PTC-SC
Annual Training Conference

SELECTION INNOVATION

Friday, November 6th

Almansor Court
Alhambra, California

ptc-sc.org

2015

Event Schedule

Registration: 7:30 am

Speaker: 8:15 am

Speaker: 9:30 am

Speaker: 10:45 am

Lunch Buffet: 12:00 pm

Sponsor Thanks: 1:30 pm

Speaker: 2:15 pm

Panel Discussion: 3:30 pm

Networking Social: 4:45

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Dr. Michael McDaniel
Virginia Commonwealth University

Michael A. McDaniel received his Ph.D. in Industrial and Organizational Psychology from the George Washington University and is a professor of management at Virginia Commonwealth University. His research and practice primarily concerns personnel selection. He has published in the personnel selection areas of situational judgment, employment interviews, training and experience reviews, job experience, in-baskets, biodata, job knowledge, personality, work simulations, and general cognitive ability tests. He is a member of IPAC and was elected as a fellow in the American Psychological Association, the Association of Psychological Science, and the Society of Industrial and Organizational Psychology.

The Status of Situational Judgment Testing

This presentation will provide a brief history of situational judgment tests and summarize the research documenting the validity of such measures in the prediction of job performance. The constructs typically assessed by situational judgment tests will be detailed. Types of situational judgment tests will be reviewed. Practical considerations in building and scoring situational judgement tests, including recommendations for reducing mean group differences, will be detailed.

Dr. Dennis Doverspike
University of Akron

Dennis Doverspike, Ph.D., ABPP, is a Full Professor of Psychology at the Univ. of Akron, Senior Fellow of the Institute for Life-Span Development and Gerontology, and Director of the Center for Organizational Research. He is certified as a Specialist in I-O Psychology and in Organizational & Business Consulting Psychology by the American Board of Professional Psychology (ABPP). He is also a licensed psychologist in the State of Ohio. He has over 35 years of experience working with consulting firms and with public and private sector organizations. Services provided include individual assessments, statistical analysis, development of large scale assessment systems, job evaluation and job analysis, and expert witness services. He is the author of 3 books, 17 book chapters, over 150 professional publications, and over 100 conference presentations. He has served as an expert witness in court cases and assisted with the preparation of expert testimony in additional cases. He received his Ph.D. in Psychology in 1983 from the Univ. of Akron. His M.S. in Clinical Psychology is from the Univ. of Wisconsin-Oshkosh and his B.S. in Psychology is from John Carroll Univ. He has taught courses at both the graduate and undergraduate levels, directed dissertations, theses and practica.

Emerging Technologies and
the Evolution of Our Traditional Testing Model

Since the beginning of time, and certainly since the introduction of modern selection approaches, there have always been new and emerging technologies. However, Industrial-Organizational (IO) Psychology has tended to treat new technologies as a threat. In this talk, we will start by identifying some emerging, in particular mobile devices, including smart phones and tablets. We will also talk about gamification, games, simulations, and others. After an additional identification of the technologies, we will investigate in-depth the topic of what impact such technologies will have on the traditional test development and validation model, if any. In addition, we will discuss how the incorporation of technology is informed by research.

Dr. Warren Bobrow
All About Performance

Warren Bobrow, Ph.D. specializes in employee selection, manager assessment, structured interviews, and opinion surveys. He has worked in a diverse range of industries, including customer contact centers, finance, health care, petroleum, retail, distribution, telecommunications, utilities, and apparel manufacturing throughout North America, Asia and Europe. Dr. Bobrow strives to create assessment programs that clients can easily manage and are designed to meet their specific needs. He brings experience and creativity to projects, many of which include the use of advanced computer technologies to deliver the most value possible to clients. He received a B.A. degree from the University of California, Irvine in psychology and a Ph.D. in industrial and organizational psychology from the University of Tennessee. He is a licensed psychologist in the state of California. He is a frequent presenter and reviewer at professional and industry conferences, including PTC, IPAC, WRIPAC, and SIOP.

Crowd Sourced Tests

In developing specific knowledge tests, particularly in information technology (IT), assessment professionals face a somewhat difficult set of dilemmas. Writing and validating an exam for a specific software program can be time intensive and there may not be sufficient incumbents to analyze items or verify the reliability or validity of the exam. However, IT professionals can be difficult to recruit and have a large impact on an organization. This means that having accurate assessments is a critical organizational need. An option for bringing reliable tests is using crowd sourcing. Crowd sourcing is obtaining services or content by asking for input from an online community. As applied to assessment, this would include sourcing assessment items online rather from internal sources or a contracted vendor. This presentation will describe an experience with a client where crowd sourced tests were used for a variety of IT jobs (Java, .NET, Android, etc.).

Dr. Kenneth Nowack, Envisia Learning

Dr. Kenneth M. Nowack is a licensed psychologist (PSY 13758) and President/Chief Research Officer of Envisia Learning (www.envisialearning.com) and Ofactor, Inc. (www.ofactor.com). Dr. Nowack received his doctorate degree in Counseling Psychology from the University of California, Los Angeles and has published extensively in the areas of leadership development, assessment, health psychology, and behavioral medicine. Ken serves on Daniel Goleman's Consortium for Research on Emotional Intelligence in Organizations, is a guest lecturer at the UCLA Anderson School of Management, and is an Associate Editor of Consulting Psychology: Practice and Research.

Hardiness/Resilience:
The X-Factor for Healthy and Successful Talent

Coping with change, challenge and stress is a hallmark of successful employees. Why do some employees grow in the face of work and life stress and others get burned out or sick? Employees who are resilient are more persistent, more productive and better able to handle set-backs and failure than those who are least hardy. This presentation will summarize the latest research on the personality factor of resilience--what it is, neurobiological correlates, how it can be measured, and why it is important for both employers and talent today.

Panel Discussion

Moderator:
Dr. Frank Olmos,
PTC Board of Directors and
Sr. HR Analyst, Los Angeles COE

Panel:
Dr. Michael McDaniel
Dr. Dennis Doverspike
Dr. Warren Bobrow
Dr. Kenneth Nowack

From Ideas to Application

The purpose of the panel discussion is to reflect on the presentations and discuss what our PTC members can take away and apply to their organizations.

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