

PTC-SC

PERSONNEL TESTING COUNCIL OF SOUTHERN CALIFORNIA

DECEMBER 2010 NEWSLETTER

[HTTP://PTC-SC.ORG/](http://PTC-SC.ORG/)

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2011 PTC-SC Officer Election Results

PTC-SC would like to thank everyone who voted in the 2011 election. Congratulations to all of the elected officials. We look forward to a great and productive new year in 2011.

Position	Elected
Director at Large	Dona McBride Sanitation Districts of Los Angeles
Director at Large	Amy Gurjian Los Angeles Unified School District
President-Elect	Josh Kahn Inglewood Unified School District
Vice President: Programs	Paul Deines CODESP
Vice-President: Conferences	Joan Stiegelmar Hacienda La Puente Unified School District
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Co-Vice-President: Communications	Amy Tompkins CODESP
Treasurer	BethAnn Arko Garden Grove Unified School District
Secretary	Jenni Smith Anaheim Union School District

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*Bzj68o

Luncheon Cost:

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

President's Message

Dear members of the Personnel Testing Council of Southern California:

As 2010 comes to a close, I would like to acknowledge the contributions of our Officers and Board of Directors. They are a great group of dedicated volunteers who have generously contributed their time and expertise in order to ensure the success of our organization.

Thanks to the outstanding effort they have expended, we have had a productive year. Some milestones of 2010 include an exceptional program of luncheons and workshops, a successful annual conference held in beautiful Redondo Beach, and various publications and committee projects which have served to promote the mission of our organization.

I would like to take this opportunity to call your attention to one initiative we are especially proud of, the new PTC-SC website. You may view the website at www.ptc-sc.org. Although this is a work in progress, we are taking steps toward improving the functionality, content, and design on a daily basis. If you have any suggestions for improvement, we would love to hear them. Please send them to me at mescobedo@vccd.edu.

It has been an honor and a pleasure serving as PTC-SC president over the past year.

I thank you for your membership with PTC-SC and wish you a happy holiday season!

Best regards,
Matthew Escobedo

Interview with the PTC-SC 2010 Scholarship Winner, Eliana Ceja

In supporting and recognizing talented researchers in the field of I/O Psychology, PTC-SC offers an annual scholarship to current Master's level thesis students who are sole authors of research relevant to the scope of PTC-SC, whether completed empirical research, or preliminary results of a study in progress, including theses, dissertations, or other student papers that describe original research conducted by the author.

Graduate students were invited to participate in PTC-SC's 2nd Annual Scholarship Program. All qualified finalists received free admission to the annual PTC-SC Conference, on the condition that they present a poster on their research topic at the poster session.

The winner of PTC-SC's 2010 Scholarship Contest is Eliana Ceja. She defended her Master's thesis the day before the 2010 Annual PTC-SC Conference was held in Redondo Beach. Ms. Ceja will officially be awarded her Master's degree in December of this year. She is currently an intern at CODESP in Huntington Beach. PTC-SC VP Communications Amy Tompkins interviewed Ms. Ceja about the scholarship and her participation in PTC-SC.

PTC-SC: You're the winner of PTC-SC's 2010 scholarship competition. Congratulations! How did you learn about this contest, and why did you enter?

EC: I learned about it at one of the luncheon programs. PTC-SC offered a luncheon program that was free to students. I didn't know much about the organization, but I was curious, and it was free, so I attended. I met Amy Gurjian (Past President of PTC-SC) at the luncheon, and she told me about this competition. I wanted to submit work related to my thesis topic, but I wasn't sure if it would be interesting to PTC-SC members. So I discussed my thesis topic with Amy, and she was very encouraging. She urged me to submit my entry.

Of course, the cash prize was motivating! But I also wanted to find out how interested other people would be in my topic.

PTC-SC: Please describe your winning entry. What was your topic, and how did you choose it?

EC: I based the contest entry on my thesis work. The subject of my thesis was the impact of pay cuts both on the individuals who were subject to them, and on the organizations they worked in. I chose this topic for my thesis because I was personally familiar with the situation – both of my parents are school district employees – and was aware of the impact it had on people and on organizations.

For the research, I defined "resilience" in employees and in organizations, because I felt this was characteristic of people and organizations that dealt well with stressful actions like pay cuts. Some of the individual traits that contributed to resilience included emotional and financial stability, past experience with financial adversity, and problem solving skills.

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EC: Some of the organizational traits included good communications, trust in supervisors, and social support. The population I surveyed was comprised of actual employees of universities and school districts who were subject to pay cuts or furloughs.

PTC-SC: How do you think that your participation in the competition affected your research?

EC: It didn't affect my thesis directly, because I defended it the day before the conference! But I was very pleased with the level of interest in the topic that I found in people's reactions to the work at the conference. It certainly boosted my confidence in my work.

PTC-SC: So you are now a member of PTC-SC. What would you like to share about the benefits of belonging?

EC: As a student, I found it was a great networking opportunity. At the luncheon meetings, I had the chance to talk to all kinds of people, working in a wide range of areas related to personnel selection. And everyone I spoke with was so personable and helpful. The topics discussed ranged outside what we were studying in our classes, so that encouraged me to stay current with other research.

PTC-SC: One of our main focuses on the PTC-SC Board is increasing participation and membership among students and new graduates. From your experience with us, what advice can you give us on improving our outreach to these groups?

EC: Well, what first attracted me was the free luncheon meeting! I think that is a great way to attract students' attention. Students in our field might be familiar with the group's name, but they probably don't know exactly what PTC-SC does. I didn't at first, but when I began to attend the luncheons, I found the group's scope was much broader than I thought it was, and I wanted to continue to participate. It might help if our professors are encouraged to talk about PTC-SC to their students, too, so they can learn more about it.

I also think that offering free registration to the annual conference to competition participants is good outreach, because these are people who probably wouldn't attend the conference otherwise. I loved the conference and I had a lot of fun. The location was beautiful, and I met a lot of people to network with.

PTC-SC 2011 Conference Recap

by Paul Deines, CODESP

This year's PTC-SC Annual Conference went off without a hitch! A very special thank you is extended to Josh Kahn and Jeff Nabity, the 2010 VPs of Conferences, for all their hard work and dedication in making this event a huge success. I'm sure I speak for everyone who attended when I say that the event was intellectually stimulating, exciting, and a wonderful way to end the year! If the coffee and breakfast did not wake you up, I'm sure the speakers did.

The conference kicked off with Dr. Neal Schmitt from Michigan State University. Dr. Schmitt discussed some new and innovative test analysis and testing methods using confirmatory factor analysis and Item Response Theory. It was a nice reminder that in order to keep moving forward in the testing world, we must keep up-to-date on our statistical knowledge. Then Dr. Ilene Gast of US Customs and Border Protection energized the room with her humor and excitement. Dr. Gast sparked our creative side by explaining how she has developed multiple choice in-baskets for TSA employees.

The second half of the conference was led by our hometown heroes. First Dr. Rod Freudenberg enlightened us with some new ideas surrounding minimum qualifications. Dr. Freudenberg reminded us that these need to be specific, definable, and linked to specific job duties. Dr. David Whitney of California State-Long Beach discussed some of the stages of test development, from item writing to cut scores. Dr. Whitney's humorous yet intellectual presentation style is always well received, and we thank him for his dedication in molding our young local I/O minds. Finally, our day was capped by Dr. Robin Gurien of the OC Department of Education. Dr. Gurien reminded us of the importance of communication with our employees, and suggested some employee meeting styles that she has successfully implemented.

On behalf of all of PTC-SC, thank you so much to all of this year's speakers! Finally, we ended the evening with a little networking (i.e. "happy hour" party) at Joe's Crab Shack. Overall, the day and evening's events were a great success. Great food, great speakers, and great friends! Thank you to all involved, and we look forward to seeing you all next year.

UPCOMING MEETINGS AND CONFERENCES

WRIPAC Winter Meeting

Carlsbad, California

February 1 - 4, 2011

Registration Deadline is January 21, 2011

Carlsbad Inn Beach Resort

3075 Carlsbad Blvd.

Carlsbad, CA 92008

(800) 235-3939

WRIPAC Special Rate is **\$145**

Pre-Meeting Training Session

Job Analysis by Mike Willihnganz & Karen Coffee

February 1-2, 2011, Carlsbad Inn Beach Resort

2-day Training

\$250 / members or \$275 / non-members

More information and registration form on WRIPAC website
at <http://www.wripac.org/meetinginformation1.html>

IPAC 2011 Conference

Capital Ideas for Assessment

July 17, 2011 - July 20, 2011

Washington, D.C.

IPAC is hosting its second annual conference as an independent organization. Please mark your calendars and plan to join us for two and a half days of concurrent sessions, featured speakers, and social events, plus pre-conference workshops.

Pre-conference workshops: Sunday, July 17, 2011

Plenary and concurrent sessions: Monday, July 18, 2011 – Wednesday, July 20, 2011

Keynote speakers will include Elaine Pulakos, Chief Operating Officer from PDRI; Wayne Camara from the College Board, who will speak on the most recent revisions to the *Standards*; and Eric Dunleavy, Mike Aamodt and David Cohen from the Center for Corporate Equality, who will provide a presentation entitled *Ten Contemporary Controversies in Adverse Impact Analyses of Selection Rates*.

Location: the Dupont Hotel (http://www.doylecollection.com/locations/washington_dc_hotels/the_dupont_hotel.aspx)

Call for Proposals available January 3 – January 31, 2011. More information on the IPAC website soon.

Sponsorship and Exhibitor Information is available now at www.ipacweb.org.

PTC-SC

PERSONNEL TESTING COUNCIL OF SOUTHERN CALIFORNIA

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

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