



PERSONNEL TESTING COUNCIL OF SOUTHERN CALIFORNIA (PTC/SC)

2007 SPRING CONFERENCE

**“BECOMING A STRATEGIC BUSINESS PARTNER:
CAPITALIZING ON INNOVATIVE TESTING &
SELECTION PRACTICES”**

**MAY 18TH, 2007
UNIVERSAL CITY HILTON
UNIVERSAL CITY, CA**

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CONFERENCE INFORMATION
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Date: Friday, May 18th, 2007

Time: 7:15am – 5:00pm

*Social networking activity to follow

Location: [Universal City Hilton](#)

555 Universal Hollywood Drive

Universal City, CA 91608-1001

Hotel Room Reservations for Overnight Accommodations: 818-506-2500

Pricing

Members**: \$140

Student Affiliates**: \$50

Non-Members: \$165

Non-Member Students: \$65

**To become a member or student affiliate, please visit our website:

<http://www.ipmaac.org/ptcsc/membership/>

Registration

Option 1: Fill out the online registration form at: <http://www.ipmaac.org/ptcsc/conferences/registration.shtml>

Option 2: Complete the attached paper registration form and send it in along with your payment.

Payment

Make checks payable and mail to:

Personnel Testing Council

Attn: Amy Gurjian

Personnel Commission

Pasadena Unified School District

351 S. Hudson Avenue, Rm. 118

Pasadena, CA 91109

Tel (626) 795-6981 Ext. 223

Fax (626) 793-7508

agurjian73@pusd.us

Contact Information

For further information, please contact the Co-VP of Conferences:

Marina Mihalevsky at (626) 931-7982,

mmihalevsky@bassett.k12.ca.us or

Michael Arnoldus at (213) 241-7782,

michael.arnoldus@lausd.net.

CONFERENCE PROGRAM

Distinguished Presenters & Topics
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Keynote Address

Strategic Human Capital Management: Opportunities for HR Practitioners to Become a Strategic Business Partner
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Beverly Dugan, Ph.D.

Human Resources Research Organization (HumRRO)

Solving the Challenge of Linking Work Activities and Worker Trait Requirements & Reducing Faking on Non-Cognitive Measures
.....

R.J. Harvey, Ph.D., Virginia Tech

Consequences of Setting Unlawful Minimum Qualifications
.....

Kristin Kwong, Esq., Hinshaw & Culbertson, LLP

Fundamentals in Item Response Theory & Application
.....

Tim Gaffney, Ph.D., CA Department of Education

Strategic Selection Planning: Recruitment & Selection in a Job-Seeker's Market
.....

Jay Finkelman, Ph.D., Alliant International University

PRESENTATION SUMMARIES & SPEAKER BIOS

Presentation: Strategic Human Capital Management: Opportunities for HR Practitioners to Become a Strategic Business Partner

The recent movement to strengthen human capital management systems presents a unique opportunity for HR practitioners to establish strategic business partnerships with both internal and external clients. Over the past few years, researchers at the Human Resources Research Organization (HumRRO) have been supporting strategic human capital management (SHCM) initiatives in the Federal government. In particular, HumRRO has been working closely with the U.S. Office of Personnel Management's (OPM) Human Capital Program. This presentation will provide the audience with a basic understanding of strategic human capital management, the types of consultation and expertise needed by organizational leaders to develop and implement human capital systems, and what HR practitioners can contribute to SHCM.

Presenter: *Beverly A. Dugan, Ph.D.*

Dr. Beverly Dugan is Vice President and Director of HumRRO's Employee Assessment and Development Division. She began her career with the former Bell System and joined HumRRO in 1988. Her technical work has involved working with organizations to develop, implement, evaluate, and modify operational programs. Her research and consulting have encompassed a range of efforts, including job analysis and competency modeling; development of a variety of assessments for use in selection, promotion, and diagnosis of development needs; succession planning systems; organizational assessments and special studies; program evaluation; and the international application of I/O psychology. Some of her most recent projects include an evaluation of a leadership development/succession planning program for the U.S. Department of Defense, development of a valid leadership competency model for the Veterans Benefits Administration and two tools in support of its implementation -- a self-assessment instrument and structured interview guide, and a multi-year evaluation of congressionally mandated reform of the personnel system at the Federal Aviation Administration (FAA).

Dr. Dugan has also made presentations and conducted workshops on human capital management, competency modeling, and succession planning for a variety of audiences in the U.S., China, and Japan. She is a member of APA, SIOP, and PTC-MW.

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PRESENTATION SUMMARIES & SPEAKER BIOS cont...

Presentation: Solving the Challenge of Linking Work Activities and Worker Trait Requirements & Reducing Faking on Non-Cognitive Measures

Dr. Robert J. Harvey will discuss the use of a structured job analysis inventory as the foundation for developing strategic selection systems and the development of innovative assessment methods to address the issue of applicant faking on non-cognitive assessment measures. The presentation will address some of the challenges of finding defensible means for linking the domain of information describing work activities (and collecting such data in an accurate and defensible fashion) with the applicant-side domain of personal trait data (abilities, non-cognitive factors, etc). Additionally, the latest research data will be presented on the use of traditional situational judgment tests (SJTs), instruments built using James' conditional-reasoning test (CRT) method, and SJTs developed using Sternberg's view of the process in reducing applicant faking. Dr. Harvey will introduce his job analysis instrument, the Common-Metric Questionnaire (CMQ), and some new, less-fakeable non-cognitive selection tests that are currently being developed by him and his colleagues.

Presenter: *R.J. Harvey, Ph.D.*

Dr. Harvey has been on faculty at Virginia Tech since 1987. As author of the Common-Metric Questionnaire (CMQ), the preeminent standardized job analysis survey, he has been active in research on job/occupational analysis and assessment topics related to employee selection and competency modeling. In recent years, he has been a vocal critic of the Department of Labor's plans to replace the Dictionary of Occupational Titles (DOT) with the O*NET on philosophical, legal-defensibility, and psychometric grounds. His current research programs focus on developing a defensible, job-related occupational analysis system suitable for replacing the failed O*NET and on using job-component validation (JCV) to link the domains of job work-dimensions and worker personal-traits. Visit <http://harvey.psyc.vt.edu> for sample publications.

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Presentation: Consequences of Setting Unlawful Minimum Qualifications

In today's litigious society, no organization is immune from the threat of litigation, especially with respect to personnel selection and the use of minimum entrance requirements. Thus, organizations must be prudent in setting minimum entrance requirements so as to mitigate the associated risks. This presentation will briefly review past court cases that have set the precedent for today's practices in setting job-related minimum entrance requirements. Additionally, the presenter will discuss recent litigation and threats of litigation with regard to current organizational practices and provide tips for legal defense strategies that can be considered when threats of litigation are being brought forward against an organization.

Presenter: *Kristine Kwong, Esq.*

Kristine Kwong is a business and corporate transactions attorney with Hinshaw & Culbertson LLP with particular focus on labor and employment law. She represents both private and public sector employers in federal and state courts throughout California in counseling and litigation. Ms. Kwong advises and counsels clients on a wide range of business and employment issues, including the full range of disciplinary matters, discrimination, harassment and leaves of absences, the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), Pregnancy Disability Leave (PDL), the Americans With Disabilities Act of 1990 (ADA), and the California Fair Employment and Housing Act (FEHA). Ms. Kwong regularly presents training programs for employers throughout the State of California on current issues of employment law, particularly in the area of government mandated programs such as the FMLA, FEHA, CFRA, PDL and ADA.

PRESENTATION SUMMARIES & SPEAKER BIOS cont...

Presentation: Fundamentals in Item Response Theory & Application

This presentation will provide a high-level overview of item response theory (IRT). We will begin with the question, "What is IRT?" A simple example will be provided to show how IRT works and how it differs from classical test theory. The meaning and role of constructs with respect to measurement will be explored as well as the foundation of IRT as the analysis of the interaction between people and items.

While this presentation will cover the fundamental theoretical underpinnings of IRT, the emphasis will be on practical applications of IRT and psychometrics. Numerous examples from large-scale educational assessment, attitudinal, behavioral, and personality will be provided and explored.

Presenter: *Tim Gaffney, Ph.D.*

Dr. Gaffney is currently employed as an Educational Research Consultant in the Standards and Assessment Division of the California Department of Education (CDE). In his position, Dr. Gaffney evaluates the psychometric properties of the State's high-stakes testing and school accountability programs, most notably, the California Standards Tests (STAR) and the California High School Exit Exam. Dr. Gaffney also serves as a technical consultant to the CDE on the more complex testing and measurement issues and projects.

Prior to joining CDE, Dr. Gaffney worked for 15 years as a manager at the Selection Research Program at the California Highway Patrol (CHP). In that capacity, he carried out research to evaluate the validity, efficacy, and fairness of all phases of the CHP officer selection and training process, and he managed the development and ongoing administration of the automated database system used by the department's personnel analysts to coordinate and monitor the flow of officer applicants through the various selection and training phases.

Dr. Gaffney is currently a part-time professor at CSU, Sacramento where he teaches research design, quantitative methods, factor analysis, and related multivariate procedures to upper division and graduate students.

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PRESENTATION SUMMARIES & SPEAKER BIOS cont...

Presentation: Strategic Selection Planning: Recruitment & Selection in a Job-Seeker's Market

The presentation will offer "Gorilla Tactics" to recruit and select candidates in a difficult "job-seeker's" market. When selection ratios become challenging or non-existent, it becomes increasingly essential to think "outside the box" and to shift from a traditional selection posture to a more aggressive recruiting sales strategy. When the employer no longer controls the job market, recruiting and selection tactics must change to accommodate the new reality. The object of this presentation is to accomplish this without compromising standards or creating other liabilities. World class organizations - and those engaged in human resource management "best practices" - are still able to meet their staffing requirements in any recruiting environment. Find out how.

Presenter: *Jay M. Finkelman, Ph.D., C.P.E.*

Dr. Finkelman is the System-wide Associate Dean, Professor and Program Director of Alliant International University's Marshall Goldsmith School of Management (MGSM), Organizational Psychology Division. He served as a senior manager, consultant, and expert witness in employment, staffing, and human resources management for over two decades. He has had hundreds of retentions and depositions, and he has testified at trial over 34 times.

Dr. Finkelman is an Industrial and Forensic Psychologist as well as a Certified Professional Ergonomist. He holds a Ph.D. in Industrial/Organizational Psychology from New York University and a M.B.A. in Industrial Psychology from the Bernard M. Baruch School of Business of The City College of The City University of New York. He was a tenured full professor of Industrial Psychology at The City University of New York as well as Dean of Students at Baruch College. He also served on the Doctoral Faculty in Business, specializing in Organizational Behavior, at the Graduate Center of C.U.N.Y.

He is a member of the Industrial Psychology and Engineering Psychology Divisions of the American Psychological Association, the Human Factors and Ergonomics Society, and the American Academy of Forensic Psychology. Dr. Finkelman specializes in Human Resources, staffing industry management practices, employment discrimination (gender, age, race, and disability), sexual harassment, ADA (Americans with Disabilities Act), conflict of interest, negligent hiring/retention, wrongful termination, adverse impact, performance appraisal, psychometrics, statistical analysis, human factors, and ergonomics.



CONFERENCE PROGRAM SCHEDULE

7:15 — 8:00	<i>Registration & Breakfast</i>
8:00 — 8:15	Welcome & Introductions
8:15 — 9:45	<u>Presentation</u> : Strategic Human Capital Management: Opportunities for HR Practitioners to Become a Strategic Business Partner
9:45 — 10:00	<i>Coffee Break</i>
10:00 — 11:30	<u>Presentation</u> : Solving the Challenge of Linking Work Activities and Worker Trait Requirements & Reducing Faking on Non-Cognitive Measures
11:30 — 12:30	<i>Luncheon & Networking</i>
12:30 — 1:45	<u>Presentation</u> : Consequences of Setting Unlawful Minimum Qualifications
1:45 — 3:15	<u>Presentation</u> : Fundamentals in Item Response Theory & Application
3:15 — 3:45	<i>Coffee Break/Networking</i>
3:45 — 5:00	<u>Presentation</u> : Strategic Selection Planning: Recruitment & Selection in a Job-Seeker's Market



CONFERENCE PROGRAM BREAKFAST & LUNCH SELECTIONS

BREAKFAST

Assortment of breakfast pastries with butter and preserves

Filled Croissants (Apple, Chocolate, Ham and Cheese)

Assortment of Bagels with Cream Cheese

Sliced Seasonal Fresh Fruit and Berries

Freshly Brewed Coffee, Decaffeinated Coffee,
Hot Tea & Orange Juice

LUNCH

Salads

Sicilian Style Antipasto Salad

Peruvian Salad, Avocados, Sweet Peppers, Onions, Walnuts, and

Cilantro Lime Garlic Vinaigrette

Tossed Malibu Greens, Assorted Condiments, Three Dressings

Fresh Cut Seasonal Fruit Platter

Entrées

Bistro Spicy Italian Stuffed Chicken, Red Onions, Ricotta Cheese

Red Chile Crusted Tri Tip, Wild Mushroom, Chile Ancho Sauce

Baked Macadamia Nut Crusted Mahi Mahi, Sweet Pineapple Glaze

Accompaniments

Oven Roasted Red Rosemary Potatoes

Jasmine Rice

Grilled Vegetables

Desserts

Miniature French Pastries, Assorted Cakes, Tarts, American Pies

Beverages

Freshly Brewed Coffee, Decaffeinated Coffee, Hot Tea, and Ice Tea



CONFERENCE REGISTRATION FORM

All fields are required.

Name: _____

Title: _____

Agency/Employer: _____

Address: _____

City/State/Zip: _____

Phone: _____

Fax: _____

Email: _____

Please check the appropriate box:

- Member (\$140)
- Non-Member (\$165)
- Student Affiliate (\$50)
- Non-Member Student (\$65)

Payment

☞ Make checks payable to: **Personnel Testing Council**

☞ Mail Checks To:

Personnel Testing Council/SC
Attn: Amy Gurjian
Personnel Commission
Pasadena Unified School District
351 S. Hudson Avenue, Rm. 118
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