

# PTC-SC

Personnel Testing Council of Southern California

## 2009 Annual Conference

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



Clarion Hotel Anaheim Resort

# Anaheim, CA

Friday, November 6, 2009

## Presentation Summaries

### Keynote: Disrupting the Status Quo in Personnel Selection and HR Culture

**Patrick Ibarra**, Co-Founder & Partner

*Mejorando Group*

Public agencies are in business...in the business of public service, and the "we've always done it that way" approach must be discarded. Best practices are even out of fashion. In its place a more progressive way of delivering services and programs should be implemented that relies heavily on next practices and exemplifies a new way to lead and succeed.

**LEARN HOW:** To more effectively create and apply innovation and evolve organizational culture in slow moving personnel and HR environments.

### Using Personality Assessment To Predict Job Performance in Personnel Selection

**Christopher Nave**, M.A., Ph.D. Candidate

**Ryne Sherman**, M.A., Ph.D. Candidate

*Univ. of California, Riverside*

Personality is an important predictor of job performance. While there are thousands of personality tests available to choose from it is difficult to identify valid measures of personality that actually predict job performance. This talk will highlight valid measures of personality offered at little to no cost, as well as demonstrate how to develop and validate personality assessment tools on your own.

**LEARN HOW:** To finally use valid personality assessment in your selection systems at little to no cost using proprietary and public-domain personality measures.

### Integrating All Aspects of Selection and HR Into One Intranet System

**Stephon Clemons**, Chief Tech. Officer

**Michele Fort-Merrill**, Dir. of HR

*San Diego County of Education*

Current trends indicate that the future workplace will be mostly computerized and paperless. This transition can become a great advantage if done effectively, or a great hindrance if done poorly. The SDCOE has provided an impressive blueprint on how this complex multi-department integration can be inexpensive and seamless.

**LEARN HOW:** One of the most sophisticated completely electronic HR/Payroll/Selection systems in the country was created for under \$30,000. Particular emphasis on how the selection and testing systems were integrated.

### Refresh & Progress: Practical Statistics for Testing Professionals

**Dr. Jim Higgins**, Ed.D

*Biddle Consulting Group*

Unfortunately, on-the-job training often fails to provide HR practitioners with a clear understanding of the theoretical rationale behind statistics they do and can perform. This session will cover how specific statistics can be used to measure test performance, adverse impact, appropriate pass points, workforce turnover, workplace injuries, and other important analyses.

**LEARN HOW:** To better understand and use common statistics for enhanced personnel selection and testing purposes.

### Important Pre-Employment Laws and Guidelines To Know

**Kristine Kwong**, Esq.

*Hinshaw & Culbertson LLC*

Courts often consider EEOC Uniform Guidelines when deciding employment law cases. Within the Guidelines are statements regarding the need for validation in assessment tools and the requirement to look for adverse impact at all stages of the recruitment process. Legal vulnerability can occur when these guidelines are overlooked or insufficiently addressed.

**LEARN HOW:** To better protect your agency from litigation related to pre-employment issues; including uniform guidelines for testing, discrimination, adverse impact, accommodation, etc.

\*This is in contrast to the more often addressed post-hire issues: leaves, discipline, evaluations, etc.

### Emotional Intelligence Testing

**Dr. Kevin Groves**, Assoc. Prof. of Org. Mgmt.

*Pepperdine Univ., Los Angeles*

Emotional intelligence has emerged as a strong driver of employee engagement and leadership performance in organizations. However, a fundamental challenge for practitioners is determining how to reliably and validly assess emotional intelligence for employee selection, advancement, and development purposes.

**LEARN HOW:** Emotional intelligence is assessed and how it may be practically accomplished in personnel selection at low expense; particularly in upper-level and management positions.



## Conference Format

In order to provide a high quality conference at an affordable price to attendees, a one-day format was adopted this year. Although the length is shorter, it is our hope that the experience will be just as rich as could be expected from a multi-day format. Here are some selected highlights:

- Eclectic, practical, and progressive program
- Complimentary breakfast, lunch, and snacks
- Banquet and scholarship presentation
- Frequent networking opportunities
- Post-conference social event

## Program Schedule

|               |  |
|---------------|--|
| 7:30 - 8:30   | Registration & Breakfast                           |
| 8:15 - 8:30   | Welcome & Introductions                            |
| 8:30 - 9:30   | <b>Keynote Address</b>                             |
| 9:30 - 9:45   | Break  |
| 9:45 - 10:45  | <b>Personality Assessment</b>                      |
| 10:45 - 11:00 | Break  |
| 11:00 - 12:15 | <b>Integrating Technology</b>                      |
| 12:15 - 1:30  | Lunch: Italian Buffet<br>-Scholarship Presentation |
| 1:30 - 2:45   | <b>Practical Statistics</b>                        |
| 2:45 - 3:05   | Snack Break  |
| 3:05 - 4:30   | <b>Legal Seminar</b>                               |
| 4:30 - 4:35   | Break  |
| 4:35 - 5:30   | <b>Emotional Intelligence Testing</b>              |
| 5:30 - 7:30   | Social/Networking Event                            |

## City of Anaheim

This year's Conference is set in the beautiful city of Anaheim for two reasons. 1) With the number of attractions and theme parks nearby, attendees will have an opportunity to refresh both professionally and personally. Out of town attendees are especially encouraged to take advantage of the low hotel rate and make a weekend vacation out of it. 2) Anaheim's central location in southern California provides a more convenient destination for local attendees from LA, Orange, and San Diego counties.

### Nearby Attractions

- Disneyland Resort & Theme Park
- Knotts Berry Farm Theme Park
- Anaheim Garden Walk
- The Grove of Anaheim

### Hotel Information

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

**Special PTC-SC Rate: \$89/night**



## Registration Step-By-Step

### 1. Select one of six registration options:

| OPTION A | Conference Only                             |
|----------|---|
|          | 1 - Student/Member ( <b>\$69</b> )          |
|          | 2 - Student/Non-Member ( <b>\$79</b> )      |
|          | 3 - Non-Student/Member ( <b>\$99</b> )      |
|          | 4 - Non-Student/Non-Member ( <b>\$119</b> ) |
| OPTION B | Conference + 2010 Membership                |
|          | 5 - Student ( <b>\$84</b> )                 |
|          | 6 - Non-Student ( <b>\$139</b> )            |

### 2. Complete registration form, which can also be found on the PTC-SC website at:

[www.ipacweb.org/ptcsc](http://www.ipacweb.org/ptcsc)

### 3. Write check payable to "PTC-SC"

### 4. Mail check and registration form to:

**Joan Stiegelmar**  
**Attn: PTC-SC**  
**Hacienda La Puente USD**  
**15959 Gale Ave.**  
**City of Industry, CA 91716**

### For More Information

**Please Contact:**  
**Brandon Tietze**  
**btietze@bassett.k12.ca.us**  
**(626) 931-7982**