



Newsletter

A monthly publication of the Personnel Testing Council of Metropolitan Washington
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December 2001

December PTC/MW Luncheon

- Date:** Wednesday, December 12, 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 members, \$20 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 sign up via our website, www.ptcmw.org. If you do not have internet access, you can contact the receptionist at Caliber Associates, Tel: (703) 385-3200, Fax: (703) 385-3206. 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 10th.** Cancel by 2:00 p.m. Tuesday to avoid having to pay for the meal. Members are welcome to come for the program only without having lunch. (The program begins at approximately 12:30 p.m.)
- Topic:** **President's Address**
- Speaker:** **Ann Quigley, United States Postal Service**

Ann will talk about "challenges and opportunities" for PTC members and our colleagues based on recent developments in the field and the world. Current demands for protective service personnel are but one example of new challenges resulting from the terrorist assaults. For example, the "federalizing" of airport screening personnel will require selection of over 28,000 individuals. Addressing these and other challenges effectively will require sound technical skills as well as political savvy. Attendees will be invited to engage in discussion, especially regarding how PTC members can best face these challenges.

Ann Quigley is an Industrial Psychologist in Workplace Environment Improvement (WEI) at the United States Postal Service. WEI is responsible for the Employee Assistance Program and violence prevention and crisis management activities. WEI staff also serve as internal consultants on organizational change and identifying and implementing constructive interventions to improve the postal workplace. Previously, Ann was in the USPS employment selection group. Before USPS, Ann worked on the Department of Labor's General Aptitude Test Battery improvement effort and also had been Manager of Research and Assessment in Tulsa, OK. Ann's career has focused on the development and implementation of innovative assessments for employee selection, and on related technical, social, and legal issues. She has authored numerous publications, including coauthorship of a chapter with Joyce Hogan in the recent book *Fair Employment Strategies*.

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President's Message

Ann Quigley
United States Postal Service

As one might imagine, there is good news and bad news. These are not mutually exclusive categories, however, and in the months to come PTC members and our colleagues may have to invest some effort into discerning one from the other. For example, the New York Times last week reported the following:

Perhaps the most formidable challenge for the new Transportation Security Administration, the experts say, will be identifying 28,000 people with the right mix of psychological skills to stay focused, bag after mind-numbing bag, for that rare moment when a weapon rolls by.

The ideal recruit for the United States' newest national-security force, one expert says, might be an older widow with a knack for finding things lost in a cluttered room. It might be a younger man who likes building model airplanes.

Or, as one airport security chief has found, it might be an emotionally scarred young woman who never learned to tell time but has an uncanny ability to concentrate.

"There seems to be this notion that if you pay people more you are going to get better people, but the issue is finding better people," said Douglas H. Harris, chairman of Anacapa Sciences, a company that designs systems to improve human performance. "And ...there also is not any correlation with education, intelligence or social status [and performance]."

With that in mind, the new agency is facing a mid-December deadline to come up with a test to screen the prospective screeners for some less traditional assets: concentration, stamina and the ability, as the psychologists say, to separate "signal from noise" – to find obscure threats in cluttered bags. (New York Times, 11/22/01).

The background check snafus discussed earlier in this space helped convince Congress to "federalize" these screener jobs. At present, the Dept. of Transportation "is studying the new airport-security law to determine how thoroughly applicants should be screened, what methods can be used and whether private contractors can be hired to do the job." In the meantime, no doubt like Santa frantically trying to compile those lists of who's been naughty and who's been nice in time for December 25, consultants across the spectrum of qualifications and integrity are preparing their pitches – I mean proposals – to get a chunk of the change that will no doubt flow

copiously from the federal coffers for this effort. Unfortunately, it will require educated consumers of these services to discern the beltway bandits from competent assessment folks.

Good news or bad news? It depends. "Federalizing" these jobs does not by any means guarantee improvements in performance (some in fact would suggest just the opposite). However, if the opportunity is taken to ensure that selection procedures are put into place that are technically sound and palatable to the public (a la the developing applicant reaction literature), this could position the role of assessment in selection more prominently and positively for years to come. At the same time, it will be a reminder that the "cosmic search" for alternatives persists. The feds may be faced once again with the opportunity to address adverse impact in an intellectually and professionally honest way – or not.

Similarly, the effervescent urge of the citizenry to become public servants in protective service jobs also is a double-edged sword. Thousands have applied for so-called "air marshal" jobs, and the number of applicants for the most recent foreign service exam hit an all time high – both absolutely and in terms of minority representation. To the extent that the proportion of qualified applicants in these pools is on the rise that's great. Otherwise this too will put a spotlight and a magnifying glass on the selection procedures involved. What would be worse news – impact or no impact?

Civil rights advocates are expressing concerns about inappropriate use of background checks, which many well-intentioned companies are pursuing enthusiastically. Over reliance on background checks may present more of a problem than other misuses. Yes, opportunities abound for PTC members to play a role in all of this.

On the other hand, both the Police and Fire Departments in the District of Columbia recently announced that they would no longer have the final selection of women be contingent on the achievement of a negative pregnancy test, a longstanding and gross violation of statutes prohibiting that practice.

Oh yes – there are "tests" being pursued by the transportation folks for those 28,000 screeners. The NYT also said "In Reno, Mr. Siegel said he had had great luck with screeners who have emotional and physical disabilities. Two brothers who came from a wreck of a family had to be reminded to bathe and shave, but they were excellent screeners. He says he gleaned his hiring technique from his days as a police officer in East Los Angeles. 'I sit them down, and I look inside,' he said." What was that about past as prologue?

PTC

Please send any January 2002 PTC/MW Newsletter submissions to Lia Meyer, Newsletter Editor, by **Wednesday, December 12**. Fax: (301) 320-9500; E-mail: LiaM@PittmanLC.com.

OCTOBER WORKSHOP SUMMARY

The Dark Side of Personality: Assessment of Individuals' Destructiveness Potential

Paul Babiak, *HRBackOffice*
Sigrid Gustafson, *American Institutes for Research*

Summary by Dan Russell, *Aon Consulting*

Dr. Babiak began the workshop by discussing the organizational and societal costs of destructive employee behavior. Each year there are 9,000 workplace homicides per year and 150,000 incidents of workplace violence. In addition, there are millions of incidents of threats and harassment in the workplace each year. Furthermore, studies have shown that employees are less likely to report workplace violence if they have a relationship with the harasser.

Next, Dr. Babiak asked the audience to provide their ideas describing psychopaths. Descriptions such as charming, dishonest, without conscience, without remorse, manipulative, and liar were given. To further illustrate, two case studies were provided to illustrate the behaviors of the psychopath and the damage that they can do in organizations. One is described below:

Case 1: The organization is a small start-up that grew rapidly. The company added a number of new employees and was in a good financial position. Suddenly, there were problems—particularly in one department. At the heart of that department's problems was Dave. He was labeled a "high-performer" by management, but coworkers called him a "snake" and a manipulator. Dave did minimal work, was a bully to coworkers, and created conflict within the organization. Dave was manipulative. He got one of his fellow employees, his "soul mate," to do his work for him. He worked the office grapevine like a master. He even found out about the CEO's affair and began feeding information to the mistress, knowing that she was a direct link to power. Dave was irresponsible. He plagiarized the work of others and circumvented company rules and security policies. Dave, however, was charming. He spent an excessive amount of work time socializing. He made friends easily and spent most of his time fostering "beneficial" relationships. He also had numerous office affairs. Dave was self-centered. He often accused other people in the company of disrespecting him and asked the CEO to fire his boss. Dave was dishonest. He lied about his education on his application and résumé. He padded his expense account and sold the company's products and supplies for his personal profit.

Dave orchestrated his boss' removal and his own promotion. In addition, he was put on "high-potential"

rotating assignments and survived the company's acquisition. Dave continues to be very "successful" at this organization.

Clearly, this sort of individual—someone who displays psychopathic tendencies—can be very destructive in organizations, but how do we identify them? How has psychopathy been measured? The *DSM I, II, III*, and *III-R* provided some descriptions for clinical evaluation. The *DSM-IV* categorizes psychopathy as an antisocial personality disorder. In 1976, Cleckley provided a list of psychopathic traits in his book *Mask of Sanity*. That work served as the foundation for most modern definitions of psychopathy. In 1980, Robert Hare developed the *Psychopathy Checklist*, and later the *Psychopathy Checklist – Revised* (PCL-R). The PCL-R is comprised of 20 items organized into two factors. The PCL-R evaluation is based on a face-to-face interview lasting about two hours. At the end of the interview, the assessor assigns points to the 20 factors. Two points are assigned if the individual definitely possesses the trait, one point if the person is likely to possess the trait, and no points if the person does not possess the trait. Psychopaths typically score over 30 out of 40 possible points on the PCL-R. In the general population, research has found a base rate of between 1 and 2% psychopaths. In prison populations, 15 to 25% of participants are psychopaths.

Next, Dr. Babiak provided an explanation of how industrial psychopaths are so successful at infiltrating and manipulating organizations. Basically, they give very different impressions to different groups of people in the organization. Babiak hypothesizes that psychopaths categorize people into four groups based on their utility and power in the organization.

<i>Negative Impressions</i>	<i>Positive Impressions</i>
No Power and No Utility "Patsies"	Informal Power & High Utility "Pawns"
Limited Power & No Utility "Police"	Formal Power & High Utility "Patrons"

Using these four types of interactions as a basis for explanation, Babiak outlined a five-stage process whereby psychopaths take control of organizations.

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

Stephen E. Bemis Award – 2001: Comments at the 2001 IPMAAC Conference on Bemis Nominees

Ted Darany

Reprinted from Assessment Council News, August 2001

Please excuse the informality of the following written remarks. I am trying to recall and recapture my verbal comments and feelings that I shared at this year's IPMAAC conference about the six nominees for the 2001 Bemis Award.

I'm going to briefly discuss six wonderfully weird people. They are: Ed Hane, Joel Wiesen, Marilyn Gowing, Reginald Goodfellow, Irwin Goldstein, and Paul Kaiser.

These six have all been career-long do-ers and givers. They've helped to create or revitalize many organizations that we personally value such as IPMAAC, MAPAC, WRIPAC, the Personnel Testing Councils and others. They've created and enhanced cutting edge methods and capabilities throughout our field.

They've consistently and generously provided these advanced ideas and approaches to us in all sorts of media and methods. But just as importantly, these six nominees have not focused their efforts solely on the most advanced topics. They have also been ready to provide training and tutoring on the very basics of our field.

I strongly encourage you to review the nominating write-ups that are posted on the IPMAAC web site to learn more about our six nominees. But let me make a few observations here.

Ed Hane was one of the founding forces and motivators of the Personnel Testing Council of Southern California. As most of us know, this PTC was the inspiration for the other PTCs that have developed across the country. And the PTCs have been a major force for furthering education and professionalism in personnel selection. Ed's consulting experiences are contributing to public and private organizations nationwide. And, he continues to be an active supporter and contributor to IPMAAC, PTC, SIOP, SPA, and WRIPAC.

Joel Wiesen has worked in both the public and private sectors, and now runs his own consulting firm. That experience, his education and his sensitivity to what's needed (and really possible) have lead him to frequently come up with novel solutions to long-standing selection problems. He has been a leader in IPMAAC and is willing to stick his neck out almost every year to offer an IPMAAC presentation or workshop.

Marilyn Gowing within IPMA, PRDC, the psychology community, and in consulting and now executive activities, she has been a leader, a catalyst and an

enabler of other leaders. The thoughtful application of her skills and her graciousness are among the primary reasons for the early and continuing success of the IPMAAC organization. She has stood for professional standards while at the same time being in the middle of some of the most interesting innovation.

Reginald Goodfellow has received international honors for his accomplishments and he has also been a significant contributor to the Personnel Testing Council of Northern California. As a professor and consultant, he has been involved in the development of professional standards through our organizations and directly to practitioners and students.

Irwin Goldstein is a renowned author, educator, and practitioner. He brings this great package of background and skill to help organizations implement valid selection procedures. For what more could we hope in a Bemis nominee? He's currently involved with an affirmative action task force that is focused on identifying what research will assist in significant societal problems such as racial profiling.

Paul Kaiser is the 2001 Bemis Award recipient. Paul truly does it all. He will assist any one of us, one-on-one, to find an effective solution to virtually any selection problem whether it is highly technical and psychometric or highly political or administrative. He works the same wonders with organizations. He has been an extremely effective and motivating leader for IPMAAC and the MAPAC organization. And as we all know, he will readily agree to make any of a wide range of thought provoking yet practical presentations to any of our valued organizations.

What has impressed me the most lately about Paul is how good he has made his boss look. In no small way, he has helped his boss look like a Civil Service Hero to the executives and politicians in the State of New York. And what he has helped his boss to accomplish is nothing less than showing that Civil Service organizations can be well-managed, efficient, cost conscious AND still foster fair and valid selection processes. All bosses should be so fortunate!

We are fortunate to have six such wonderful persons actively involved with us and our field.

----- PTC

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.

Job Rights for Veterans' and Reserve Component Members

U.S. Department of Labor

Fact Sheet No. OASVET 97-3, regarding the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA 38 U.S.C. 4301-4333)

The Department of Labor, through the Veterans' Employment and Training Service (VETS), provides assistance to all persons having claims under USERRA. The Uniformed Services Employment and Reemployment Rights Act (USERRA) clarifies and strengthens the Veterans' Reemployment Rights (VRR) Statute.

USERRA continues the protection of civilian job rights and benefits for veterans and members of Reserve components. However, USERRA makes major improvements in protecting service member rights and benefits by clarifying the law, improving enforcement mechanisms, and providing Federal Government employees with Department of Labor assistance in processing claims.

USERRA expands the cumulative length of time that an individual may be absent from work for military duty and retain reemployment rights for five years (the previous law provided four years of active duty, plus an additional year if it was for the convenience of the Government). There are important exceptions to the five-year limit, including initial enlistments lasting more than five years, periodic training duty, and involuntary active duty extensions and recalls, especially during a time of national emergency. USERRA clearly establishes that reemployment protection does not depend on the timing, frequency, duration, or nature of an individual's service.

USERRA provides enhanced protection for disabled veterans, requiring employers to make reasonable efforts to accommodate the disability. Service members convalescing from injuries received during service or training may have up to two years to return to their jobs (as opposed to the one year provided by the old law).

As under the previous law, USERRA provides that returning service-members are reemployed in the job that they would have attained had they not been absent for military service (the long-standing "escalator" principle), with the same seniority, status and pay, as well as other rights and benefits determined by seniority. However, USERRA also requires that reasonable efforts (such as training or retraining) be made to enable returning service members to refresh or upgrade their skills to help them qualify for reemployment. The law clearly provides for alternative reemployment positions if the service member cannot qualify for the "escalator" position. USERRA also reaffirms and clarifies that while an individual is performing

military service, he or she is deemed to be on a furlough or leave of absence and is entitled to the non-seniority rights accorded other individuals on non-military leaves of absence.

Health and pension plan coverage for service members is clarified under USERRA. Individuals performing military duty of more than 30 days may elect to continue employer sponsored health care for up to 18 months; however, they may be required to pay up to 102 percent of the full premium. For military service of less than 31 days, health care coverage is provided as if the service member had remained employed. USERRA clarifies pension plan coverage by making explicit that all pension plans are protected.

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JOIN PTC/MW

Benefits

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

Dues

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

How to Join

Print the membership application off of our website and mail it, with dues, to PTC.

<<http://www.ptcmw.org>>

Questions? Contact Anthony Bayless, Membership Committee Chair, at (202) 616-3564 or anthony.bayless@usdoj.gov.

OCTOBER WORKSHOP, FROM PAGE 3 -----

Phase 1: Organizational Entry – Using their “superficial charm,” the psychopath wins over the interviewers to gain entry to the organization. Often, the psychopath lies about his/her experience and education to enhance desirability.

Phase 2: Assessment – Once in the organization, the psychopath assesses the usefulness of coworkers. He establishes an influence network of one-on-one relationships. He charms supporters and “bonds” with useful others. During this phase, the psychopath is “setting up a fictional story about him/herself” (e.g., “I am the perfect employee”), so there is some defense if/when confronted later for his or her actions.

Phase 3: Manipulation – Now that influence networks are in place, he or she uses them to spread misinformation to increase his stature and disparage rivals. He creates conflict among co-workers in the organization so that they do not share information about him/her.

Phase 4: Confrontation – He abandons “Pawns” when they are no longer useful; they now realize that they have been “Patsies.” Using the story set up in phase 2, he is able to neutralize distracters.

Phase 5: Ascension – Using the power gained through his vast network, he is ultimately able to betray the “Patron” and assume control of that person’s power base or job.

Finally, Babiak ended by providing practical guidance on how to prevent this from happening in our organizations. First, how can we identify psychopaths and de-select them from entering the organization? Babiak suggests including questions in structured interviews that may elicit psychopathic responses. Look for responses that exhibit a lack of empathy, “too good to be true” education and experience, and overly flattering remarks about the interviewers and the organization. Generally, be on the lookout for bizarre behaviors that “don’t add up” and don’t be fooled by the psychopath’s very smooth and charming voice and demeanor.

However, we may unwittingly select a psychopath into our organizations because they exhibit traits we typically associate with leadership. For example, charisma, ability to influence others, ability to make hard decisions (psychopaths lack remorse), and high energy (impulsivity). In addition, certain types of organizations may be more at risk than others. Organizations in chaos are very desirable to psychopaths because of the great opportunity they present to take advantage of the lack of formal controls. Start-ups, mergers, and fast-growth companies may be especially at risk. Often, these types of organizations offer potential for fast money, relaxed rules (entrepreneurism), and lax selection and performance management procedures. Dr. Babiak

suggests that a psychopath, once hired, would be very hard to identify and remove, because many corporate cultures—the ones that attract and protect the psychopath in the first place—do not adequately support co-workers coming forward with information the company needs in order to take action.

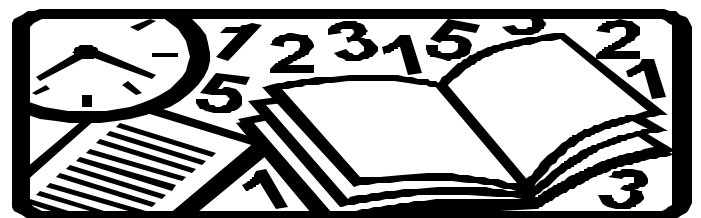
The second speaker for the workshop was Sigrid Gustafson, who described a subclinical form of psychopathy called Aberrant Self-Promotion (ASP). Dr. Gustafson stated that ASPs have a “narcissistic worldview,” which subsumes Hare’s Factor 1 of psychopathy (e.g., glibness, superficial charm, pathological lying, grandiosity, shallow affect, lack of guilt). In addition, ASPs exhibit “capricious and antisocial behavior” which subsumes Hare’s Factor 2 (e.g., need for stimulation, lack of behavioral control, parasitic lifestyle).

She also stated that ASPs are best understood by their credo; “I am a superior human being with a special destiny.” This credo can be subdivided into two domains: 1) Implicit assumptions that justify a narcissistic worldview, and 2) implicit assumptions that justify capricious and antisocial behavior. Dr. Gustafson provided some specific examples of beliefs ASPs might be expected to hold:

- Superior people can fake their way through social encounters because they can easily impress others.
- Lying is acceptable to prevent the superior person from experiencing unpleasant consequences brought about by ordinary people’s small mindedness.
- Life is too short for superior people to spend time in jobs or relationships once they get bored with them.

Dr. Gustafson also shared some quotes from famous criminals to illustrate how these beliefs might play out in organizational terms. John Walker, on seeing his wife in a pool of blood: “It’s nothing to worry about—and I’m on a tight schedule.” Aldrich Ames, “I made more money than most crooks, enjoyed myself more, did more interesting things, and, during and at the end of those nine years, accomplished some important things which I believe are worthwhile.... I can hold my head up high and feel like a normal and decent member of our species in all critical respects.”

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Job Announcements

Associate Director of Standards, Assessment, and Certification. The National Skill Standards Board, Washington, D.C. is searching for an enthusiastic and energetic individual to: support the development of technical policy and criteria for the approval of skill standards, assessment, and certification; perform and review technical standards and assessment work for various industry groups; administer the endorsement review process; and, support the work of the Standards, Assessment, and Certification Committee of the Board.

Qualifications: A completed Ph.D. in I/O psychology (or a closely-related field); applicants will be considered who have completed a Master's Degree or equivalent in IO psychology (or a closely related field), been admitted to doctoral candidacy, and completed all course work. Applicants should have two to three years of work experience in job analysis, test development and validation, and implementation of selection/assessment systems. Applicants should possess a strong understanding of professional testing standards, psychometrics/quantitative data analyses methods, legal guidelines, and employment laws. Experience in the following areas is a plus: certification testing; group facilitation; workforce development; and/or vocational training. NSSB is an independent agency of the federal government and is an Equal Employment Opportunity employer

To apply, submit a cover letter and résumé to: Elizabeth B. Kolmstetter, Ph.D., National Skill Standards Board, Assoc. Dir. Position Application, 1441 L Street NW, Suite 9000, Washington, DC 20005-3512; or via e-mail to kolmstetter@nssb.org.

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Assistant Professor. The Department of Psychology at The University of Tennessee at Chattanooga announces an opening for a tenure-track position at the Assistant Professor rank. Candidates should have earned the Ph.D., or be ABD, in Industrial/Organizational psychology or related fields. We seek candidates to teach master's level selection and job analysis courses. Specialization in other areas will be considered. Candidates will also teach undergraduate courses related to their areas of expertise. Candidates with applied experience will receive favorable consideration. Send all materials to Michael D. Biderman, Chair of I/O Search Committee, Psychology/2803, 615 McCallie Avenue, Chattanooga, TN 37403-2598. UTC is an Equal Opportunity/ Affirmative Action/Title VI & IX/Section 504/ADA/ADEA Institution.

PTC

JOB RIGHTS, FROM PAGE 5

The period an individual has to make application for reemployment or report back to work after military service is now based on time spent on military duty; not on the category of service performed. For service of less than 31 days, the service member must return at the beginning of the next regularly scheduled work period on the first full day after release from service, taking into account safe travel home plus an eight-hour rest period. For service of more than 30 days but less than 181 days, the service member must submit an application for reemployment within 14 days of release from service. For service of more than 180 days, an application for reemployment must be submitted within 90 days of release from service.

USERRA also requires that service members provide advance written or verbal notice to their employers for all military duty unless giving notice is impossible, unreasonable, or precluded by military necessity. Additionally, service members are able (but are not required) to use accrued vacation or annual leave while performing military duty.

The Department of Labor, through the Veterans' Employment and Training Service (VETS), provides assistance to all persons having claims under USERRA, including Federal and Postal Service employees.

If resolution is unsuccessful following an investigation, the service member may have his or her claim referred to the Department of Justice for consideration of representation in the appropriate District Court, at no cost to the claimant. For the first time, if violations under USERRA are shown to be willful, the court may award liquidated damages. Federal and Postal Service employees may have their claims referred to the Office of Special Counsel for consideration of representation before the Merit Systems Protection Board (MSPB). Individuals who pursue their own claims in court or before the MSPB may be awarded reasonable attorney and expert witness fees if they prevail.

Service member employees of intelligence agencies are provided similar assistance through the agency's Inspector General.

Questions or assistance regarding rights and obligations under USERRA should be referred to the nearest Veterans' Employment and Training Service office listed in the phone book under U.S. Government; Labor Department.

PTC

PROFESSIONAL CALENDAR

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

- Dec 3-5 Society for Human Resource Management. Conference. "Workplace Diversity: New Challenges, New Opportunities." San Diego, CA. Contact: SHRM, (703) 548-3440.
- Dec 5-6 Padgett Thompson. Seminar. "The Essentials of Human Resources." Arlington, VA. Contact: PT, (800) 255-4141.
- Dec 10-12 Institute for Professional Education. Seminar. "Resampling and Exact Statistical Methods." Washington, DC. Contact: IPE, (703) 527-8700 or info@ipeseminars.org.
- DEC 12** **PTC/MW. LUNCHEON MEETING. Ms. Ann Quigley, PTC/MW President, U.S. Postal Service. "Presidential Address." Pier 7 Restaurant, Washington, DC. Contact: Receptionist, Caliber Associates, Tel. (703) 385-3200, or ptcmw.org.**
- Dec 12-14 Institute for Professional Education. Seminar. "Linear and Nonlinear Regression with Applications." Washington, DC. Contact: IPE, (703) 527-8700 or info@ipeseminars.org.
- 2002**
- JAN 9** **PTC/MW. LUNCHEON MEETING. Speaker to be announced. Pier 7 Restaurant, Washington, DC. Contact: Receptionist, Caliber Associates, Tel. (703) 385-3200, or ptcmw.org.**
- Jan 10-11 Padgett Thompson. Seminar. "Human Resources and the Law." Washington, DC. Contact: PT, (800) 255-4141.
- Jan 10-12 University of Maryland. Short Course. "Multivariate Data Analysis." College Park, MD. Contact: UMD, (301) 405-3629 or rm256@umail.umd.edu.
- Jan 24-25 University of Maryland. Short Course. "Introduction to Multilevel Analysis Methods: Hierarchical Linear Models." College Park, MD. Contact: UMD, (301) 405-3629 or rm256@umail.umd.edu.
- Jan 31-Feb 1 The College Board. Invitational Conference. "New Tools for Admission to Higher Education." Washington, DC. Contact: Dr. Wayne Camara, TCB, (212) 713-8069 or wcamara@collegeboard.org.
- Feb 4-6 Association of Test Publishers. Conference. "Computer-Based Testing." Carlsbad, CA. Contact: ATP, (410) 751-7171 or testpublishers.com.
- Feb 13** **PTC/MW. LUNCHEON MEETING. Speaker to be announced. Pier 7 Restaurant, Washington, DC. Contact: Receptionist, Caliber Associates, Tel. (703) 385-3200, or ptcmw.org.**
- Feb 28-Mar 2 Society of Psychologists in Management. Conference. San Diego, CA. Contact: Lorraine Rieff, (312) 655-1150 or spim.org.
- Mar 1-3 I/O & OB Graduate Student Conference. University of South Florida, Tampa, FL. Contact: Tom King, tking@cs.com.
- Mar 11-13 Society for HR Management. Employment Law & Legislative Conference. Washington, DC. Contact: SHRM, (703) 548-3440 or shrm.org.
- Mar 24-27 Human Resource Planning Society. Annual Conference. Miami Beach, FL. Contact: HRPS, (212) 490-6387 or hrps.org.
- Apr 1-5 American Educational Research Association. Annual Convention. New Orleans, LA. Contact: AERA, (202) 223-9485 or aera.net.
- Apr 2-4 National Council on Measurement in Education. Annual Convention. New Orleans, LA. Contact: NCME, (202) 223-9318 or ncme.org.
- Apr 11 Society for Industrial & Organizational Psychology. I/O Psychology Doctoral Consortium. Toronto, Canada. Contact: Charlotte Gerstner, PDI, (212) 692-3325 or Charlotte.Gerstner@personneldecisions.com.
- Apr 11-14 Society for Industrial & Organizational Psychology. Annual Conference & Workshops. Toronto, Canada. Contact: SIOP, (419) 353-0032 or siop.org.
- Apr 15-17 Society for HR Management. Global Forum. New York, NY. Contact: SHRM, (703) 548-3440 or shrm.org.
- Apr 17-19 Employment Management Association. Conference. San Francisco, CA. Contact: SHRM, (703) 548-3440 or shrm.org.
- May 21-24 Organization Development Institute. Conference. "What's New in OD." Contact: ODI, (440) 729-7419 or members.aol.com/odinst.
- Jun 6-9 American Psychological Society. Annual Conference. New Orleans, LA. Contact: APS, (202) 783-2077 or psychologicalscience.org.

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

PROFESSIONAL CALENDAR (cont)

Jun 23-26	Society for Human Resource Management. Annual Conference. Philadelphia, PA. Contact: SHRM, (703) 548-3440 or shrm.org.
Jun 30-Jul 3	IPMA Assessment Council. Annual Conference. New Orleans, LA. Contact: IPMA, (703) 549-7100 or ipmaac.org.
Aug 4-7	American Statistical Association. Conference on Multiple Comparison Procedures. Bethesda, MD. Contact: Peter Westfall, westfall@ba.ttu.edu or www.ba.ttu.edu/isqs/westfall/mcp2002.htm.
Aug 4-7	International Conference on Multiple Comparison Procedures. Bethesda, MD. Contact: Peter Westfall, Texas Tech University, (806) 742-2174 or ba.ttu.edu/isqs/westfall/mcp2002.htm.
Aug 11-14	Academy of Management. Annual Convention. Denver, CO. Contact: AOM, (914) 923-2607.
Aug 11-15	American Statistical Association. Annual Convention. New York, NY. Contact: ASA, (703) 684-1221.
Aug 22-25	American Psychological Association. Annual Convention. Chicago, IL. Contact: APA, (202) 336-6020 or apa.org.
Sep 23-25	Center for the Study of Work Teams. Annual Conference. Dallas, TX. Contact: CSWT, (940) 565-3096.
Sep 27-29	American Psychological Association. Conference. "Measuring Up: Best Practices in Assessment." Atlanta, GA. Contact: Bill Hill, Kennesaw State University, bhill@kennesaw.edu or apsu.edu/psy_assessment/index.htm

OCTOBER WORKSHOP, FROM PAGE 6

Next, Dr. Gustafson described results from early research on the ASP construct and instrument development. Studies by Gustafson and her colleagues showed that those scoring as ASPs had more university reprimands, arrests, parking tickets—even lower grade-point averages than comparison others. Later studies differentiated Aberrant Self-Promoters from Machiavellians through differences in behaviors exhibited by the two groups in an interactive experiment. Later experiments showed that ASPs have different neuropsychological functioning and cognitive processing than average people. Of particular interest was one study showing that ASPs (and psychopaths) have difficulty regulating ongoing behavior to respond to contextual cues. That is, they fail to respond to situational factors when choosing appropriate behaviors.

Dr. Gustafson presented research to develop a short and inexpensive instrument that is virtually impossible to fake.

The ASP screening measure is based on James's conditional reasoning instruments (described in the October 2000 Workshop and Summary), using the ASP credo as the critical implicit assumption used to build items. Trials of the conditional reasoning ASP screening instrument have been successful in student and employee samples in the U.S. as well as in Sweden. Dr. Gustafson closed by sharing some sample items and explaining the item writing and revision process.

The workshop ended with a number of questions and comments from the audience. Dr. Babiak can be reached by email at Babiak@HRBackOffice.com and Dr. Gustafson can be reached by e-mail at sgustafson@air.org.

PTC

MEMBER NEWS

Welcome New Members!

New Regular Members:

Leslie Snyder, Booz-Allen & Hamilton, Inc.

New Student Members:

Jacob Avila, Pepperdine University
Brooke Langley, George Mason University
Karen Williamson, George Mason University

Call for Papers

If anyone is interested in making a submission for the 2002 IPMA Assessment Council Conference on Personnel Assessment, the Call for Proposals can be viewed at IPMAAC's website - www.ipmaac.org.

Submission deadline is February 15, 2002. The conference will be held on June 30 - July 3, 2002 in New Orleans, Louisiana.

PERSONNEL TESTING COUNCIL OF METROPOLITAN WASHINGTON

4608 Willard Avenue, Chevy Chase, MD 20815

<http://www.ptcmw.org>

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