

# MAPAC ◆ NEWS

MID-ATLANTIC PERSONNEL CONSORTIUM, INC.  
WINTER 2001

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## MEMBERS

### CITIES

Baltimore, MD      Philadelphia, PA  
New York, NY      Rochester, NY

### COUNTIES

Baltimore, MD  
Fairfax, VA  
Prince George's, MD

### STATES

Delaware      New York  
Maryland      Ohio  
New Jersey      Pennsylvania

### OTHER

City University of New York  
MD Department of Transportation  
Metro Washington Airport Authority  
NY State Unified Court System  
Port Authority of N.Y. & N.J.  
School District of Philadelphia  
U.S. Postal Service  
Immigration and Naturalization Service  
N.Y. City Transit Authority

## **P**RESIDENT'S **P**ODIUM Elliot Lasson, Ph.D.

In preparing my first MAPAC Newsletter article as President, several thoughts flash through my mind. First and foremost, how the heck did I get to be President? (Some of you may be searching for chads and demanding a hand recount.) Well, as many of you know, my involvement in MAPAC was initiated and encouraged by Jerry Moylan. Within our office, his presence is still missed. I suspect the same void is felt from the MAPAC community. So, my gratitude goes out posthumously to him for this opportunity to serve you. You should know that in his memory, the Jerry Moylan Testing Center has been established here at the State of Maryland. This will be a state-of-the-art computerized testing facility to enhance our examination processes.

Another thought that comes to mind is that as President, I no longer have to negotiate contracts, attrition clauses, and decide whether we order bagels or croissants for the breakfasts. Seriously, I think that in the past couple of years the Program Committee has developed some high quality conferences and seen a marked increase in MAPAC Conference registration. Although I hope to continue on the Program Committee in an advisory role, I know that the President-Elect, Robyn Talesnik will do a great job as Chair of this coming year's programs. I

also think that kudos are in order to Past-President, Linda Dunn, who facilitated much of our progress, including an increased student presence.

Having worked in both the private and public sectors, I have come to appreciate the uniqueness of doing assessment in a government environment. At our recent conference in Princeton, Dr. Jerard Kehoe of AT&T spoke of his involvement in the revision of the SIOP Principles. As you all know, both the *Principles* and the *APA Standards* are documents which guide the way that we do business. Our input, along with a public sector representative on the Committee, will be critical in conveying our concerns. It is my hope that the strength of organizations like MAPAC and IPMAAC will serve as a voice representing the interests of the public sector in assessment and selection within the broader professional assessment community.

## **FEATURES**

**FALL 2000  
BUSINESS MEETING REPORT**

**CONFERENCE HIGHLIGHTS  
\* SPRING 2000  
\* FALL 2000**

**TRAINING COMMITTEE  
UPDATE**

**INNOVATION IN ASSESSMENT  
AWARD**

**UPCOMING EVENTS**

One of the short-term goals which I would like to accomplish pertains to membership. Although attendance at recent conferences has been on the rise, I have seen (in the context of quorum votes) some of the same jurisdictions over-represented and some are repeatedly not represented. On the other hand, other member jurisdictions fail to send even a single representative on a regular basis. Understandably, funding to travel may be limited for some agencies, precluding them from sending multiple individuals to each conference. However, I think that the presence of at least one representative at each meeting is a realistic expectation. In order to have the requisite quorum at business meetings and to be able to share cutting-edge information with colleagues back home, it is important to have each member jurisdiction involved. In order to facilitate the requisite approvals for funding for the conferences in your agency, I would like to give everyone the “heads-up” that the next few conferences are planned for Philadelphia, New York City, and Harrisburg.

I look forward to working with many of you during the upcoming year. With the conferences, training workshops, and the growth of our website, I hope you will all join me in seeing MAPAC continue to flourish into the next millennium.

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*Secretary's Report*  
*MAPAC Business Meeting*  
*September 21, 2000*

**Will Martin**  
**Secretary**

Meeting called to order by President Linda Dunn. Roll call taken and a quorum confirmed with the following 13 member agencies present: States of Delaware, Maryland, New Jersey, New York and Pennsylvania; City University of New York; Immigration and Naturalization; Maryland Department of Transportation; Port Authority of N.Y. & N. J.; New York City Transit Authority, and the NYS Unified Court System.

Julie Boyle, an Industrial and Organizational Psychology student from George Mason University was introduced as an invited guest of MAPAC. There is a continuing interest among MAPAC members in reaching out to IO students, inviting them to participate at meetings, make research presentations and to learn first-hand the issues confronting Human Resource managers today.

During this last meeting in the year 2000, President-elect, Elliot Lasson recognized and thanked Linda Dunn for her service to MAPAC by presenting her with a plaque commemorating her service as the first MAPAC President of the new Millennium.

### Reports

#### **Treasurer:**

Will Martin presented three reports to member representatives. The Treasurer's Report for the period May – September 2000 indicated that there is a current balance of \$8,525.79 in the treasury. Noting that current levels of expenditures are significantly above previous years, Will also provided an itemized listing of expenditures for the year 2000 which showed that MAPAC expended \$11,900 in the current year. To provide the membership with a better assessment of current levels of expenditures he also presented a report showing a ten-year overview of income and expenditure levels that showed an average annual expenditure of just over \$4,600 for 1990 through 1999. After a brief discussion, Elliot pointed out that the meeting expenses for the current year are somewhat higher than they have been previously because of meeting locations and steps have been taken to minimize these expenses in the year 2000. It was agreed that all current year expenditures were needed in support of the organization's mission and that future expenditures would be closely monitored.

#### **Communications:**

Linda Dunn reminded members that Sylvia Franklin from Prince George's County Government is responsible for publishing the MAPAC newsletter and invited members to send Sylvia

information or articles that they would like to have published in the MAPAC Newsletter.

#### **Training:**

Robyn Talesnik reported that the MAPAC Job Analysis course is being offered during October 17 – 19 in Trenton, New Jersey. In addition, Robyn indicated that progress continues to be made on the MAPAC Statistics Course. The course is scheduled to be available for the Spring of 2001.

#### **Program Committee:**

Elliot Lasson reported that his committee is planning for the next two meetings, which will be hosted by Philadelphia in January, and the Port Authority of N.Y. and N.J. in May. Elliot is currently engaged in conversations with several presenters and would be interested in suggestions and ideas for topic presentations from member agencies.

### Old Business

Will Martin read the following thank you note from Paul Kaiser addressed to MAPAC members for nominating him for the year 2000 IMPAAC Stephen E. Bemis Award:  
"To My MAPAC Friends,

*I would like to thank you all for submitting my name in nomination for the Year 2000 Stephen E. Bemis Memorial Award. This award is unique in that it reflects both the tangible contributions that Steve provided to our profession and the open, caring attitude which characterized his personality.*

*Steve is remembered for his on-going commitment to the principles of merit and fairness, his practical contributions to the profession, and his willingness to assist his fellow practitioners. To be thought of in the same vein as Steve is truly an honor.*

*MAPAC has long been precious to me and is clearly one of the premier assessment organizations in the nation. MAPAC's goals of improving the quality of testing and selection programs, sharing professional information among its members, and providing a framework for cooperative projects, all mirror Steve's spirit. It was my involvement with my friends in MAPAC that taught me that working with one's colleagues and peers adds a significant dimension to the richness of one's professional life.*

*They say that being nominated for an award is ninety percent of the honor. With the Bemis Award that is indeed the case. Friends of MAPAC who have won the award in the past include Charlie Sproule, Nancy Abrams and Bruce Davey. To be considered along side of them and this year's winner, Bob Guion, is a great compliment.*

*I would especially like to thank Bob Carroll for undertaking the daunting task of preparing the nomination submission. Bob wrote a wonderful report on what must have been a very challenging topic.*

*Again, I appreciate the kind thoughts of my MAPAC friends.*

*Thank you.*  
Paul

## New Business

Linda Dunn opened the floor to nominations for President-elect for the year 2001. David Hamill nominated Robyn Talesnik and Amy Torres seconded Robyn's nomination. No further nominations were offered. After a brief discussion of Robyn's qualifications and past dedication given to the MAPAC as well as the IPMAAC committee, Robyn was unanimously elected as MAPAC's President-elect for 2001.

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# M EETING H IGHLIGHTS

## SPRING MEETING PRESENTATIONS

State Plaza Hotel  
Washington, D.C.

## Production Of Video Development And For Use In Personnel Assessment

**James Frankart and Jo Ann Bagshaw  
Commonwealth of Pennsylvania  
State Civil Service Commission**

The spring MAPAC meeting commenced with a video assessment workshop presented by JoAnn Bagshaw and James Frankart. The objective of the workshop was to introduce the participants to the evolution and use of this technology as a compliment to written and oral testing devices. Topics

covered included a review of the literature on video-based assessment; information on the three (3) phases of producing a video (pre-production, production and post-production); the absolute necessity of SME involvement; and technical, lighting and sound considerations .

Jim presented research findings (Berkley & Sproule, 1998) on the 20-year evolution of video technology for personnel assessment purposes for Pennsylvania's Correctional Officer Trainee (COT) examination. Prior to 1981, this test was a multiple choice written test of general abilities. In 1981, the test was revised to be more face valid and a structured oral test was added. In 1992, a video based writing exercise was added to the exam, the written test was revised to include video-based sub-tests and modifications were made to the oral test. In 1997, the video-based writing exercise and the oral test were eliminated from the exam and the written test was expanded to assess some factors previously measured by the oral test and video-based writing exercise. This was necessary due to budgetary restrictions placed on the Department in 1996.

Validation studies were conducted in 1984 and again in 1996. On test validity, empirical evidence indicated that the 1992 COT examination was a significantly better predictor of job success than the 1981 exam (validity increased from .34 to .69). The addition of the video-based sections seemed to account for the increased validity, as the use of video was the major difference between the 1981 and the 1992 written tests. On test performance, an analysis of the 1992 exam results conducted in 1993 indicated a negligible difference in

average scores by race and gender. On adverse impact, ratios were 84% for Blacks vs. Whites and 64% for male vs. females. Preference points for veterans caused the adverse impact against females because a higher percentage of veterans are male.

The Commonwealth of Pennsylvania will save over \$600,000 annually in test administration costs as a result of eliminating the oral test and writing exercise from the examination program and administering the written test (with video components) at State Civil Service Commission test sites. The research indicates the assessment procedures currently in use in Pennsylvania for COT are supported by a variety of validity evidence, fair by gender and race, and cost effective.

Study 2 described the development and validation of an interactive video assessment of conflict resolution skills (Olson & Buchanan, etal, 1998). A model of conflict management was used to develop the conflict scenarios and part of the scoring key. The interactive video assessment (IAV) allowed the developer to present simulations of conflict situations that were standardized across evaluations. Computer assessment of conflict resolution skills and two cognitive abilities (verbal and quantitative skills) were administered to 347 supervisors and job performance ratings were collected from their managers. Results indicated that the conflict skills assessment was significantly related to supervisory ratings of on-the-job performance in managing conflict but unrelated to the measures of cognitive abilities. In addition, the conflict skills assessment had no adverse impact for women.

On the basis of the distinction between test content and method of testing, study 3 examined video-based versus paper and pencil methods of assessment in situation tests (Chan & Schmitt, 1997). Effects related to race, reading comprehension, method of assessment, face validity perceptions and performance, indicates the video based tests had lower Black White differences, that face validity increased (better candidate acceptance), and that the video based method required less reading comprehension skills. Adverse impact was significantly reduced when the reading comprehension component was eliminated and replaced with the video-based assessment.

Weekly & Jones (1997), Video-Based Situation Testing reviewed advantages and disadvantages of video assessment. Advantages of this method include: realistic depictions of workplace situations resulting in increased fidelity; video-based tests with narration seem to provide a means for assessing candidates who might otherwise perform poorly on written tests by reducing the reading requirement; lowers adverse impact; increases validity; face valid; and this method is administrable to groups. On the other hand, the cost of developing a video-based test is expensive (scripting, filming and editing video averages \$1,500 per finished minute). These tests also require a lot of time and a learning curve to develop and involves many people including professional actors when contracting with an outside production company. Finally, administration of video-based tests requires the availability of both equipment (TV, VCR camcorder, tapes) and scheduling potentially multiple locations.

Other cited studies included: A Rationale for the Performance Based Assessment of Interpersonal Competence (Corey & MacAlpine, 1995) referencing Behavioral-Personnel Assessment Devices B-Pad Technical Reports (Corey, MacAlpine, Conway, Rand D, Rand, R and Wolf 1995); Recent Innovations in Public Sector Assessment (Sproule, 1990) and Corrections Officer Video Test Validation Report-State of Georgia (Swander & Spurlin, 1994). Findings of these studies are not noted here but may be obtained by contacting James or JoAnne.

JoAnne began her presentation by distinguishing between in-house versus outside production houses (OPH) and in which case each is most appropriate. Identifying the criterion and purpose of the video helps makes this determination, i.e.: situational, applicant assessment, judgement, problem solving, applicant pool size etc. Analysts may determine what they are actually looking for in successful candidates and base their scenarios and answer keys around the preferred outcome. In this regard, video-based assessments are much more flexible than traditional oral or written examinations. In-house productions are simpler to develop and may be used for example, as mock oral training examinations. The SME or analyst is at once producer, director and cameraman. These videos require no outside staff, are cost effective and gives the producer greater instant control over the product. OPH may be used when the assessment is more complex for example, for a Correctional Officer promotional examination where hundreds of candidates will be tested. These productions entail employing professional talent, technical equipment

and personnel and the SME or analysts' role is solely as producer.

The most crucial phase of producing a video-based assessment is pre-production. It is during this initial stage that decisions relating to: what the videos purpose is (what should it do - what information should be imparted or derived); why it is being produced (video value – management directed task - what outcome did past video assessments have); who the audience or customers are; locations where video will be shot and viewed; and what are the deadlines and timetables of all interested parties. Once this program analysis has been completed the next step is generating either an internal work order or scheduling a planning meeting with the OPH. Brainstorming with SME's and the production team defines the objective of the video. Next the script is created to achieve this pre-determined goal. Talent is recruited and auditioned during which time releases and confidentiality statements are signed. Finally, the location and shoot schedules are scheduled.

During the production phase, the agency determines the project team coordinator. This person is the person who plans the project and acts as a generator for ideas from team members, customers and SME's. (S)he recruits talent, schedules auditions and records the rehearsals. Joanne made the point that it is critical to keep expectations open and communicate regularly with your customers in order to remain focused on the reason for the project. The director surveys the shoot site to ensure there are no distractions (HVAC, glare, loud noises) and that the scene and props are authentic. Again, based on which type of production is being made, this stage

involves the actual shooting of the program by either internal staff or the OPH.

The final phase is post-production when the program is assembled and edited. Joanne distributed examples of dialogue, video log sheets and edit decision worksheets, which are used during the pre-edit process to track the production throughout the film. All aspects (video, narration, music) of the production are finalized here and put together as a finished product for final approval. Once production is approved it is labeled with title, agency, date, view time and duplicated.

Before the group adjourned for the day, we produced a sample video. Edward Fludd, Maryland DOT, did a terrific job as producer/director. The scenario created was of an aggrieved employee (played enthusiastically by Christopher Adams, Delaware State Personnel Office) confronting his supervisor (hysterically improvised by Bob Carroll, NYS Civil Service) about perceived inequities in work assignments.\* This production had the potential to assess either the employees demeanor or the supervisors management of the situation. This exercise brought the days work into clear focus as the group was required to elect a producer, recruit talent, write a script, place props, eliminate distractions, align camera angles, determine position marks and put it all together.

\*Elliot's cameo as Bob's assistant was a showstopper!

**Presentation Summarized by  
William Hager**

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## ***Current Issues in Standard Setting***

**Bert F. Green, Ph.D.**  
**Johns Hopkins University**

Dr. Green set the tone for a lively and informative discussion on “Current Issues in Standards Setting” by first providing meeting participants with background information on the methods for setting cut-points and establishing standards of performance. “Performance standards have been around for a long time,” Dr. Green stated, “set by informal or judgmental methods.”

Dr. Green reviewed the several methods for setting passing scores. The Psychometric approach emphasizes selecting cut-points on a scale. The Nedelsky method and the Angoff method are item-centered methods and use organized ways of gathering judgments from subject-matter experts. The newest standard-setting method is the “bookmark” method which emphasizes the order of item difficulty.

Dr. Green’s presentation was interspersed with personal experiences, solid examples and amusing anecdotes that established the “performance standard” for a very informative and enjoyable learning/discussion session.

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## **Effective Project Leadership:**

### **The Role Of Competencies**

**Richard J. Klimoski, Ph.D.**  
**George Mason University**

Dr. Klimoski began his presentation with an overview of the importance of project teamwork and project leadership in today’s organizations. He pointed out

that “More than 80% of organizations employing 100 or more workers utilize teams.” As organizations strive to reinvent themselves, implement continuous improvement processes and effectively operate in changing environments, project teams and competent project leadership “are core capabilities needed for internal and external organizational effectiveness.”

Dr. Klimoski is leading a research project at George Mason University that is looking at the nature of project leadership and its impact on project effectiveness. The team’s primary research goals are to:

- Clarify the definition of project effectiveness, in light of the recent emphasis on customer service and team effectiveness;
- Identify the leadership competencies associated with project effectiveness and determine which of these competencies represent development needs for current and future project leaders;
- Determine the most effective means of developing these competencies, and thus enhance the career development of current and future project leaders.

Phase 1 of this project identified:

- (1) Influences on project effectiveness;
- (2) Criteria for project effectiveness;
- (3) Critical project leadership competencies;
- (4) Factors affecting competency and career development of project leaders.
- (5) Managing internal & external relationships; and
- (6) Nature of project team staffing

Dr. Klimoski concluded his presentation with an outline for future research on

the project leadership. According to Dr. Klimoski, further research is needed to :

- Verify the importance of project leadership competencies;
  - Locate appropriate assessments of competencies;
  - Identify the most effective organizational approaches for the development of project leaders; and
  - Determine the role of project leadership competencies and behavior in employee organizational retention.
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**Ins' Comprehensive Competency-Based Assessment Process: From Entry-Level Selection Through Executive Assessment**

**David Pollock, Ph.D.**

**Immigration & Naturalization Service (INS)**

INS has implemented three competency-based assessment systems that are used in the selection of (1) entry level Border Patrol and Immigration Officers, (2) supervisory, managerial promotions for Border Patrol and Immigration Officer and Executive positions. Dr. Pollock began his presentation by identifying INS's goals in implementing a competency-based assessment system. The organization wanted a system that would:

- (1) Assess job-related competencies;
- (2) Identify top-quality candidates;
- (3) Be fair and objective; and
- (4) Provide diagnostic feedback on training needs

Dr. Pollock outlined the assessment system for each of the occupational groups and identified the critical competencies assessed during each stage

of the process. For example, the critical competencies assessed for entry-level Border Patrol Officer are (1) Cognitive skills, (2) Language-Learning ability and (3) Noncognitive skills. The entry-level assessment for this position includes:

- Logical Reasoning Test
- Spanish Language Proficiency Test or Artificial Language Test,
- Biodata Instrument; and
- Structured Interview conducted by "Oral Board" Panel.

INS implemented its competency-based supervisory/management promotional assessment for Border Patrol Officer in January 1997. To date, over 4,100 candidates have participated in the process and over 1,000 supervisory and managerial vacancies have been filled using this method. INS is planning to expand its "Competency-Based Promotional Assessment" to include Adjudications Officers and Immigration Inspectors during 2001.

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**The Changing Role of Human Resources/Assessment Professionals: Adding Value in the "New" Organization**

**David A. Dye, Ph.D.**

**Leslie Raimondo**

**Booz-Allen and Hamilton, Inc.**

Dr. Dye and Ms Raimondo discussed the emerging roles of HR/assessment professional in organizations and the importance of adding value to the "new" organization by identifying and applying HR competencies.

After an overview of the evolving trends in HR and Personnel Assessment, including a review of the IPMA HR Competency Model, Dr. Dye and Ms.

Raimonda engaged session participants in a case study entitled “Workforce Planning.” The presenters defined “Workforce Planning” as :  
*The systematic determination of future workforce requirements, the identification of organizational vision and the formulation of the strategies and actions that will be implemented to meet the vision. The case study exercise was designed to give participants experience in identifying and applying appropriate roles and competencies for HR/assessment professionals.*

Dr. Dye and Ms. Raimonda concluded their presentation with three key summary points:

- The “new organization places greater demands on HR/assessment professional to show their worth.
- New competencies must be demonstrated to play a broader role in the organization; and
- More holistic and dynamic models/approaches are needed to have a greater impact on decisions made and programs adopted.

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### **Fall Meeting Presentations**

**Nassau Inn  
 Princeton, New Jersey  
 Washington, D.C.**

The Fall meeting began with workshops presented by representatives of Sigma Data Systems, Inc. and the U.S. Immigration and Naturalization Service. The AM workshop, facilitated by Troy Wintersteen of the Sigma Data Systems Inc., demonstrated the 32-bit Windows based SIGMA 5 Test Management System (TMS5). This new SIGMA feature can be used to fully automate

development, administration, and analysis of many types of written assessments. Among the many issues discussed concerning the new SIGMA V windows version was the automated item banking systems.

The U. S. Immigration and Naturalization Service presented the afternoon workshop. Dr. Ilene Gast, Ph.D. and David Hamill, M.S. outlined the fifteen steps involved in developing a Competency-Based Multiple-Choice In-Basket Exercise. After presenting an overview of the “Measurement Domain of the In-Basket,” Dr. Gast and Mr. Hamill identified the steps involved in the process as well as activities related to each step.

- Step 1:** Identify critical tasks and competencies
- Step 2:** Collect source materials
- Step 3:** Establish the context (the scenario)
- Step 4:** Develop a pool of documents
- Step 5:** Secure SME Review of documents
- Step 6:** Select optimal set of documents
- Step 7:** Develop performance benchmarks
- Step 8:** Develop multiple-choice items (or rater’s benchmarks)
- Step 9:** Conduct technical (psychometric) review
- Step 10:** Conduct Final SME Review
- Step 11:** Assemble alternate forms
- Step 12:** Conduct Final Technical review
- Step 13:** Proofread
- Step 14:** Print
- Step 15:** Prepare the test documentation file.

The INS team engaged participants in an informative discussion and included very useful sample forms and sample materials in the handouts.

**Internet-Delivered Job Analysis  
Surveys: Adventures in  
Cyberspace**

**Linda Montgomery, Ph.D.**  
**The Chauncey Group International**

Dr. Montgomery began her presentation with a statistical overview of the Nielsen/Net Rating for Internet users and access statistics tracked by the Chauncey Group International. After an analysis of an online survey, Dr. Montgomery, identified the benefits and challenges associated with Internet-delivered job analysis surveys.

**Benefits:**

- Ease of delivery
- Less costly and less labor intensive
- E-mail participation invitation (Yes/No)
- E-mail reminders
- Surveys on special topics

**Challenges:**

- Accuracy of e-mail addresses
- System speed may be slow
- Survey fatigue
- Surveys may not be well-known in different cultures
- Privacy/security

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**MAPAC Training Committee  
Update Report  
December 2000**

Currently, the Training Committee is working on two courses: Essential Statistics for Selection Specialists and Multiple-Choice Item Writing. At this point, outlines have been drafted for each of the courses and actual course

development has begun. We anticipate that the Item Writing course will be completed in the Spring of 2001 and the Statistics course will be completed in the Fall of 2001. Brief descriptions of these courses can be found below:

- Understanding basic statistical theory is essential for all professionals in the field of Personnel Assessment. The purpose of this course is to provide useful instruction so that participants will be able to employ a variety of statistical techniques. After completing this course, participants will be able to apply what they have learned to help them conduct and analyze statistics in their organizations.
- The Item Writing course will give participants a broad overview of multiple-choice item writing and provide "how to" instruction so that participants will be able to construct a variety of multiple choice items. Upon completing this course, participants will be able to apply what they have learned to develop valid and reliable multiple-choice items in their organizations. This course will focus specifically on the construction of quality test items that will contribute to the improvement of a given test and measurement of candidates knowledge of a particular subject matter.

Both of these projects are quite large and complex and would not be possible without the dedication and hard work of the following individuals:

### Essential Statistics for Selection Specialists

David Hamill, Immigration and Naturalization Service

Jeff Holdren, MD State Highway Administration

Will Martin, NYS Department of Civil Service

Melanie Pursel, MD State Highway Administration  
Robyn Talesnik, MD State Highway Administration

Amy Torres, MD State Highway Administration

### Multiple-Choice Item Writing

Chris Connelly, MD State Highway Administration

Brian Jeran, NYNJ Port Authority

Manjeet Kaur, NJ Department of Personnel

Kathy Morris, NJ Department of Personnel  
Gwendolyn Schindler, MD Department of Budget and Management

Charles Sproule, Sproule & Associates

Robyn Talesnik, MD State Highway Administration

Amy Torres, MD State Highway Administration

Draft outlines for both courses will be made available at the Winter MAPAC meeting in Philadelphia, PA. If you have any questions about these courses or any others, please do not hesitate to contact the training chairperson, Amy Torres 410-545-5609, or [atorres@sha.state.md.us](mailto:atorres@sha.state.md.us).

## Innovations in Assessment Award--2001

The International Personnel Management Association Assessment Council (IPMAAC) is seeking nominations its ***The Innovations in Assessment Award***. This award recognizes an individual or team of individuals for the development and application of an innovative personnel assessment tool or procedure. The award is open to **any individual or group of employees in the personnel assessment field** responsible for developing and applying an innovative assessment tool or procedure within recent years. You need not be a member of IPMAAC to submit a nomination. **Nominations are due on March 2, 2001.**

The Innovations in Assessment Award will be presented formally at the upcoming IPMAAC Conference, which will be held in Newport Beach, CA June 10-14, 2001. The winner will receive an engraved plaque to commemorate their accomplishment and a waiver of the conference registration fee for one person. In addition, award recipient(s) will be invited to share their innovation with IPMAAC members during a highlighted presentation at the conference and in an article for IPMAAC's newsletter, the Assessment Council News.

The nomination form is available through IPMAAC's electronic network, the ECN at [www.ipmaac.org](http://www.ipmaac.org). If you would prefer

to receive a copy by mail or fax,  
please contact Ilene Gast by phone  
at (202-305-0590) or e-mail  
([ilene.f.gast@usdoj.gov](mailto:ilene.f.gast@usdoj.gov).)

**UPCOMING EVENTS**

**Feb. 26-28 Association of Test Publishers. Conference, “Computer-Based Testing: Emerging Technologies and Opportunities for Diverse Applications.” Tucson, AZ.**

**Feb 28–Mar 1 International Quality & Productivity Center. Conference. “HR Wired 2001.” Toronto, Canada**

**Feb 28– Mar 3 Academy of Human Resource Development. Annual Conference, Tulsa, OK.**

**Mar 19 – 21 Society for Human Resource Management. Employment Law and Legislative Conference. Washington, D.C.**

**Mar 19 –21 Public HR Management. Conference & Exposition. Arlington. VA**

**Apr 1-4 Human Resources Planning Society Annual Conference. Las Vegas, NV.**

**Apr 1-4 Society for Human Resources Management. Conference “Global Forum.” Chicago, IL.**