




Newsletter

A monthly publication of the Personnel Testing Council of Metropolitan Washington
Volume XXV Number 1
January 2001

January PTC/MW Luncheon

- Date:** Wednesday, January 10, 2001
- 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:** **\$17.00 members**, \$20.00 non-members. Free parking up to 3 hours. 
- Menu:** Medallions of New York Sirloin, Breast of Chicken Tarragon, Chef Salad, Boiled 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, January 8th.** 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:** **Cross-cultural Work Description: Work Elements as Carriers of Cultural Information**
- Speakers:** **Wayne A. Baughman**, *American Institutes for Research (AIR)*

Dr. Wayne Baughman will discuss how well different types of work elements from O*NET served as pre-structured lists to develop work requirements for Brazilian elementary and secondary school administrators. He will propose that cross-cultural work description requires identifying work elements that are potential carriers of cultural information, including those that represent different ways of conceptualizing the KSAOs in the culture's common, everyday language of human performance.

Dr. Wayne Baughman has been a PTC/MW member for over 5 years. He is a Principal Research Scientist with AIR and has served as adjunct faculty at George Mason University, where he received his Ph.D. in I/O psychology in 1997. Among his current projects is the completion of a new occupational structure for the National Security Agency (NSA) and a workforce planning system for the Health Care Financing Administration (HCFA).

Inside this month's issue...

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President's Message

Ann Quigley

United States Postal Service

First, let me say how grateful – and excited – I am to have this opportunity to serve as PTC/MW's president. PTC/MW has a long-standing and well-deserved reputation as a solid and active group of assessment professionals. The entire 2001 board and I look forward to ensuring that continues to be the case. PTC/MW will continue to offer timely luncheon presentations and workshop topics, an informative newsletter, unique networking opportunities, and more.

In my participation on the Board over the last few years, it has been suggested to me more than once that perhaps our name needs to be changed, that "Personnel Testing Council" is outdated, tired, and not reflective of the 21st century. I am pleased that PTC has not succumbed to the whims and fads of the HR vernacular over the last few years (you can think of your own examples!). Besides that, I believe not only that our name is appropriate, it is perhaps even more "relevant" than ever before. To illustrate, I'd like to remind everyone of the true scope of our name and then discuss one of the biggest challenges I believe we face as an example of just how "relevant" we are.

At least one dictionary defines *test* as "1. a procedure for critical evaluation; a means of determining the presence, quality, or truth of something; a trial; 2. a series of questions, problems, or physical responses designed to determine knowledge, intelligence, or ability; or 3. a basis for evaluation or judgment." *Personnel* is defined as "the body of persons employed by or active in an organization, business, or service." PTC/MW has described itself as:

. . . a not-for-profit . . . professional association for persons interested in employment testing, employment discrimination, and the general field of industrial/organizational psychology and human resources. The official goals of PTC/MW are to: 1. Improve the quality and fairness of personnel measurement and selection. 2. Promote an open exchange of ideas and information about personnel measurement and selection. 3. Encourage and provide education and training in personnel measurement and selection.

Although some may say that our name does not capture the foregoing, I would argue that when you take "personnel testing" in the broad context it does, and that that context includes a vast array of activities critical to the success and well-being of organizations and the individuals in them.

Now – what can we say about all that and a very real "real world" problem? The independent Commission on Safe and Secure Workforce of the US Postal Service, chaired by Joseph A. Califano, Jr., recently released the results of a two-year study on violence in not only the US Postal Service but in workplaces throughout the US. (An electronic copy of the report can be found at <http://www.casacolumbia.org/usr/doc/33994.pdf>.) This constitutes the most comprehensive study of workplace violence ever conducted. Their findings are staggering. To name a few:

The Commission found a disturbing and unacceptable level of violence in the American workplace: in the past year at work, one in 20 employees in the national workforce was physically assaulted, one in six was sexually harassed, and one in three was verbally abused.... In 1998—the most recent year for which figures are available—there were 709 workplace homicides in America, four percent of the 16,910 homicides committed that year. In 1998, homicide was the second leading cause of death at work, accounting for 12 percent of 6,026 occupational deaths....

[T]hree percent of those in the national workforce say they were physically assaulted by a coworker at work in the past year...14 percent of those in the national workforce say they were sexually harassed by a coworker at work in the past year...and 25 percent of those in the national workforce say they were verbally abused by a coworker at work in the past year....

The survey's definition of verbal abuse includes provoking arguments, calling names or putting people down in front of others, making people feel inadequate, shouting or swearing, frightening people, and making intimidating or threatening gestures... The survey's definition of physical assault includes throwing something, pushing, grabbing, slapping, hitting or kicking, hitting with an object, beating, rape

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PTC/MW Executive Board Meeting

The Executive Board holds regular meetings throughout the calendar year. Contact PTC/MW President Ann Quigley via telephone at (202) 268-3952 or e-mail at aquigley@email.usps.gov for the date and location of the next meeting.

NOVEMBER LUNCHEON SUMMARY

Conducting a National Certification Program Using the Internet

Beth Holst

Sales & Service Voluntary Partnership

The November luncheon speaker was Beth Holst from the Sales & Service Voluntary Partnership (S&SVP). Ms. Holst discussed using the Internet as an exam delivery mechanism.

Background information on the partnership was presented as a preceptor to the evaluation of using an Internet delivery system. The S&SVP is a national body serving as the catalyst for skill standards, assessment and certification development for the retail, wholesale, personal services and real estate industries. Participation is open to large and small employers, trade associations, public interest representatives from education, government, and community and policy groups. The S&SVP is partially funded through the National Skill Standards Board.

The S&SVP: The sales and service industries – retail, wholesale, personal services, and real estate – currently employ over 24 million people, a figure that is expected to grow over the next several years. Increased customer service expectations and more sales transactions mean that these industries must grow their staff into professional, dedicated teams who stay in their jobs and turn their jobs into careers if they are to meet growing consumer demands.

When an industry is experiencing exponential growth like the sales and service industries are now facing, there is always the challenge of finding highly qualified professionals to fill positions. The goal of certification is to solidify the sales and service industries by identifying clear career paths for employees, hence cutting turnover and creating an overall benchmark for employability skills that the industries can adopt as a whole.

Individuals, companies and schools can use this certification because it is adaptable to their needs. Individuals can take the exam on their own to demonstrate their commitment to a career in the sales and service industries. Companies can adopt certification as part of a training program to retain and reward qualified employees who want a serious career in the industries. Finally, schools can use certification as part of their own curriculum for students who are pursuing a degree in sales and service.

Internet delivery opens up testing for accessibility through a variety of testing sites. Delivery may be conducted at various locations including community organizations, industry sites, community colleges, high schools, or

testing centers. The certification exam will be a computer-based, multiple-choice test using multimedia methods such as video and graphics.

In October of 2000, a beta test of using the Internet for test delivery was done in five cities: San Francisco, San Antonio, Chicago, and two cities in Vermont. The locations were varied and included community colleges, industry settings, and technical high schools. In order to qualify for site delivery, hardware, software and other environmental specifications needed to be met. Secondly, a technical team went out to each site and pre-tested hardware and software to see if they were adequate. One of the biggest obstacles with Internet delivery continues to be the availability of adequate bandwidth needed to download video and other graphics in a timely manner. Technically speaking, only one site had a problem with a few computers when the linkage of video to exam questions was taking place. The technicians on hand worked and solved the problem quickly.

While the Internet opens up several options for exam development, it also creates another series of issues and questions. There are several key elements to certification programs and delivery, which should not be compromised regardless of the method of delivery.

Security of an exam: Maintaining the integrity of an exam by using security measures is of utmost importance. While an Internet delivered exam may be subject to a new security risks, i.e. "the Hacker," one may argue that no delivery mechanism is 100% secure. Whoever the distributor is for Internet delivery, they must meet the needs and expectations for the certification program of maintaining a secure examination.

Proctoring of an exam: Candidates will not have the option of taking an Internet-delivered exam in the comfort of their home. They will have to go to a site that has met the specifications for delivery including certified proctors.

Exam development: Examinations, including item writers, must meet the strictest standards for development. The Internet offers the possibility of creating multiple test forms by scrambling questions, changing linkages to video questions, and adding or removing questions. All

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2001 D'scount Lunch T'ckets

On Sale: 3 for \$40.00

Regular cost per luncheon: \$17.00 – A savings of \$11

Available at the January luncheon!

Ninth Circuit Upholds California Teacher Exam

Reprinted with permission from *IPMA News*, December 2000

A divided Ninth Circuit recently ruled that the California Basic Education Skills Test (CBEST) was properly validated and the state of California can continue to use it to measure minimum standards for teachers and administrators. The case was decided by eleven justices and resulted in six separate written opinions. The most controversial question was whether or not Title VII, which applies to employers, could apply to the California commission on Teacher Credentialing, a licensing agency. The majority said yes, "an entity that is not the direct employer of a Title VII plaintiff nevertheless may be liable if it interferes with an individual's employment opportunities with another employer." *The Association of Mexican-American Educators (AMAE); California Association for Asian-Pacific Bilingual Education, et al. v. The State of California, the California Commission on Teacher Credentialing*, Docket No. 96-17131, October 30, 2000.

This lawsuit is a class action comprised of Mexican-American, Asian-American, and African-American educators and would-be educators who allege that the CBEST exam has an adverse impact on minority candidates and that the defendants have not adopted procedures with less adverse impact. The CBEST is a three-part, pass-fail exam that measures reading, writing, and math skills. The reading and math sections each contain 50 multiple choice questions, 40 of which are scored. The writing section consists of two essays. Each of the two essays is graded by two readers, who give raw scores of between one and four points per essay.

In order to pass the exam, a candidate must receive a scaled score of 123.

A candidate passes by averaging 41 points on each of the three sections (out of a possible 20-80 points). A candidate may pass the test with a scaled score lower than 41 on a particular section, as long as the total score is at least 123. A passing score is required for all public elementary and secondary school teachers, as well as for many non-teaching positions, including administrators and school counselors. Since the CBEST was implemented in 1983, minority candidates have received disproportionately high failing scores.

Having decided that Title VII applies to this situation, the court next determined that the test was valid. "The question of whether a test has been validated properly is primarily a factual question, which depends on underlying factual determinations regarding the content and reliability of the validation studies..." The test must have a "manifest relationship to the employment in question."

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Employer Allowed to Hire Most Competitive Applicant in ADA Challenge

Linda K. Sullivan and David W. Arnold, Esq.
Reid Psychological Systems

Nancy Cook Houser had been a "picker" at Humiston-Keeling Inc. (Humiston), lifting pharmaceutical products from a shelf to a conveyer belt in a warehouse. After an accident at work, she was left with lateral epicondylitis, or "tennis elbow," and was no longer able to perform the lifting required by her job.

Humiston subsequently attempted to reasonably accommodate Houser by rigging a type of apron for her to use. However, Houser determined that this accommodation was ineffective.

Ultimately, Humiston reasonably accommodated Houser by offering her a job that did not involve lifting—greeter at a construction site. She accepted that job, but after the construction project was completed, once again Houser was looking for a new position with Humiston. She applied for several vacant clerical positions, but was not hired because the company filled the jobs with other, more qualified applicants. As a result, Houser was eventually laid off by the company and the Equal Employment Opportunity Commission (EEOC) sued Humiston, alleging that the company violated the Americans with Disabilities Act (ADA). *See EEOC v. Humiston-Keeling, Inc.*, No. 99-3281 (2000).

The district court granted summary judgment for the employer. Upon appeal, the Seventh Circuit ruled on the legitimacy of the EEOC's position on reassignment as a reasonable accommodation. According to the EEOC, the reassignment form of reasonable accommodation requires "...that the disabled person be advanced over a more qualified nondisabled person, provided only that the disabled person is at least minimally qualified to do the job, unless the employer can show "undue hardship."

In rejecting the plaintiff's and EEOC's position, the court acknowledged that the ADA requires an employer to try and find a new position for a disabled employee who cannot be accommodated in their present position. However, in characterizing the EEOC's position as "...affirmative action with a vengeance," the court held that the employee is entitled to the position only if "...the reassignment is feasible and does not require the employer to turn away a superior applicant."

The court acknowledged that two Tenth Circuit decisions had reached contrary conclusions. *See Smith v. Midland Brake, Inc.*, 180 F.3d 1154 (1999) and *Davoll v. Webb*, 194 F.3d 1116 (1999).

----- **PTC**

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

or attempted rape, and the threat or use of weapons...[Sexual harassment includes] talk about the perpetrator's sexual attributes or behavior; comments about the victim's body; repeated unwanted requests for dates; unwanted sexual touching, kissing, or fondling; and threats of reprisals or rewards based on being "nice" to the perpetrator.

Violence in the workplace is not a "postal" issue; it's a societal issue. With over 800,000 employees from every corner of the nation, the postal service is a microcosm of society, violence and all. What can PTC and its members do about it? Plenty. The Commission's recommendations to the postal service could be put to good use by virtually any organization in the U.S. PTC members can play a key role in raising awareness of the issue of violence in the workplace and ensuring that responsive action is taken in the organizations in which we work and with which we consult. Specifically, the Commission highlighted the need for improved employment screening, better and more consistent response to warning signs, and careful attention to the consequences of guns, drugs, and alcohol.

Improved employment screening has the most obvious connection to PTC – some would say it is our *raison d'être*. But in this case, it is not as simple or straightforward as it might appear. Perpetrators of violence do not always constitute clear selection errors. Low base rates and narrow bandwidth make those specific behaviors difficult to predict. The frequent presence of mental illness, addiction, and other characteristics in potential applicants who may subsequently become perpetrators makes selection challenging from an assessment, legal, and human point of view. Selection issues also arise in terms of those persons who make the hiring decisions and supervise employees. Are supervisors being selected who will be aware of and respond appropriately to aberrant behavior or other potential warning signs? Also, in the selection and retention of the leaders of the organization, is the ability to maintain an open and "healthy" work environment where employees feel safe and secure and violence actively discouraged considered?

The second and third issues – better and more consistent response to warning signs, and careful attention to the consequences of guns, drugs, and alcohol – also have immediate and direct implications for employment selection, training, and assessment in every aspect of employment. Individuals must be selected and trained to be appropriate and expedient in their response to potential warning signs. The climate in the organization ideally should be one in which individual employees feel safe and comfortable in discussing their own problems (in the appropriate context) and in bringing to light the behavior of others if there is believed to be the potential for violence.

NINTH CIRCUIT, FROM PAGE 4-----

The test must be job related and measure skills, knowledge, or ability required for successful job performance. A three-part test was established in a Ninth Circuit case, *Craig v. County of Los Angeles*, 626 F. 2d 659 (1980).

1. The employer must first specify the particular trait or characteristic that the selection device is being used to identify or measure.
2. The employer must then determine that the particular trait or characteristic is an important element of work behavior.
3. The employer must demonstrate by professionally acceptable methods that the selection device is predictive of or significantly correlated with the element of work behavior identified in the second step.

The court determined through a thorough analysis of the three studies that these requirements were met. The Sixth Circuit covers Michigan, Kentucky, Ohio, and Tennessee.

----- PTC

The individual, organizational, and societal consequences of guns, drugs, and alcohol are well known, but the relationship to workplace violence has perhaps not been explicated as clearly as in the Commission's report.

The National Center on Addiction and Substance Abuse at Columbia University reports that, "73 percent of state and 65 percent of both federal and jail violent offenders have regularly used drugs or have a history of alcoholism or alcohol abuse, committed their crime to get money for drugs, or were under the influence of drugs at the time of their crime. Without the influence of alcohol and drugs, some of the perpetrators might not have been driven to kill."

Clearly, members of the Personnel Testing Council can offer much to their organizations and clients in response to this terrible problem. Thoughtful and sound individual and organizational assessment are paramount in combating violence in the workplace, whether in the area of selection, training and development, retention or organizational change.

Far from being obsolete, the Personnel Testing Council is relevant, in name and substance.

Have a good month.

Please send comments on this column or any PTC related issues to me at aquigley@email.usps.gov or to the address listed on the back of the newsletter.

----- PTC

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 fcgmail@aol.com, fax (703) 277-7730, or U.S. mail – 4031 University Drive, Suite 200, Fairfax, VA 22030.

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

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

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

PTC

New Luncheon Price

Shane Pittman

The Pittman McLenagan Group, L.C.

As many of you know, PTC/MW has maintained the luncheon price at \$16.00 for several years while Pier 7 has continued to raise its price. The current charge from Pier 7 is \$16.75 per meal, not including tax and gratuity. The Board has determined the need to raise the luncheon price to \$17.00. You can see that we are still not breaking even on the luncheon costs, because we remain committed to enhancing accessibility to the monthly event. Furthermore, as you will note in this newsletter, you can purchase discounted luncheon tickets if you purchase 3 tickets at one time. Please consider this option! We look forward to seeing you at the next luncheon meeting.

PTC

LUNCHEON SUMMARY, FROM PAGE 3

test questions will need to meet the standards and go through the highest level of scrutiny in order to sustain legal challenges.

Meeting ADA requirements: The Internet will create wide access to exam candidates—with that may come new and different ADA requests. The certification program must set up delivery protocols and have a pool of qualified experts to answer requests and ascertain the acceptable level of reasonable accommodation. The certification program should also take advantage of groups willing to help the program by offering services such as translation into brail, creation of audiotapes, etc. Never underestimate the power of community groups ready to help their constituents.

The use of the Internet creates many opportunities for exam development, some of which have had limited use in a typical CBT exam. Using multimedia in exams can lower the reading level of exams, while at the same time creating items that require high levels of thinking and analyses. This serves the S&SVP candidate pool well, since a typical sales associate is constantly multitasking and must rank order tasks all day long.

Using and keeping up with technological advances will be huge challenges for the certification and testing industry. As we move forward into the new millennium, we must move with the times, cautious but with keen awareness and determination not to be left behind.

PTC

**Stop procrastinating! Start the New Year off right—
with a new year-long PTC membership!**

Visit us online for application information

<http://www.ptcmw.org>

PROFESSIONAL CALENDAR

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

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- JAN 10** PTC/MW. LUNCHEON MEETING. Dr. Wayne Baughman, AIR, Washington, DC. "Cross-cultural Work Description: Work Elements as Carriers of Cultural Information. Pier 7 Restaurant, Washington, DC. Contact: Dr. Chris Sager, HumRRO, Alexandria, VA, (703) 706-5671 or csager@humro.org.
- Jan 11 CareetTrack. Seminar. "Conquering Workplace Negativity." Washington, DC. Contact: (800) 334-6780 or careertrack.com.
- Jan 17-19 Mid-Atlantic Personnel Assessment Consortium. Winter Meeting. Philadelphia, PA. Contact: Robyn Talesnik, (410) 545-5630.
- 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.
- Jan 23 James Madison University. Leadership Seminar. Dr. Robert Cooper. "The Other 90%: How to Unlock Your Vast Hidden Potential for Leadership and Life." Washington, DC. Contact: JMU, (800) 873-3451.
- 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@humro.org.
- 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 26-28 Association of Test Publishers. Conference. "Computer-Based Testing: Emerging Technologies and Opportunities for Diverse Applications." Tucson, AZ. Contact: ATP, (410) 751-7171 or testpublishers.org.
- Feb 28-Mar 1 International Quality & Productivity Center. Conference. "HR Wired 2001." Toronto, Canada. Contact: IQPC, (800) 882-8684 or iqpc.com.
- 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.
- Mar 20-22 U.S. Air Force. International Occupational Analyst Workshop. San Antonio, TX. Contact: Mr. Robert Boerstler, Jr., USAF, (210) 652-6811 x3020, or robert.boerstler@randolph.af.mil.
- 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.
- Apr 11-13 National Council on Measurement in Education. Annual Convention. Seattle, WA. Contact: NCME, (202) 223-9318 or ncme.org.
- Apr 25-27 Employment Management Association. Annual Conference. Chicago, IL. Contact: Soc for HR Mgmt, (703) 548-3440.
- Apr 26-29 Society for Industrial & Organizational Psychology. Annual Conference & Workshops. San Diego, CA. Contact: SIOP, (419) 353-0032 or siop.org.
- May 10 Metro NY Association for Applied Psychology. Dinner Meeting. Dr. Tony O'Driscoll, IBM. "Knowledge Management and Organizational Leadership." New York, NY. Contact: METRO, (212) 539-7593.
- May 22-25 Organization Development Institute. Conference. "What Is New in OD?" Chicago, IL. Contact: ODI, (440) 729-7419.
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- Future SIOP: Toronto, 2002; Orlando, 2003; Chicago, 2004; Los Angeles, 2005.

PERSONNEL TESTING COUNCIL OF METROPOLITAN WASHINGTON

4608 Willard Avenue, Chevy Chase, MD 20815

<http://www.ptcmw.org>

| <i>PTC/MW Elected Officers, 2001</i> | | | | |
|---|--------------------------|-------------------------|-------------------|-------------------------|
| Office | Name | Affiliation | Work Phone | E-Mail |
| President | Ann Quigley, M.A. | U.S. Postal Service | (202) 268-3952 | aquigley@email.usps.gov |
| Past President | Shane Pittman, Ph.D. | Pittman McLenagan Group | (301) 320-9500 | shanep@pittmanlc.com |
| President-Elect | Suzanne Tsacoumis, Ph.D. | HumRRO | (703) 706-5660 | stsacoumis@humrro.org |
| Vice President | Chris Sager, Ph.D. | HumRRO | (703) 706-5671 | csager@humrro.org |
| Secretary | Rob Michel, Ph.D. | GEICO Direct | (301) 986-3658 | rmichel@geico.com |
| Treasurer | Tina Strickland, M.A. | OPM | (202) 606-1428 | tsstrick@opm.gov |
| Recorder | Elaine Engle, Ph.D. | HumanR | (703) 450-1101 | elainemengle@aol.com |

| <i>PTC/MW Committee Chairs, 2001</i> | | | | |
|---|-------------------------|-------------------------|-------------------|------------------------------|
| Committee | Name | Affiliation | Work Phone | E-Mail |
| Nom/Elections | Shane Pittman, Ph.D. | Pittman McLenagan Group | (301) 320-9500 | shanep@pittmanlc.com |
| Membership | Anthony Bayless, Ph.D. | Dept of Justice, INS | (202) 616-3564 | anthony.bayless@usdoj.gov |
| Legal | Lance Seberhagen, Ph.D. | Seberhagen & Associates | (703) 790-0796 | sebe@erols.com |
| Newsletter | Lia Meyer, M.A. | Pittman McLenagan Group | (301) 320-9500 | liam@pittmanlc.com |
| Website | Lance Anderson, Ph.D. | Caliber Associates | (703) 219-4448 | anderson@calib.com |
| 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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