

Personnel Testing Council of Southern California
SPRING CONFERENCE & TRAINING WORKSHOP

On the Road to the Next Paradigm Shift:
Innovative Trends in Selection and Testing

Distinguished Presenters & Topics

Situational Judgment Tests

Mike Willihnganz, Ph.D. CPS Human Resource Services

Competency Oriented Simulations

Rod Freudenberg, Ph.D., & Hollie Levy, Ph.D. LAUSD

Biodata

Terry Mitchell, Ph.D. e-selex.com

Research Processes

Dale Glaser, Ph.D. SDSU/Glaser Consulting

Date: April 28, 2005

Where: Embassy Suites Hotel

1211 East Garvey Street

Covina, CA 91724

Hotel Room Registration for Overnight Accommodations: 626-915-3441
Let the registration desk know that you are with PTC to get a room discount!

COST

Members: \$120.00
Non-Members: \$150.00

Student Affiliates: \$75.00
Non-Member Students: \$95.00

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Make Checks Payable to: Personnel Testing Council

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Attn: Linda Darck

Personnel Selection Branch

Los Angeles Unified School District

1543 Shatto Street

Los Angeles, CA 90017

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Linda.darck@lausd.net

For further information please contact: Roxanne Cochran rcochran@hr.sbcounty.gov or
Jeremy Holforty jholforty@hr.sbcounty.gov

CONFERENCE PROGRAM

- 7:30 - 8:30 Registration & Reception Breakfast
- 8:30 - 8:45 Welcome & Introductions
- 8:45 – 10:15 Nuts and Bolts of Situational Judgment Tests
Mike Willihnganz, Ph.D. CPS Human Resource Services
- 10:15 – 10:30 Break
- 10:30 – 12:00 Competency Oriented Simulations
Rod Freudenberg, Ph.D., & Hollie Levy, Ph.D. LAUSD
- 12:00 – 1:00 Luncheon & Networking, Provided by Blakes
- 1:00 – 3:00 The Robust Beauty of Biodata for the Open Internet
Terry W. Mitchell, Ph.D. e-selex
- 3:00 – 3:15 Afternoon Coffee Break
- 3:15 – 4:45 Understanding the Research Process: Lessons Learned
Dale Glaser, Ph.D. SDSU/Glaser Consulting
- 4:45 – 5:00 Closing Remarks & Adjournment

PRESENTATION SUMMARYS

Nuts and Bolts of Situational Judgment Tests

Mike Willihnganz, Ph.D. CPS Human Resource Services

This session will address the theory and principles underlying the use of situational judgment tests (SJTs). SJTs present the candidate with descriptions of hypothetical work situations or problems and ask the candidate to indicate how he or she would handle those situations if actually confronted with them on the job. SJTs have been found to be very good predictors of job performance, without the expense or logistical problems often presented by high fidelity simulation tests (e.g., work samples, job tryout). This session will also describe the practical methods and techniques that can be used to develop content-valid written SJTs for selection purposes. Through a combination of lecture, discussion and individual and group exercises, conference attendees will acquire the knowledge they need to use SJTs in their own organizations.

Competency Oriented Simulations

Rod Freudenberg, Ph.D., & Hollie Levy, Ph.D. LAUSD

The presentation will include an overview of the competency modeling approach used at LAUSD for employee selection, and how this approach is used in examination planning and design. Specifically, we will address using competency modeling as a blueprint for developing simulations and role play-based assessments.

The Robust Beauty of Biodata for the Open Internet

Terry W. Mitchell, Ph.D. e-selex

The many advantages and benefits of biodata are well known, including: low administration cost, avoiding adverse impact on disadvantaged groups, high reliability and criterion-related validity, high utility for increasing job productivity and decreasing turnover, and incremental validity when combined with employment tests and other procedures. However, the most important practical benefit of biodata for the future paradigm of personnel selection is the unique capability of biodata to maintain its validity for open Internet administration. This key advantage of biodata promotes theoretically unbounded increases in utility through ever-expanding pools of qualified applicants.

Understanding the Research Process: Lessons Learned

Dale Glaser, Ph.D. SDSU/Glaser Consulting

This presentation enumerates the various lessons I have learned spanning the breadth of the data collection process: from the formulation of the research question up to interpretation. Guidance, both concrete and practical, will be provided in the hopes that this will help the user of this information circumnavigate the many pitfalls encountered through data analysis. Moreover, the various trends and advances that have taken place in the analytical and measurement domain the last decade will be reviewed. Specifically, formulating the question, planning the design, proper construction and use of measurement tools, data management and collection, proper use and understanding of analytical tools, power and sample size, missing data, black box phenomenon, and interpretation of results.

DISTINGUISHED PRESENTERS

Mike Willihnganz, Ph.D. CPS Human Resource Services

Mike Willihnganz has worked in the human resources profession for more than 20 years. His experience includes work at the state government and county government levels as well as experience at an electric utility. Mike is now a Senior Manager for CPS Human Resources Services. Prior to joining CPS, he worked for the California State Personnel Board where he served as the chief of the personnel Policy Division and as Manager of the Test Validation and Construction and Technical Training programs.

Rod Freudenberg, Ph.D. LAUSD

Rod Freudenberg, Ph.D. is currently the Assistant Director of Personnel Selection with the Los Angeles Unified School District, a position he has held for the last three years. Prior to LAUSD, Rod was the Senior Manager of Organizational Effectiveness for 10 years with Hughes Electronics. Rod was head of personnel research for the County of Los Angeles from 1984 to 1992. Earlier in his career, after graduation from the Colorado State University I/O program, he was a faculty member at Purdue University in its I/O Psychology Department.

Hollie Levy, Ph.D. LAUSD

Hollie Levy is a Principal Human Resources Specialist at the Personnel Selection Branch of the Los Angeles Unified School District. She is the team leader for the Competency Assessment Team, which is responsible for developing tools and methodology for competency-based assessments. Prior to joining LAUSD, she worked for the City of Los Angeles doing research on the selection of Police Officers and Police Service Representatives (911 Operators), and creating and managing the Civil Service examination process for several exams. She has also worked as an internal consultant for Hughes Electronics Corporation and an external consultant at Psychological Services, Inc. Hollie received a B.A. from the University of Pennsylvania, and an M.A. and Ph.D. from The University of Akron.

Terry W. Mitchell, Ph.D. e-selex

Dr. Mitchell is owner, founder, and CEO of e-Selex.com (formerly MPORT), providing large-scale biodata-based personnel selection systems to business and government for the past 15 years. These include Internet-based systems for Fortune 500 companies across many industries. He received his Ph.D. in Industrial/Organizational Psychology from Ohio State University in 1982. In addition, he conducted a Master Tutorial on biodata development for the Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) in April 1996, and he gave the Opening Address at the national biodata conference held in October 1996 at the University of Georgia.

DISTINGUISHED PRESENTERS CONTINUED

Dale Glaser, Ph.D. SDSU/Glaser Consulting

Dr. Dale Glaser, Principal of Glaser Consulting, has accrued extensive experience in statistical analyses, psychometric testing, organizational assessment and program evaluation within the health care, educational, and marketing research domain. He also has gained extensive experience with advanced quantitative methods, including Structural Equation Modeling, multilevel modeling, and other multivariate/biostatistical techniques. Dr. Glaser obtained his Ph.D. in Industrial/Organizational Psychology and a M.S. in Counseling Psychology. He has published numerous articles in the statistical, evaluation, and health care domain and is also a member of various editorial boards, including *Structural Equation Modeling: A Multidisciplinary Journal*. He has served as an ad hoc reviewer for such methodologically oriented journals as *Psychological Methods* and *Educational and Psychological Measurement*. He also teaches, at the graduate and undergraduate level, in courses such as: multivariate and univariate statistics, research methods, testing and measurement, and psychometrics.