Dear Colleagues,

Welcome to the Association of Test Publishers' online newsletter. Click here to reference past issues of the Test Publisher newsletter: Test Publisher Newsletter.

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ATP hosts successful Innovations in Testing 2010 Conference in Orlando, Florida


Keynoter and best selling author Scott Berkum opened the conference with an inspiring lecture on risk taking and innovation.

"History," he cautioned attendees, "puts a huge emphasis on success stories. "Experimentation and failure." he said, "are the hidden part of every (success) story."

Berkum urged attendees to take risks in their work, learn by mistakes and reward initiative wherever they find it in their quest for innovation.

The conference closed on Wednesday with another keynote speaker, Carlos Linarets, Jr., vice president, Anti-Piracy Legal Affairs for the Recording Industry Association of America.

Linarets gave attendees an insiders view of the front lines defending intellectual property rights. He urged test publishers to work together to find innovative ways to combat piracy issues that are common among all industries that rely on intellectual and creative products.

ATPprepares to launch new Website

In just a few weeks ATP Members and visitors will be asked to login into an all-new website being created as part of a new Association Management System (AHS) being implemented and custom designed.

ATP announces release of third edition of Model Guidelines for Preemployment Integrity Testing

The Association of Test Publishers (ATP) this month released the Model Guidelines for Preemployment Integrity Testing (3rd Edition). Preemployment integrity tests are assessments that are designed to predict counterproductive work behaviors such as theft, gross misconduct, illicit drug use, turnover for cause, violence, and other employee activities that damage or waste an employer's assets. The objectives of the revised Model Guidelines are to promote good testing practices in the development, administration, and use of preemployment integrity tests.

Adherence to these Model Guidelines helps to ensure that both test publishers and test users follow generally accepted "best practices" in six areas: (1) test development and selection; (2) test administration and scoring; (3) test use and decision making; (4) test fairness and confidentiality; (5) public statements and test marketing; and (6) international considerations. "The need to mitigate counterproductive employee behavior through scientifically-based preemployment integrity testing is a global phenomenon," said ATP's CEO William G. Harris, Ph.D. "In fact research reviewed in the Model Guidelines reveals that the cost of worldwide employee theft in the retail industry alone is $50.5 billion annually. In this third edition of the Model Guidelines we've included a new section that addresses a variety of international concerns."

The 2010 Model Guidelines Revision Committee included the following professionals: John W. Jones, Ph.D., Vangent, Inc. (Chair); David W. Arnold, Ph.D., J.D., Wonderlic, Inc. (Chief Legal Advisor); Michael R. Cunningham, Ph.D., University of Louisville; Reid E. Kline, Ph.D., Performance Assessment Networks, Inc.; Deniz S. Ones, Ph.D., University of Minnesota; Lance W. Seberhagen, Ph.D., Seberhagen & Associates; James C. Starth, Ph.D., Employment Risk Advisors; and Vish V. Visvesvaran, Ph.D., Florida International University. "The Model Guidelines were initially developed by the leading experts in the field of personnel testing," noted Martin Roorda, CEO of Cito B.V. in the Netherlands and Chair of ATP's Board of Directors. "Therefore we were committed to ensuring that our 2010 Model Guidelines Revision Committee was represented by well respected industrial-organizational psychologists who would create a set of guidelines to help both test publishers and end users comply with all relevant professional standards and employment laws."

"The 2010 Model Guidelines are relevant to organizations and professionals who are unfamiliar with preemployment integrity tests. They should also prove useful to testing experts who want to stay abreast of the latest best practices related to this class of personnel assessments," said John W. Jones, Ph.D., Chair of the 2010 Model Guidelines Revision Committee. "For example, these guidelines include an updated research section, which supports the validity generalization for integrity tests across a wide variety of jobs, settings, and organizations. The research section concludes that properly developed integrity tests are not only effective in predicting counterproductive behavior in the workplace, but they are fair and helpful from a societal perspective."

Organizations who are interested in reviewing integrity tests for inclusion in their recruitment and hiring process can receive a copy of the Model Guidelines for Preemployment Integrity Tests by contacting Lauren Scheib at 866-240-7909 (US) or +1- 717-755-9747 or email lscheib@ATP@0i.com. The cost is $20.00 for nonmembers $10.00 for members. These guidelines should help the many companies that need to control employee theft and related counter productivity to properly select and use high quality integrity tests.
ATP Welcomes New Members in 2010

ATP acknowledges and thanks its 2010 Innovations in Testing Sponsors

PLATINUM
Alpine Testing Solutions
ATA
Cito
College Board
GMAC
Internet Testing Systems
Pearson VUE
Prometric
PSIOnline
Questionmark

GOLD
ACT
ANSI
Castell Worldwide
Caveon
Comira
Multilingual Ltd.
Cyveillance
Exam Design
Integra7
Kaplan IT Learning
Kryterion
Law School Admission Council
Lamark
McCann Testing
Mensor
pan-A-TALK
PES
Professional Testing
Summit Consulting
Tests.Com
Software Secure

SILVER
Atlantus
Donath Group
Hogan Assessments
Measured Progress
Measurement Inc/
Mountain Measurement
Pearson Assessments

Quick links at ATP

The ATP Career Center
E-ATP Conference 2010
E-ATP Sponsorship Opportunities

FinANCIAL REPORT
ATP Treasurer Wayne Camara reviewed the 2009 Bookkeeping Report and Compilation Report and reported that the Association was in good fiscal help and has increased retained earnings for 2009.

Chief Executive Officer’s Report
ATP CEO Dr. William G. Harris reported that ATP continued to act as administrator of the Technical Advisory Group (TAG) for the American National Standards Institute on work on ISO PC 230. He noted that TAG members included the National Council on Measurement in Education (NCME), APA, American Educational Research Association (AERA), the Institute for Credentialing Excellence (ICE), formerly...
In the area of communications, G. Harris reported that a special issue of ATP’s Journal of Applied Testing Technology (JATT) had been released and that six articles had been published in 2009. In the area of fostering collegial relationships, he reported that ATP had maintained productive working relationships with Council of Chief State School Officers (CCSSO), APA, ACSME, AERA, AVEC, NOCA (ICE), NBCC, the Test Committee of the Association of American Publishers (AAP), the European Test Publishers Group (ETPG), the International Association for Educational Assessment (IAEA), the International Test Council (ITC).

In the area of advocacy, G. Harris reported that ATP continued to maintain a legislative search service with a monthly review of all initiatives impacting testing. He reported that ATP had acted to raise concerns to the Wikimedia Foundation about Wikipedia posting the Rorschach plates and most likely responses online that many felt would jeopardize the utility of the test, and that ATP had commented on several federal regulations, including preparing an Opinion of Counsel concerning the Consumer Protection Commission’s proposed regulations for recalling products for children under the age of 13, which potentially impacted tests.

He reported that into 2010, ATP would continue to seek international members in Europe, Asia, Africa, and the Middle East as well as domestic members. In the area of financial stability, he reported that ATP had increased its retained earnings in 2010, raised funds for publication of the Operational Best Practices, and the TAG, exceeded sponsorship goals for Innovations 2009 and 2010 and launched a profitable and successful European conference. He said that ATP would continue to explore ways in which to add value to ATP membership.

OLD BUSINESS

By-Laws Review ATP Secretary Jerry Borofsky introduced the By-Laws Revision initiative. He reported that over the past several months, a total of nine Board members, Officers, Staff, as well as outside Counsel, participated in the process of reviewing the By-Laws. Marten Roorda then opened up discussion to the floor. The Board reviewed each proposed change, looking in detail at a number of them, providing comments and recommendations for acceptance of many of the proposals while providing additional changes on some other language. J. Borofsky stated that he would begin to incorporate the further changes and edits that were suggested within the next two weeks and then send out a new draft document as expeditiously as possible to Board members for a second round of review.

Initiative Proposal - Fees An initiative proposal was introduced to introduce fees related to divisional membership whereby members pay a fee of $200 for each divisional membership beyond their primary membership and increase existing subscriber fees from $75.00 to $200. It was noted that the last ATP dues increase occurred in 2002 and the percent of increase was 10-percent or less depending on the dues category. Since its formation in 1992, ATP has increased overall organizational dues only twice, in 1996 and 2002, and never for subscribers. After discussion a motion was passed to charge a $200 fee to members for divisional membership beyond a primary division, and increase the subscriber fee to $200, with both changes taking place January 1, 2011.

Initiative Proposal - Interest Groups A proposal was introduced to support the formation of special interest groups (SIGs) among ATP members. G. Harris said that groups of individuals that show a common interest in a topic should be able to cultivate such interest within the ATP context. A motion to accept the proposal for the formation of Special Interest Groups as outlined was introduced by Eric Shepherd. Motion was seconded by Amy Schmidt. Motion was unanimously approved.

Public Relations Issues M. Roorda said that he and G. Harris would work out a short-term and long-term public relations and marketing plans for the Association and report back to the board.

Join the ATP Security Committee The ATP Security Committee was established to provide a forum for members of the community to collaborate and share information on approaches to address security concerns. Working collaboratively has proven to be of considerable value.
Contributions to Testing Award to Dr. Stuart Kahl of Measured Progress (below).

Over the past few years, volunteers have contributed to meet this goal, i.e., identify and share best practices, develop messaging, identify security guidelines and conduct surveys of the industry. The ATPSC 2010 initiatives are focused on expanding on these efforts. Contact Cathy Donath to become a member or to join as a volunteer on one of the task force committees.

Mark your calendar for Innovations in Testing 2011

Innovations 2011 will be held at the Sheraton Wild Horse Resort in Phoenix, Arizona February 27-March 1, 2011

(Photo by Cathy Donath)