and definitions of the O\*NET-SOC classification system has been released as a series of flat text files that can be easily converted by developers, researchers and database users to any database format needed. They are available for free download from the National O\*NET Consortium website ([www.onetcenter.org](http://www.onetcenter.org)).

#### O\*NET OnLine Tour

The O\*NET Content Model contains information on skills, generalized work activities, interests, work styles, work context, organizational context, and experience and training. O\*NET's descriptions of the requirements of work, the characteristics of workers on the job and the context of the workplace are intended to assist users in understanding what skills are needed in their current jobs, how existing skills may transfer to new jobs and what new skills will be required to make the transition.

#### Features of O\*NET OnLine Include:

*Find Occupations* – This is one of the main ways to explore occupational information in O\*NET. Users can search for an occupation using O\*NET Titles or keywords in the title or definition of the occupation. They can search for occupations by O\*NET-SOC code or the old DOT code. In addition, users can search by browsing job families.

*Skills Search* – This feature allows users the ability to search and explore occupations that use their skills by reviewing and selecting skills that they think they have or are planning to acquire through education and/or training.

*Related Occupations* – This feature allows users to find occupations related to a selected occupation. A list of up to 10 occupations with characteristics most similar is shown.

*Snapshots* – This feature provides a summary level overview of important aspects of an occupation.

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## Mark your calendar

At the PTC luncheon on December 13<sup>th</sup>, **Dr. Shane Pittman**, The Pittman McLenagan Group, L.C., will give her outgoing Presidential Address entitled, "Fact or Fiction: The Future in Assessment or 'Beam Me Up Scotty!'" (See details, front page.)

PTC holds luncheons on the second Wednesday of every month. Watch this newsletter and our website for upcoming speakers throughout 2001.

*SEPTEMBER LUNCHEON SUMMARY, FROM PAGE 5 -----*

*Details* – This feature provides specific information about all the variables associated with an occupation.

*Crosswalk* – This feature allows the use of other classification systems to find the corresponding O\*NET-SOC occupation. Currently, two Crosswalks to the O\*NET-SOC structure are available. These include the Dictionary of Occupational Titles (DOT); and The Standard Occupational Classification (SOC). As crosswalks are developed by other Federal programs or systems to the new SOC structure, these may be added to the O\*NET OnLine application.

*OnLine Resources* – This section provides links to other related O\*NET sites and information as well as to the America's Career Kit (America's Job Bank, America's Learning eXchange and America's Career Information Network). O\*NET is helping Federal, State and local partners under the Workforce Investment Act (WIA) to better serve customers in the nation's One-Stop Employment Centers. The link to America's Career Information Network allows users direct access to State Labor Market Information. The link to America's Job Bank allows users to search for a job as part of their career exploration efforts.

*Job Accommodations* – O\*NET OnLine was designed to facilitate access to occupational information for all individuals. The guidelines of the World Wide Web Consortium (W3C) were followed. In addition, O\*NET OnLine also meets the accessibility tests of the Center for Applied Special Technology and is 'Bobby Approved'. O\*NET OnLine can be accessed as a Text Only Version as well as a Low-Vision Version. Extensive linkages are available on the main page of O\*NET OnLine to disability resources, job accommodation features and workplace issues information.

*O\*NET in\*it* – In addition to the direct access provided by O\*NET OnLine, the O\*NET 3.0 Database enables vendors, software developers and others interested in using O\*NET data to build specialized or value-added applications to do so. However, the O\*NET Project is requesting that applications and products display the logo "O\*NET in\*it" when O\*NET data is used.

To take a tour of the new web-based application of O\*NET, visit: <http://online.onetcenter.org>. Comments and suggestions for improvements are welcome and should be sent to the National O\*NET Consortium at: [o\\*net@esc.state.nc.us](mailto:o*net@esc.state.nc.us).

----- PTC

*PRESIDENT'S MESSAGE, FROM PAGE 2 -----*

**6. 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)**

Well, I have to say we didn't do so well with this one. We are still working on getting others more involved in the newsletter. PTC members have an incredible amount of knowledge and skill to share. I am hopeful that next year we can increase this type of participation. Please, anyone who is working on a project that would be of interest to the members and can be shared in this forum send an article into the newsletter!!

In addition to the above goals we have been working on other activities. Dan Russell researched and provided excellent information related to APA Continuing Education Units. After researching the idea and receiving no substantial interest from members, the Board decided that the effort and cost involved was not warranted. We have also tried to increase the legal information provided in the newsletter. This effort has been slow in coming but Lance Seberhagen has recently become the new Legal Chair and we expect, with his great resources, to increase the legal news available! Thanks Lance! Finally, Deirdre did a great job at increasing the participation in the election process for the new Board.

I'm sure there are many other efforts that have been undertaken this year by industrious members that I am missing and I applaud all of these, including those who attended luncheons or workshops for the first time this year! While I wish we had done more I feel at least that we have kept the ball rolling. I look forward to my year as Past President, leaning back in my chair, attempting to look scholarly and sipping on a long, tall, cold drink! Good luck Ann!

----- 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  
 The Pittman McLenagan Group, L.C.  
 6626-A Wilson Lane, Bethesda, MD 20817  
 E-mail: [LiaM@PittmanLC.com](mailto:LiaM@PittmanLC.com)  
 Fax: (301) 320-9525

## Job Announcements

**Senior Project Manager.** Fields Consulting Group, Inc., a rapidly growing human resources consulting firm, is currently seeking résumés from individuals to fill the position of Senior Project Manager. We are looking for potential employees with either a Master's degree or a PhD in I/O Psychology. Responsibilities include managing staff in selection and promotion projects, performing select project tasks, interacting with clients, assisting with all aspects of company growth, and advising/consulting with the company President. Strong interpersonal and communication skills required. Experience with public safety test development projects is preferred. FCG is a fast-paced, contemporary company that offers an enjoyable work environment and many benefits including flexible (yet demanding) work hours and great potential for career growth and rewards. Send résumé by e-mail at fcgmailto@aol.com, fax (703) 277-7730, or U.S. mail – 4031 University Drive, Suite 200, Fairfax, VA 22030.



**Education and Training Specialist/Policy Analyst.** DynCorp, a leader in the management and technical consulting field, is seeking an experienced Education and Training Specialist/Analyst for a position in its Alexandria, VA office.

Position requires, at a minimum, a BA/BS degree in a social science, public policy, education or related field and 3-4 years experience, or an MA/MS degree with 1-2 years of experience. Individual's primary responsibility will be to conduct research and analysis to determine the extent to which military education and training prepares military personnel for civilian occupational licensure and certification. Ideal candidate will have experience in assessing education and/or training programs. Experience with occupational classification and job/task analysis is a plus, as is familiarity with occupational licensing and certification programs.

Position requires strong organizational skills, outstanding oral and written communication skills, and the capacity to contribute to a multi-disciplinary team. For immediate consideration, forward your résumé via e-mail to edgeb@dyncorp.com, or via fax to B. Edge at (703) 461-2020 or mail to B. Edge at 6101 Stevenson Ave., Alexandria, VA 22304-3540.



**Internship Position.** Personnel Decisions Research Institutes, Inc. (PDRI), a premier organizational research and development firm, is currently accepting applications for an internship position in its Washington, D.C. office. This position requires working as part of a team on projects involving selection and promotion systems,

performance management and career development, strategic HR planning and workforce analysis, and job and occupational analysis.

Qualified candidates for the internship position should be advanced Master's Degree or Ph.D. students in I/O psychology. Experience with SPSS or other statistical packages is desirable. We are also interested in candidates with interests or experience in the area of information technology. Candidates should possess excellent research, analytical, interpersonal, and oral and written communication skills.

Internships are full or part-time positions. PDRI's office is located in Arlington, VA, one block from the Rosslyn Metro Station.

Interested candidates should submit their résumé and a cover letter to: Elizabeth Marino, Personnel Decisions Research Institutes, Inc., 1300 Wilson Blvd., Suite 1000, Arlington VA 22209, or via e-mail at Elizabeth.Marino@personneldecisions.com.



**Full-/Part-time Applied Researchers.** Due to rapidly expanding business, the American Institutes for Research (AIR) has immediate openings for full-time or part-time applied researchers to work with ongoing and future projects.

These positions involve working as part of a collaborative research team on a variety of projects that focus on development and application of job analysis, measurement, personnel selection, test development, and statistical analysis techniques. Other positions available at these levels require expertise in IT applications development, human computer interaction and computer science information systems.

Some periodic travel may be necessary. Job title and salary are negotiable and will depend on relevant experience. A current security clearance is highly desirable (TS/SCI or TS/ISSA) for these positions.

Please send or e-mail résumé/vita to Ms. Karen Plendl (Kplendl@air.org) at the American Institutes for Research, 3333 K Street NW, Suite 300, Washington DC 20007. American Institutes for Research is an equal opportunity employer.

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***If you are interested in getting actively involved in PTC/MW, contact PTC/MW President Shane Pittman via telephone at (301) 320-9500 or e-mail at shanep@pittmanlc.com.***

# PROFESSIONAL CALENDAR

by Lance W. Seberhagen, Seberhagen & Associates, [sebe@erols.com](mailto:sebe@erols.com)

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- 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](mailto: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.

## 2001

- JAN 10** **PTC/MW. LUNCHEON MEETING. Speaker to be announced. Pier 7 Restaurant, Washington, DC. Contact: Dr. Chris Sager, HumRRO, Alexandria, VA, (703) 706-5671 or [csager@humrro.org](mailto:csager@humrro.org).**
- Jan 11 CareerTrack. Seminar. "Conquering Workplace Negativity." Washington, DC. Contact: (800) 334-6780 or [careertrack.com](http://careertrack.com).
- Jan 17-19 Mid-Atlantic Personnel Assessment Consortium. Winter Meeting. Philadelphia, PA. Contact: Robyn Talesnik, (410) 545-5630 or [rtalesnik@sha.state.md.us](mailto:rtalesnik@sha.state.md.us).
- 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. Chris Sager, HumRRO, Alexandria, VA, (703) 706-5671 or [csager@humrro.org](mailto:csager@humrro.org).**
- Feb 15-17 Society for Consumer Psychology. Winter Conference. Scottsdale, AZ. Contact: Dr. Susan Heckler, Georgetown University, (202) 687-8372 or [consumerpsych.org](http://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 26-28 Association of Test Publishers. Annual Conference. "Computer-Based Testing: Emerging Technologies and Opportunities for Diverse Applications." Tucson, AZ. Contact: Designing Events, (410) 751-7171 or [testpublishers.org](http://testpublishers.org).
- 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](mailto: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](http://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](http://aera.net).
- Apr 11-13 National Council on Measurement in Education. Annual Convention. Seattle, WA. Contact: NCME, (202) 223-9318 or [ncme.org](http://ncme.org).
- Apr 25-27 Employment Management Association. Annual Conference. Chicago, IL. Contact: Soc for HR Mgmt, (703) 548-3440.
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- Future SIOP: Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

## PROFESSIONAL CALENDAR (cont.)

Apr 26-29	Society for Industrial & Organizational Psychology. Annual Conference & Workshops. San Diego, CA. Contact: SIOP, (419) 353-0032 or siop.org.
May 22-25	Organization Development Institute. Conference. "What Is New in OD?" Chicago, IL. Contact: ODI, (440) 729-7419.
May 23-25	Center for the Study of Work Teams. Annual Symposium. "Collaborative Work Systems." Denton, TX. Contact: CSWT, (940) 565-3096.
Jun 9-14	IPMA Assessment Council. Annual Conference. Newport Beach, CA. Contact: IPMA, (703) 549-7100.
Jun 14-17	American Psychological Society. Annual Conference. Toronto, Canada. Contact: APS, (202) 783-2077.
Jun 24-27	Society for Human Resource Management. Annual Conference. San Francisco, CA. Contact: SHRM, (703) 548-3440.
Jun 25-27	Center for the Study of Work Teams. Conference. "Project Teams: Collective Genius for Performance Excellence." Austin, TX. Contact: CSWT, (940) 565-3096.
Aug 5-8	Academy of Management. Annual Meeting. Washington, DC. Contact: AOM, (914) 923-2607.
Aug 5-9	American Statistical Association. Annual Convention. Atlanta, GA. Contact: ASA, (703) 684-1221.
Aug 5-10	International Conference on Engineering Psychology and Cognitive Ergonomics. New Orleans, LA. Contact: Gavriel Salvendy, Purdue University, (765) 494-5426.
Aug 24-28	American Psychological Association. Annual Convention. San Francisco, CA. Contact: APA, (202) 336-6020 or apa.org.
Sep 10-12	Center for the Study of Work Teams. Annual Conference. "Work Teams." Dallas, TX. Contact: CSWT, (940) 565-3096.
Sep 30-Oct 2	Development Dimensions International. International Congress on Assessment Center Methods. Frankfurt, Germany. Contact: Cathy Nelson, DDI, (412) 257-3952 or ddiworld.com.
Oct 8-12	Human Factors and Ergonomics Society. Annual Conference. Minneapolis, MN. Contact: HFES, (310) 394-1811.

### *JOB ANNOUNCEMENTS, FROM PAGE 7 -----*

**Employee Selection Specialist I.** The State of Maryland is seeking qualified applicants for the position of Employee Selection Specialist I (\$31,456 to \$46,907). This full-time position is based in Baltimore, offers flexible work hours and telecommuting possibilities. It is within the Recruitment & Examination Division of the Office of Personnel Services & Benefits. The major job functions for this position are conducting job analyses and developing assessment procedures (e.g., written exams, ratings of training & experience, etc.). Other activities will include tracking recruitment and selection projects, advising State agencies, and developing and implementing recruitment strategies.

To qualify, the following are required: Undergraduate or graduate-level coursework in statistics, psychometrics, research design, general psychology, Industrial/Organizational Psychology, personnel administration, or other job-related areas.

One year of experience in the construction and validation of employee selection devices or any combination of job-related training and experience sufficient to provide the necessary levels of theoretical knowledge and practical experience.

Pertinent volunteer and/or part-time experience is acceptable. Please document the number of hours spent per week in this type of experience on the application.

Applicants should complete the MS-100 application, which is available at <http://dbm.state.md.us>, or by calling (410) 767-4850. Applicants may submit a résumé in conjunction with their application. Inquiries about the position should be e-mailed: [elasson@dbm.state.md.us](mailto:elasson@dbm.state.md.us).

Applications should be sent by December 21, 2000 to: Recruitment & Examination Division, DBM: OPSB, 301 W. Preston St., Baltimore, MD 21201, Ref #: 00-3653-001.

**PTC**

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<b>PTC/MW Elected Officers, 2000</b>				
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Past President	Deirdre Knapp, Ph.D.	HumRRO	(703) 706-5662	dknapp@humrro.org
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<b>PTC/MW Committee Chairs, 2000</b>				
<b>Committee</b>	<b>Name</b>	<b>Affiliation</b>	<b>Work Phone</b>	<b>E-Mail</b>
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Membership	Anthony Bayless, Ph.D.	Dept of Justice, INS	(202) 616-3564	anthony.bayless@usdoj.gov
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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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