

# PTC-SC

PERSONNEL TESTING COUNCIL OF SOUTHERN CALIFORNIA

JULY 2009 NEWSLETTER

[HTTP://WWW.IPACWEB.ORG/PTCSC/](http://www.ipacweb.org/ptcsc/)

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If you would like to contact a PTC-SC Board Member, contact information is on the last page of the Newsletter.

## 2009 PTC-SC Annual Conference

### *Disrupting the Status Quo in Personnel Selection*

Friday, November 6, 2009

Anaheim, California

**Interesting & Applicable Programs!**

|  |   |
|--|---|
| <b>Disrupting the Status Quo in Personnel Selection and HR Culture</b> | <b>Learn how:</b> To more effectively create and apply innovation and evolve organizational culture in slow moving personnel and HR environments.   |
| <b>Using Personality Assessment in Personnel Selection</b>             | <b>Learn how:</b> To finally use valid personality assessment in your selection systems at no cost using public-domain personality measures.  |
| <b>Integrating All Aspects of Selection and HR Into One System</b>     | <b>Learn how:</b> One of the most sophisticated completely electronic HR/Payroll/Selection systems in the country was created for under \$30,000, with emphasis on how the selection and testing systems were integrated. |
| <b>Updated Practical Statistics for Testing Professionals</b>          | <b>Learn how:</b> To better understand and use common statistics for personnel selection and testing purposes.  |
| <b>Preemployment Laws and Guidelines To Know</b>                       | <b>Learn how:</b> To better protect your agency from litigation related to uniform guidelines for testing, discrimination, adverse impact, accommodation, etc.  |
| <b>Emotional Intelligence Testing</b>                                  | <b>Learn how:</b> Emotional intelligence is assessed and how this may be practically accomplished in personnel selection.   |

**Low Registration Cost!**

**Location**

| Conference Only        |       | Conference + 2010 PTC-SC Membership                           |       |
|------------------------|-------|---|-------|
| Student                | \$69  | Student   | \$84  |
| Student                | \$79  | Non-Student   | \$139 |
| Non-Student Member     | \$99  | <b>Including membership for November &amp; December 2009!</b> |       |
| Non-Student Non-member | \$119 |   |       |

**Clarion Hotel - Anaheim Resort**  
616 W. Convention Way  
Anaheim, CA 92802  
(714) 750-3131

### Luncheons & Conferences



**Wednesday, July 22nd**  
**Wednesday, August 26th**  
**Wednesday, September 23rd –Tentative**  
**Friday, November 6th—Conference**

Most of our luncheons are held at

**Luminarias Restaurant**

3500 Ramona Blvd.  
Monterey Park, CA 91754

Click this link for directions:

[http://www.mapquest.com/mq/2-G83Ek\\*Bzi680](http://www.mapquest.com/mq/2-G83Ek*Bzi680)

Luncheon Cost:

\$18 Student Member ▪ \$20 Student Non-Member ▪ \$25 Member ▪ \$30 Non-Member

## Are You Linked-In?

PTC-SC networking is by no means limited to luncheons and conferences. You can touch base with your colleagues and stay current on all PTC-SC news and events by joining the PTC-SC group for free on [www.linkedin.com](http://www.linkedin.com).

Once you have joined LinkedIn and you are logged-in, click on *groups* and *find a group*. Type *PTC-SC* in the search box and then select *join group*.

Once you have joined the PTC-SC group, you will be able to easily connect with other PTC-SC members and expand your professional network. You can talk about your favorite food at the Luminarias brunch or recruitment, testing, and selection. You can also share ideas and best practices, and ask your colleagues questions based on challenges you may be faced with in the workplace. The group is also handy for posting HR jobs, asking guest speakers follow-up questions and organizing meet-ups.

## Research: Show & Tell

If you or your agency are covering any nonproprietary practitioner research that you think would be valuable to other PTC-SC members, please submit it to the PTC-SC CO-VP's of communications ([amy@codesp.com](mailto:amy@codesp.com) or [alex@codesp.com](mailto:alex@codesp.com)). We would love to feature your research in a future volume of this newsletter and on the LinkedIn group website.

## PTC-SC Stephen E. Bemis Nomination – Dr. Edward Hane

Dr. Ed Hane has been an active force in the field of selection and assessment for over half a century. Ed's career had its origin in the aerospace industry, where his main focus was on the design and validation of selection instruments working with Howard Lockwood at Lockheed California, Mary Tenopyr at North American Aviation and others. While working as a Manager of Industrial Sciences at Douglas Aircraft, Ed completed a graduate program at the University of Southern California, receiving a Ph.D. in Industrial-Organizational Psychology. His research on multi-dimensional scaling led him to further examine various innovative assessment instruments for practical applications in the workforce.

After having spent nearly two decades as a selection specialist within organizations, Ed embarked on a path in independent consulting. In 1974, he founded the Personnel Consulting Group, a consultancy specializing in providing a wide array of human resources programs for both private and public agencies. Ed has designed and validated selection procedures, assessment programs, and structured interviews for a myriad of organizations throughout the United States, including Metropolitan Water and Power District of Southern California, the Oklahoma Department of Health, the Louisiana Civil Service Commission, Kaiser Steel, Kerr McGee, Southern California Edison, the Automobile Club of Southern California, the *Los Angeles Times*, and Atlantic Richfield, to name a few.

As a consultant, Ed has been actively engaged in not only providing organizational clients with human resources programs and implementation strategies, but also, as an educator, providing technical training to human resources professionals in the development of such programs. Over the years, Ed has been most gracious in sharing his expertise by developing and conducting workshops and presentations specifically tailored to educate HR practitioners in designing and implementing selection tools that are at the cutting-edge in the field of assessment and employee selection. He has presented workshops and training classes for members of professional organizations such as PTC, WRIPAC, and IPMAAC on a myriad of technical topics; including job analysis, item writing, item analysis, validation, EEOC and ADA compliance, examination and interview planning, as well as the development of competency models and other innovative assessment instruments such as situational judgment examinations. Additionally, Ed has provided personal guidance to some professionals in the assessment field regarding the pursuit of academic and professional aspirations and challenges, as well as ways to improve and defend civil service practices.

Dr. Hane has contributed to the field of Industrial/Organizational Psychology by teaching college-level courses in personnel selection at the University of Southern California and the University of California at Riverside. Ed has written articles on topics related to the ADA and testing and selection processes, which have been published in professional publications and industry manuals. Additionally, Ed has previously submitted recommendations for the revision of the Uniform Guidelines on Employee Selection with regard to modifying standards for testing to keep them up-to-date with current legal statutes and case law. However, Ed's technical expertise was most influential in serving on the Technical Advisory Committee on Testing to California's Fair Employment and Housing Commission, where he acted in the role of vice chairman of the committee and chair of the subcommittee on test validation. In this capacity, he routinely collaborated with other personnel professionals in advising the Commission on policies and practices regarding the evaluation of tests in connection with cases of alleged discrimination, reviewing validation studies submitted by employers in such cases, and offering expert opinion on their efficacy.

Furthermore, in addition to being one of the founding forces and motivators of Personnel Testing Council of Southern California (PTC/SC), Ed has been a constant supporter of and advocate for active membership in professional organizations such as WRIPAC, IPMAAC, APA, SIOP, the National Human Resources Association, and the Association for Human Resources Professionals. As well as having been a *continuously* active member of the PTC/SC since its inception in the early 1950's, Ed has served twice as President of PTC-SC, and has been on its Board of Directors for many years, holding the post of an Executive Director during his last term.

In summary, Dr. Ed Hane has dedicated his professional career in serving the community as a mentor, guide, and educator in the field of testing and selection. Over the years Ed has demonstrated great generosity and commitment in giving his time and energy to assist others and to further the goals of professional associations that serve the field of assessment and selection. PTC-SC would like to recognize and thank Ed for decades of wonderful contributions to the field by nominating him for the Stephen E. Bemis Award.

## July 2009 Newsletter

This update is being sent to you to provide you with information relative to upcoming events and other important information. We welcome feedback on what you liked and disliked about this newsletter, as well as on what you would like to see included in future newsletters.

### Annual PTC-SC Scholarship Program \$1000 Award!

PTC-SC is now accepting proposals from students for a research presentation in the general field of personnel assessment. Topics may include personnel selection, measurement and evaluation, job analysis, and other related areas of research relevant to the Personnel Testing Council. The study does not have to be complete in order to participate.

If your proposal is accepted, you will be given free registration to the Annual PTC-SC Conference (November 6, 2009 in Anaheim, CA) on the condition that you present a poster on your topic at a poster session. The posters will be judged by a committee established by the PTC-SC, and the winner will receive a \$1000 award.

You do not need to be a member of PTC-SC to participate, but you do need to be enrolled in a recognized college or university at the time of the conference.

Please contact Matthew Escobedo at [mescobedo@vcccd.edu](mailto:mescobedo@vcccd.edu) if you have any questions regarding submission. To be considered, your topic must be relevant for PTC members.

*Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.*

-- Barack Obama

## PRESIDENT'S MESSAGE

Dear Members of the Personnel Testing Council of Southern California:

The topic of our first luncheon in 2009, "Refine & Align: How to Stay Alive in 2009," presented by Robyn Warren, Chief HR Specialist at LAUSD, set the stage for a pivotal year with anticipated struggles and opportunities. As our state and nation are confronted with fiscal reengineering and as the new administration is likely to bring about new HR policies affecting public sector HR practices, organizations like the PTC-SC are not optional but critical to the success of HR leaders and practitioners.

PTC-SC is run by a fantastic group of committed and generous volunteers promoting the mission of this organization through luncheons, conferences, committee projects, and publications. We have consistently offered our membership educational opportunities and networking forums in topics related to current testing and selection research and best practices, legal updates, leveraging technology in application and exam tracking systems, classification and compensation strategies, cutting edge breakthroughs in unproctored testing, becoming a strategic HR partner, and much more.

This year, our President Elect, Matthew Escobedo, launched the first Annual PTC-SC Scholarship Program, which will award \$1000 to a student conducting research related to testing, assessment, or personnel selection. The winner will also receive a free registration to the Fall Conference and will have the opportunity to present his or her proposal at a poster session. Our Vice President of Programs, Alex Herrera, has single-handedly lined up a most impressive luncheon program schedule for 2009, the first of which attracted nearly 70 attendees. The Vice President of Conferences, Brandon Tietze, spearheaded our most attractively priced Fall Conference in years -- \$99 for a full day of professional growth and social networking event coming up in November. In 2008, we consolidated the Vice President of Publications and Vice President of Web Publications. Amy Tompkins and Alex Brody were elected as the first Vice Presidents of Communications in 2009. They formed a PTC-SC networking group on LinkedIn, which has successfully served as a virtual forum for our current and prospective members. Joan Stiegelmar, the Treasurer, has a difficult position, managing the finances and filing our tax return; luckily, she has a strong accounting background to draw from. And, last but certainly not least, our Secretary, Jennifer Allen, has been an integral officer in our organization for the last three years.

I applaud the commitment of all the officers. The well-being of PTC-SC depends on their outstanding work. We are currently calling for officer nominations and will soon run elections for 2010. Information is available in this publication as well as our website at <http://www.ipacweb.org/ptcsc/>. All members of PTC-SC are encouraged to take this opportunity and stand out as HR professionals. Challenge your leadership potential!

Amy Gurjian  
President

**Hello PTC members,**

The Personnel Testing Council of Southern California is seeking nominations for PTC Officer positions for 2010. If you would like to work with a Board of Directors who are knowledgeable, experienced, and experts within the field of personnel testing, or know someone who would like to serve, please consider making a nomination.

In recognition of their contributions, officers are not required to pay to attend luncheon meetings or conferences. Many of the officer positions have in the past been held by two PTC-SC members to share the job duties and responsibilities. Individuals who co-chair a position will also share the event fee waiver, with the exception of events for which they are responsible. A description of each officer position is listed to the right.

If you are interested in running or would like to nominate someone, please send me an email no later than August 31, 2009. We will be conducting elections soon afterwards. Nomination Forms and a Sample Qualifications Statement will be emailed out, and will soon be posted on the PTC-SC website at (<http://www.ipacweb.org/ptcsc/>). *This upcoming year we need to fill TWO Director-At-Large vacancies.*

I thank you for your consideration. Please call me if you have questions relative to any of these roles or know of someone who may be interested.

Sincerely,

**Matthew Escobedo****PTC-SC President Elect**

Human Resources Analyst II  
Ventura County Community College District

(805) 652-5525 (direct)

(805) 652-7704 (fax)

[mescobedo@vcccd.edu](mailto:mescobedo@vcccd.edu)

**Individuals being sought for 2009 PTC Officer positions**

A description of each officer position is listed below. Please contact Matthew Escobedo at [mescobedo@vcccd.edu](mailto:mescobedo@vcccd.edu) or (805) 652-5525 with any questions.

**Director- At- Large (three-year term)\*\***

If you have a good understanding of PTC-SC's mission and goals, and possess a strong background in personnel testing and selection, the Director-At-Large position is for you. All powers of PTC-SC are exercised under the authority of the Executive Board, operationally and legally. The Executive Board approves the annual budget, sets policies for the organization, and takes public positions for the organization. There are nine (9) Executive Board members: six (6) Directors-At-Large, the President, the Past President and the President-Elect.

**President-Elect (three-year term)**

As President-Elect you will have the opportunity to "learn the ropes" before assuming the Presidency in the following year. The President-Elect presides over PTC-SC events in the President's absences, prepares objectives and a proposed budget for the following year, chairs the nominations committee and votes as a member of the Executive Board. Upon assuming the office of President, the incumbent is responsible for presiding at PTC-SC events, appointing committee chairs, implementing Board-approved programs and expenditures, and approving programs and related activities. In the third year of the term, the President becomes the Past President and remains a voting member of the Executive Board.

**Vice President – Programs (one-year term)**

The Vice President for Programs generates ideas and arranges for speakers at up to nine regular monthly luncheon meetings. The Vice President also presides at meetings in the absences of the President and President-Elect. Individuals who co-chair this position will both receive the fee waiver when attending each monthly program.

**Vice President – Conferences (one-year term)**

The Vice President for Conferences arranges the program for the Spring and Fall Conferences, including developing the program concept, arranging for speakers, determining the location and arranging social activities. Officers who co-chair this position will *both* receive the fee waiver when attending each conference.

**Vice President – Communications (one-year term)**

The Vice President for Communications obtains material, edits and publishes the PTC newsletter and all other PTC-SC publications, in addition to distributing publications to the members of PTC-SC. The VP of Communications is responsible for designing and maintaining the PTC-SC Internet website. The incumbent ensures the information on the website is current and accurate. In addition to making content modifications, the VP of Communications can also change the design and functions of the web pages as needed.

**Treasurer (one-year term)**

The Treasurer keeps all financial records and is responsible for all moneys and deposits them as approved by the Executive Board. The Treasurer pays all bills and collects payment for PTC events; bills and receives dues from members; prepares and submits periodic reports to the Executive Board; and is responsible for filing PTC-SC's tax returns.

**Secretary (one-year term)**

The Secretary maintains mailing lists of current members, Board members and officers; prepares and distributes to paid members a current copy of the Membership Directory and bylaws; and mails PTC-SC announcements to members, Board members and officers. The Secretary also records and distributes minutes for the Executive Board and officer meetings.

**\*\* TWO Director-At-Large positions are open in 2010.**

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# PTC-SC

PERSONNEL TESTING COUNCIL OF SOUTHERN CALIFORNIA

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Please feel free to contact any of PTC-SC's officers for information about the organization and its programs.

**President**

Amy Gurjian  
[Amy.Gurjian@lausd.net](mailto:Amy.Gurjian@lausd.net)  
Los Angeles Unified School District

**President Elect**

Matthew Escobedo  
[MEscobedo@vcccd.edu](mailto:MEscobedo@vcccd.edu)  
Ventura County Community College District

**Past President**

Michael Arnoldus  
[MArnoldus@vcccd.edu](mailto:MArnoldus@vcccd.edu)  
Ventura County Community College District

**Vice President: Programs**

Alex Herrera  
[A.Herrera@lausd.net](mailto:A.Herrera@lausd.net)  
Los Angeles Unified School District

**Vice President: Conferences**

Brandon Tietze  
[BTietze@bassett.k12.ca.us](mailto:BTietze@bassett.k12.ca.us)  
Bassett Unified School District

**Co-Vice President: Communications**

Alex Brody  
[Alex@codesp.com](mailto:Alex@codesp.com)  
CODESP

**Co-Vice President: Communications**

Amy Tompkins  
[Amy@codesp.com](mailto:Amy@codesp.com)  
CODESP

**Treasurer**

Joan Stiegelmar  
[JStiegelmar@hlpusd.k12.ca.us](mailto:JStiegelmar@hlpusd.k12.ca.us)  
Hacienda La Puente Unified School District

**Secretary**

Jennifer Allen  
[JAllen@lacs.org](mailto:JAllen@lacs.org)  
Sanitation Districts of Los Angeles County

**PTC-SC Board of Directors**

Marina Mihalevsky  
[mmihalevsky@conejo.k12.ca.us](mailto:mmihalevsky@conejo.k12.ca.us)  
Conejo Valley USD

Dona McBride  
[Dmcbride@lacs.org](mailto:Dmcbride@lacs.org)  
Sanitation Districts of Los Angeles County

David Friedland  
[david@friedlandassociates.net](mailto:david@friedlandassociates.net)  
Friedland and Associates

Rod Freudenberg  
[freudenberg\\_rodney@laco.edu](mailto:freudenberg_rodney@laco.edu)  
Los Angeles County Office of Education

Anna Forsberg  
[Anna.Forsberg@lausd.net](mailto:Anna.Forsberg@lausd.net)  
Los Angeles Unified School District

Donna Denning  
[DonnaDenning@gmail.com](mailto:DonnaDenning@gmail.com)