

OCCUPATIONAL INFORMATION DEVELOPMENT
ADVISORY PANEL
FIRST QUARTERLY TELECONFERENCE MEETING

DECEMBER 7, 2011
SOCIAL SECURITY ADMINISTRATION
BALTIMORE, MARYLAND

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CHAIR

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P A R T I C I P A N T S

- MARY BARROS-BAILEY, Ph.D., Chair
- JOHN W. CRESWELL, Ph.D.
- ROBERT T. FRASER, M.D.
- PAMELA L. FRUGOLI
- SHANAN GWALTNEY GIBSON, Ph.D.
- THOMAS A. HARDY, J.D.
- JANINE S. HOLLOMAN
- H. ALLAN HUNT, Ph.D.
- DEBORAH E. LECHNER
- ABIGAIL T. PANTER, Ph.D.
- JUAN I. SANCHEZ, Ph.D.
- DAVID J. SCHRETLEN, Ph.D.
- HONORABLE ANDREW E. WAKSHUL

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P R O C E E D I N G S

1
2 OPERATOR: Good day, ladies and gentlemen,
3 and welcome to the Occupational Information
4 Development Advisory Panel quarterly meeting. At
5 this time all participants are in listen only mode.
6 If anyone should require technical assistance during
7 today's conference, please press "star" then "zero"
8 on your touch tone telephone. I would now like to
9 turn the conference over to your host, Ms. Leola
10 Brooks. Please go ahead.

11 MS. BROOKS: Thank you. Good afternoon
12 and welcome to the first quarterly meeting of the
13 Occupational Information Development Advisory Panel
14 for the fiscal year 2012. As the Designated Federal
15 Officer, I would like to welcome you again.

16 I would also like to use this opportunity
17 to take a roll call to ensure that we have a quorum
18 of members. We will start with Mary Barros-Bailey.

19 DR. BARROS-BAILEY: Here.

20 MS. BROOKS: John Creswell.

21 DR. CRESWELL: Here.

22 MS. BROOKS: Robert Fraser.

1 DR. FRASER: Here.

2 MS. BROOKS: Pamela Frugoli.

3 MS. FRUGOLI: Here.

4 MS. BROOKS: Shanan Gibson.

5 DR. GIBSON: I am present.

6 MS. BROOKS: Thomas Harvey.

7 MR. HARDY: Here.

8 MS. BROOKS: Janine Holloman.

9 MS. HOLLOMAN: Here.

10 MS. BROOKS: Allan Hunt.

11 DR. HUNT: Here.

12 MS. BROOKS: Abigail Panther (phonetic).

13 DR. PANTER: Here. Panter.

14 MS. BROOKS: Panter, excuse me.

15 Juan Sanchez.

16 DR. SANCHEZ: Here.

17 MS. BROOKS: David Schretlen.

18 DR. SCHRETLEN: Here.

19 MS. BROOKS: Andy Wakshul.

20 HONORABLE WAKSHUL: Here.

21 MS. BROOKS: Deborah Lechner.

22 MS. LECHNER: Here.

1 MS. BROOKS: And it's my understanding
2 Timothy Key will not be presents on this call, is
3 that correct?

4 DR. BARROS-BAILEY: Yes.

5 MS. BROOKS: Okay. Thank you all.

6 Hearing that we have a quorum I will now
7 turn the meeting over to the Panel Chair, Mary
8 Barros-Bailey.

9 DR. BARROS-BAILEY: Thank you, Leola. And
10 thank you all for your attendance at the first
11 quarterly meeting of the OIDAP for fiscal year 2012.

12 I would like to call your attention to our
13 web site if you would like to follow along in
14 today's agenda. It is at SSA.gov "forward slash"
15 OIDAP. If you look on the left panel you will see
16 meeting information. And the first set of documents
17 that you will see when you get to that page will be
18 the Federal Register notice, along with the agenda
19 for today's meeting.

20 If you look at agendas for past meetings,
21 you can look at Power Points that have been loaded
22 into the past meetings all the way up to our initial

1 inaugural meeting in February of 2009. You can also
2 find public documents that are available in the
3 Panel document section, all correspondence in our
4 reports.

5 And I know that Sylvia will probably also
6 be giving the web site to the OVRD that is
7 developing the Occupational Information System,
8 including documents that have been uploaded to that
9 web site over the last three months.

10 So, Sylvia, if I forget to remind you, if
11 you could give that during the director's report
12 that would be great. Because I know there are
13 documents that people specifically look for on our
14 web site that are going to be present on yours.

15 As we indicate at the beginning of each
16 meeting, the charter of the Occupational Information
17 Development Advisory Panel, or OIDAP, is to provide
18 Social Security Administration with independent
19 advice and recommendations of the development of an
20 Occupational Information System to replace the
21 Dictionary of Occupational Titles in its disability
22 programs.

1 As our main -- as our charter implies we
2 are advisory only, and it is up to SSA to develop
3 the OIS.

4 Today I would like to review the agenda.
5 It's a very straight forward agenda. I will have a
6 short chair's report. We will be hearing from the
7 Project Director, Sylvia Karman about all the many
8 activities that have been occurring since our last
9 face-to-face meeting with the project.

10 And we will under the -- review the
11 subcommittee reports from the Job Analyst
12 Subcommittee, with Deborah Lechner, Chair; the
13 Sampling Subcommittee, with Dr. Allan Hunt, the
14 Chair; then Taxonomy and Instrumentation
15 Subcommittee, with Dr. Shanan Gibson, Chair; and the
16 User Needs and Relations Subcommittee with Janine
17 Holloman as the Chair.

18 We will also review the Minutes from our
19 last face-to-face meeting in September, and ratify
20 those at our next face-to-face meeting in March.

21 Now, I would like to go on and provide my
22 Chair's report. It is going to be a short report

1 today. Rather, I would like to spend the bulk of
2 the time allotted for the call to focus on the
3 activities of the projects and the subcommittees.

4 Mainly, I would like to do a year end
5 review. A year ago today, while in Baltimore
6 preparing for our last face-to-face meeting, four of
7 us met with Commissioner Astrue and Deputy
8 Commissioner David Rust to review the Panel and
9 project's activities to date, and to discuss
10 executive actions involving support structure and
11 staffing that could make a difference.

12 In the intervening year we on the Panel
13 have seen many positive changes along the lines of
14 our discussion that involve mainly our general
15 recommendation number four from our 2009 report
16 regarding the establishment, support of an internal
17 SSA, and general recommendation number eight for the
18 development of an Occupational Information System
19 Research and Development Plan.

20 These foundational activities and many
21 others that involve -- and have not involved our
22 remaining six general recommendations, have made a

1 tremendous difference in positioning the project and
2 the Panel to where we stand today. That is, we're
3 ready to seize a new and busy 2012.

4 As a Panel, we realize that our capacity
5 is only advisory and that SSA makes the ultimate
6 decision. We also understand that SSA, like a lot
7 of federal agencies today, is really under high
8 scrutiny during economic times that we are faced
9 with. And that this may affect what, how, and when
10 the OIS is delivered.

11 Never in the history of over a decade in
12 my involvement with this issue on the use of
13 occupational data information for disability
14 purposes, or for nearly three years in working with
15 SSA development of their OIS have I been as positive
16 about the ability of the Agency, the Panel and
17 stakeholders working together to resolve this phase.

18 As Chair, I would like to thank SSA,
19 especially Commissioner Astrue, Deputy Commissioner
20 David Rust, Deputy Commissioner Latina Green, and
21 the previous Commissioner Marianna; Acting Assistant
22 Deputy Commissioner Bob Weathers, and his acting

1 Deputy Assistant Commissioners, Susan Wilschke and
2 Susan O'Brien; our Project Director, Sylvia Karman;
3 Deputy Project Director, Debra Tidwell-Peters and
4 their staff, and our Designated Federal Officer,
5 Leola Brooks for taking our recommendations and
6 advice to heart.

7 I would also like to thank all the work of
8 the Panel, and the subcommittee chairs over the past
9 years -- the past nearly three years. From where I
10 stand, I see we're poised for a very busy year. So
11 I want to particularly thank you for all your
12 anticipated work.

13 If the changes I see in 2012 are like the
14 ones I saw in the last year, I can only be excited
15 about the future.

16 And at this point, I would like to pass
17 the agenda on to Sylvia Karman for her director's
18 report. Sylvia.

19 MS. KARMAN: Good afternoon, everyone.
20 Thank you very much Mary.

21 So first of all, as I get started Mary had
22 asked that I let folks who are listening in know

1 what our project web site -- where to find that. It
2 is HTTP "colon," two back slashes, www.SSA.gov,
3 "back slash," disability research, one word, "back
4 slash," occupational, "underscore," info,
5 underscore," systems, "dot" HTML.

6 All right. So as I begin, first, I wanted
7 to just mention the changes in Office of Vocational
8 Resources Development in terms of formalizing our
9 structure. As you know, we have been working to
10 bring additional expertise to the project and to
11 formalize the structure in our office.

12 So I am particularly pleased to announce
13 several personnel changes for the Office of
14 Vocational Resources and Development that have been
15 approved by our management. First of all, Jone
16 Papinchock arrived in OVRD on September 7th to
17 serve as the senior research psychologist. Jone
18 comes to us with a wealth of knowledge and
19 experience in the field of industrial organization
20 psychology. And she has quickly immersed herself in
21 our work as we continue the OIS research and
22 development.

1 Debra Tidwell-Peters has been selected to
2 serve as the Deputy Director for the Office of
3 Vocational Resource Development. Debra came to the
4 OIS project in 2008 to serve as the Designated
5 Federal Officer for the Panel. And she brought
6 extensive expertise and leadership abilities from
7 her prior position as the DFO for SSA's Ticket to
8 Work Panel.

9 Elaina Wise-Johnson has been promoted to
10 the position of program analyst in the Office of
11 Vocational Resources Development. Elaina came to us
12 as a recent graduate from Towson University in
13 Maryland in 2008. And she has provided exemplary
14 administrative support for the OIS project and the
15 Panel every since.

16 Elaina will continue to serve as the
17 administrative center of our office and the Panel,
18 taking on additional responsibilities to assist me,
19 the Deputy Director, and the Designated Federal
20 Officer to ensure our project and Panel activities
21 are well supported and run smoothly.

22 Bryon Haskins has been selected to serve

1 as the Chief for OVRD's program integration and
2 analysis branch. Byron came to us in 2010 with
3 extensive managerial and disability program
4 expertise as the director for the state disability
5 determination office in Michigan.

6 Mark Trapani has been selected to serve as
7 the chief for OVRD's Design and Development Branch.
8 Mark came to us in 2009 from the Office of Program
9 Evaluation in OPDR. He has brought substantial
10 experience designing, conducting and managing
11 disability program research and evaluations to the
12 OIS project from his prior work with the Government
13 Accountability Office, and with OPDR.

14 Regarding our project activities that has
15 taken place from basically since the last time we
16 met, so from October through December, I would like
17 to cover some of the major activity that we have had
18 underway, and in some cases completed.

19 So first off are the baseline activities
20 that we are wrapping up. The OIS investigation, both
21 domestic and internationally. The activities were
22 completed by September, 2011. And the final draft

1 report was completed and reviewed in October. The
2 report combines the information from both the
3 international and domestic investigations. It has
4 been reviewed by several Panel members, as well as
5 OVRD staff, and the OIS Development Workgroup
6 members.

7 We are resolving just a couple more
8 comments on the OIS investigation, what we call phase
9 four paper -- which is the final paper -- and plan to
10 post it to the project web site shortly when we are
11 finished.

12 The Occupational Medical Vocational Study
13 also an activity cited in our plan under baseline
14 activities. We have completed the appellate level
15 reviews for the OccMed-Voc study. And we are nearly
16 complete with the quality assurance reviews for those
17 appellate cases. However, we have already begun to
18 program the initial level review data, so that we
19 can -- and conduct our data analysis so that we can
20 examine the results and begin developing the final
21 report. So we will begin with the initial level
22 data, and then as our quality assurance is complete

1 with the appellate level data, we will include that.

2 In the -- the next series of activities
3 that you all will be familiar with as you have heard
4 about over the last year we're identifying OIS
5 standards. In that vain, we have legal, scientific,
6 and usability.

7 For legal, the legal standards phase four
8 document, which is the final report, has undergone
9 additional revisions after review by the OIS
10 Development Workgroup, the senior research
11 psychologist, Jone Papinchock. And is now -- is
12 being reviewed by the Office of General Counsel in
13 Social Security. We expect to have the General
14 Counsel's final comments and/or approval in
15 January 2012.

16 The scientific standards are completed.
17 That phase four paper is posted to our project web
18 site that I gave at the beginning, and I can
19 certainly give it again at the end of my report.

20 The usability standards, we are preparing a
21 phase two document regarding usability standards that
22 would be applied through the R&D activities. We are

1 also looking at the usability plan. In other words,
2 a series of activities that we know we will need to
3 undertake through the research and development of the
4 OIS.

5 So we are revising right now phase one
6 documents to reflect specific activities targeted to
7 address usability. As such, several activities in
8 their attendant phases in the OIS business process
9 would flow from that phase one document to cover
10 various usability activities.

11 One of the activities, for example, is to
12 develop a flow chart of the sequential evaluation
13 process, which highlight the type of Occupational
14 Information, the source of that information, and the
15 related policy guidance provided by the Agency.

16 Now, the purpose of that activity is pretty
17 direct. It's to help us ensure right now that we
18 capture the full range of information about work that
19 adjudicators will need during the development of our
20 work taxonomy and the data collection instrument or
21 instruments.

22 A working draft has been shared with the

1 OVRD staff. I believe that several members of the
2 workgroup as well have reviewed it, and we will be,
3 you know, integrating that information into a meeting
4 that we will be having with IO's on Monday and
5 Tuesday next week.

6 A phase two activity is being planned to
7 obtain and analyze baseline performance statistics
8 from SSA quality reviews about the common causes of
9 errors involving occupational information or
10 references. Then another phase two activity for
11 usability will be to build upon the results of the
12 2009 user needs analysis that we conducted, designed
13 to target follow-ups and future usability testing.

14 So moving on to the third activity that we
15 had reflected under our baseline activities involved
16 the calls one and two that you all are probably very
17 familiar with, the blanket purchase agreement that we
18 have with ICF International for services for
19 developing and reporting on a strategy for training,
20 certifying, and recruiting job analyst.

21 The calls one and two final reports are
22 posted now to our web site for those listening who

1 would be interested in seeing them and are not aware
2 of that.

3 We are working now with ICF on call 003,
4 which has two purposes. So the first purpose of call
5 three is to make recommendations on protocols for
6 specific data collection processes for SSA's OIS.
7 Excuse me. These recommendations will detail, for
8 example, how we might contact and arrange visits with
9 entities, provide assignments to the data
10 collectors -- job analysts, if you would, and how we
11 would transmit data to a central database, and/or
12 review the data collectors performance. These are
13 examples of the kinds of things that we would need to
14 be considering in developing a process for data
15 collection.

16 To inform these recommendations ICF will
17 benchmark through interviewing with government
18 agencies, private sector organizations and state
19 organizations who have experience in the wide range
20 of data collection that we are looking at. So, for
21 example, some of the interview topics that we would
22 be covering would be, for example, identifying,

1 contacting, negotiating, arranging visits or other
2 forms of data collection with these entities.

3 Gathering information from organizations as necessary
4 for defining our sample, providing assignments to
5 data collectors. How do they handle pay and travel
6 expenses? Identifying and reviewing the jobs and
7 positions within the entity so that we can ensure our
8 sampling accuracy. The jobs and positions within the
9 entity that we want to evaluate when we do our job
10 analyses.

11 Also, the types of contacts that we are
12 planning to conduct soon -- or that ICF is going to
13 be conducting soon will be with the Employment
14 Training Administrative and the Bureau of Labor
15 Statistics in the Department of Labor, with the
16 Census Bureau, with the Office of Personnel
17 Management, with DOD, and a couple private sector
18 organizations, and two state organizations that do
19 workers' compensation -- or do job analysis for
20 workers' compensation.

21 The other purpose of call three with ICF is
22 also to enable us to facilitate two expert round

1 tables to discuss various aspects of our development
2 of SSA's prototype work taxonomy. And we are still
3 in the process of developing specific topics for
4 those discussions at both those round tables. And
5 the dates for the round tables have not been
6 finalized. But we do plan for them to take place
7 in -- in early 2012. So what we mean by that is
8 probably later in the winter and then in spring.

9 Also, we had some external activity right
10 after the beginning of the fiscal year for us, in
11 October, and then again in November. We had some
12 presentations to stakeholder organizations. We
13 presented -- I was able to present at the Vocational
14 Evaluation and Work Adjustment Association and NASCRR
15 (phonetic), which is a group with the National
16 Rehabilitation Association, their annual conference
17 in October.

18 And Mary Barros-Bailey and I presented at
19 the International Association for Rehabilitation
20 Professionals forensic conference, November 5th in
21 Las Vegas.

22 Also, we are drafting language to revise

1 some of the text for the SSA and Department of Labor
2 Memorandum of Understanding. SSA is currently
3 reviewing some suggested revisions that we have
4 discussed with DOL staff. And we are going to be
5 moving -- both agencies will be moving that -- those
6 revisions forward through their general counsel
7 shortly.

8 Also, we had a meeting with CDC, and the
9 National Institute for Occupational Safety and Health
10 following an inquiry from NIOSH. We held a
11 teleconference with them at the end of October to
12 discuss the OIS project and work underway in a
13 variety of sections within NIOSH, and also to cover
14 some possible areas of mutual interest. We plan to
15 stay in touch with NIOSH, particularly several
16 divisions that focused on surveys, as well as
17 physical function, such as musculoskeletal functions
18 that is involved in the workplace.

19 And, also, we have been having several
20 meetings with the Government Accountability Office,
21 with their staff. The Government Accountability
22 Office is currently auditing the Agency's work in

1 modernizing disability programs. And one subsection
2 of that is their investigation of the OIS project.

3 The next activity that we have been working
4 through is the development of our work taxonomy.
5 First, we are finishing some work having to do with
6 the DEC, the Disability Evaluation Constructs. And
7 what we are doing at this stage is what we're calling
8 a classification or filtering of the constructs that
9 we inventoried in fiscal year 2011.

10 So we have -- we had developed a method by
11 which several of our -- the OIS Development Work
12 Group members were able to assist us in filtering the
13 inventory so that we could come up with the final
14 list that SSA would like to present to those who will
15 be involved in developing not only the work taxonomy,
16 but also, then, that would inform instrument
17 development as well.

18 We -- the activities -- the initial
19 classification results by the OIS Development
20 Workgroup and our staff will be finished, hopefully,
21 by the end of this week. And we expect the
22 completion of phase four documents describing the

1 results in January 2012 in time for us to begin in
2 earnest the work on developing the work taxonomy.

3 And then with regard to the work taxonomy
4 itself, we did receive recommendations from the
5 industrial organization consultants working with us,
6 which outline step by step methodology for developing
7 SSA's work taxonomy. The consultants'
8 recommendations have been reviewed by SSA's staff,
9 and several members of the Panel. So we have had an
10 opportunity to review not only the consultants'
11 recommendations, but their review of each others
12 papers, as well as others -- a number of people's
13 comments on them.

14 We are planning to meet with the
15 consultants on December 12th and 13th to discuss our
16 design decisions and finalize the methodology that we
17 will use to develop the draft phase two of our work
18 taxonomy development. We anticipate the final phase
19 two for methods, therefore, to be completed in
20 January 2012 so we can begin.

21 The work that we are ramping up for after
22 the first of the year then, 2012, reflect the range

1 of work that we have identified already in the plan.
2 Some of you may be familiar with our identification
3 of key OIS design elements. That certainly will be a
4 topic of discussion next week. And certainly will be
5 informing our work taxonomy development, as well as
6 the instrument.

7 We are also preparing for instrument
8 development. We will develop the requirements for
9 the database to support that -- that instrument or
10 instruments, which will, in fact, reflect the initial
11 steps toward developing a data management plan, which
12 is cited in our OIS R&D plan.

13 And then regarding sampling, we are --
14 would be in a space later on this summer to initiate
15 prototype sampling, or at least to initiate the
16 prototype sampling plan. And in the meantime, our
17 Panel Sampling Subcommittee Chair will report on the
18 activities that it has planned, you know, in terms of
19 providing valuable background and information for SSA
20 as it develops that plan. I'm sure that Allan Hunt,
21 our Chair, will describe that later.

22 And that is all I have for my report.

1 Mary, any Panel members, do you all have
2 any questions?

3 DR. BARROS-BAILEY: This is Mary. I would
4 like to go ahead and open up the Panel for
5 questions, and just make a comment. I know as we
6 get going on this process the people listening in
7 might not be familiar with the way that we use some
8 language in terms of phase documents. If you go
9 either to the OVRD or the OIDAP web site, and you
10 look for OIS Research and Development Plan and you
11 look at the process, you can get a description as to
12 the base documents and get a sense of where SSA is
13 in terms of the development of each of these parts
14 of the OIS plan. So I will go ahead and open up the
15 discussion to the Panel. See if anybody has
16 questions of Sylvia.

17 DR. HUNT: This is Allan. I have one
18 about the OccMed-Voc.

19 You said you are going ahead to start to
20 build a database. When do you expect the quality
21 assurance to be done so you really are moving ahead
22 rapidly on that?

1 MS. KARMAN: We anticipate having the
2 quality assurance completed in the middle of
3 January. So we are dependent on a number of
4 individuals from other offices to assist us with the
5 quality review, because a number of our staff who
6 have been involved with it cannot go in and review
7 themselves. So we really had to reach out to some
8 other folks to ask them to help us. So that's where
9 we are with that.

10 DR. HUNT: Good. Thank you.

11 MS. KARMAN: Thanks.

12 DR. BARROS-BAILEY: Any other questions of
13 Sylvia?

14 Great. Thank you, Sylvia.

15 MS. KARMAN: Thank you.

16 DR. BARROS-BAILEY: A lot of work. I
17 appreciate all the work that you and your staff have
18 been doing to get us to this point.

19 I would like to now welcome Deb Lechner to
20 present the Job Analyst Subcommittee report. Deb.

21 MS. LECHNER: Thanks, Mary. We have not
22 had any formal meetings since our last meeting in

1 the fall. We are currently working on providing
2 feedback for call orders 001 and 002. I have
3 finished my input on call order 002, and I'm waiting
4 for input from one of our Panel members and then
5 that one will be complete, and we will begin working
6 on call order 001. So that's all I have.

7 DR. BARROS-BAILEY: Okay. Thank you, Deb.
8 Allan, for Sampling Subcommittee, if you
9 would present your report, please.

10 DR. HUNT: I would be pleased to.

11 First, I apologize for all the detail
12 there, but I wanted to make sure that you didn't
13 think this was some sort of power graph, and that,
14 you know, we didn't have an invitation and
15 authorization to proceed. So I wasn't trying to pad
16 the record, but I was trying to let you know that we
17 had extensive consultations about this move, and
18 will certify the approval of SSA and OVRD and the
19 acceptance by the members of the subcommittee.

20 The first thing that we have concluded is
21 that we are not going to sponsor a round table as
22 was discussed earlier. That the timing and the

1 budget do not permit. What we are exploring with
2 Sylvia and SSA is the retention of a small group of
3 experts to essentially look over our shoulder and
4 review the work that we do to ensure that it meets
5 the highest scientific standards.

6 And we haven't formalized that yet, but I
7 have a list of names. And once Sylvia has a
8 procedure, we will -- we will circulate those names
9 for comment and then proceed to try and make those
10 appointments, whatever their nature is going to be.

11 The presumption that we have on the
12 Sampling Subcommittee is that we will be -- if
13 necessary to establish linkage with either of the
14 national -- existing national occupational
15 databases, either the Occupational Employment
16 Statistics Program from the DOS or the American
17 Community Survey Program from the Census Bureau.
18 That helps to organize the universe for us.

19 There aren't an infinite number of
20 possibilities, but we have to keep our linkage to
21 one of those two possibilities, which makes this
22 manageable, at least, in my opinion.

1 But we need to explore beyond what we have
2 so far, because you all know we have started
3 exploring the implications of choosing one of those
4 two strategies, either household sampling or
5 employer sampling.

6 We need to probe the willingness to
7 collaborate on the part of both the DLS and the
8 Census Bureau. I think we have formed some
9 preliminary impression of that just from the public
10 testimony. But I think we need to get further into
11 that, and hopefully get it to a point where we can
12 turn it over to SSA to negotiate further.

13 And we want to specifically develop a
14 recommendation or a set of recommendations to bring
15 to the Panel concerning sampling strategy. We are
16 hopeful to do that for the March meeting, but we're
17 not making promises yet, because we don't know
18 exactly what lies ahead on this track.

19 In the report circulated to members of the
20 subcommittee I have listed six activities that we
21 are proceeding as the target allows. First to
22 review the findings from the visit to Census about

1 the American Community Survey in more detail. Both
2 Mark Trapani and Bill -- I forget Bill's last name.

3 DR. BARROS-BAILEY: Davis.

4 DR. HUNT: Say it again.

5 MS. KARMAN: Davis.

6 DR. HUNT: Bill Davis, sorry.

7 -- the statistician from SSA who went with
8 Mark. We have more information about this and we
9 want to capture that. Not necessarily a written
10 report, but a debriefing at least so that we get the
11 benefit of that experience.

12 We intend to analyze the OccMed-Voc Study
13 for sampling related issues, which was the reason
14 for my question, trying to think about the timing.
15 That doesn't mean where we're redoing the work, but
16 we want to look at it from the perspective of, you
17 know, what do these findings suggest in terms of a
18 sampling strategy?

19 Third, we want to compare the existing
20 data at the national level; and, perhaps, at a
21 subnational also, but from the OES and the ACS. I
22 don't believe this has ever been done. If it has,

1 someone please correct me.

2 But I have hopes that there will be some
3 implications from that alone to look at the
4 differences in the distribution that have resulted
5 from these two attempts to estimate national
6 employment numbers for occupations. And that's an
7 activity that we can pursue at any time.

8 Fourth, I want to specifically develop an
9 agenda that list issues that we need to think about,
10 if not at least make recommendations on. So
11 developing an agenda for the things that we need to
12 consider before we come back to the full Panel to
13 tell you what we have found.

14 I want to pursue informal contacts at
15 staff level. Both the ACS and the OES to get a
16 little bit closer to the ground in terms of data
17 quality, data collection procedures, some of the
18 things that have been -- at least been a little less
19 than clear in terms of the testimony that we have
20 had in the public meetings.

21 And lastly and not leastly, to maintain a
22 full and effective coordination with the -- with the

1 other committees, particularly the instrumentation
2 and the job analyst committee. And I should say
3 that Abigail, as a member of both committees, has
4 volunteered to serve that role at least to keep us
5 informed of what they are doing and what we are
6 doing back to them, so.

7 And, of course, our goal is to bring --
8 excuse my voice -- bring a recommendation to the
9 Panel on how to proceed to develop a sampling
10 strategy or strategies depending upon the outcome of
11 this. And our ultimate goal would be to do that by
12 March, but I'm not promising that.

13 That's all I have. If other subcommittee
14 members would like to chime in or add something,
15 please feel free.

16 Okay. Any questions, then, from others?

17 DR. BARROS-BAILEY: Okay. Thank you,
18 Allan.

19 Hearing no questions, I will go ahead and
20 ask Shanan Gibson to present the subcommittee report
21 for Taxonomy and Instrumentation.

22 DR. GIBSON: Thank you so much, Mary.

1 I am glad to -- since the fall 2011
2 quarterly meeting, the Taxonomy/Instrumentation
3 Subcommittee has not had a formal meeting. However,
4 we have been facilitating, we hope, and helping the
5 activities that are occurring within OVRD as it
6 works towards the development of a finalized
7 taxonomy that can then be utilized for these other
8 sets that Allan was just talking about.

9 The primary activities of the
10 Taxonomy/Instrumentation Subcommittee basically
11 focused upon providing feedback to the members of
12 OVRD regarding the information that has been
13 received from the industrial organizational
14 psychologist consultants. In particular, myself
15 and, actually, Juan Sanchez, who is on another
16 committee has provided feedback on the work taxonomy
17 analytic report number one, provided by Drs. Harvey
18 and Morgeson, and also provided feedback on their
19 comments to each other on report number one.

20 In addition to that, I have provided
21 feedback to the OVRD regarding their phase two
22 classification and filtering of disability

1 evaluation constructs procedures paper, which they
2 have had in progress, and Sylvia mentioned as well.
3 So that's kind of where we're at. We are waiting
4 and moving forward as OVRD does.

5 Now, in the spring 2012 for that Panel
6 meeting we look forward to continuing to work with
7 the OVRD staff to facilitate development of that
8 comprehensive taxonomy that can then be sampled and
9 pilot tested, and all that other wonderful stuff.

10 I will be one of the people on site next
11 week, as will Juan Sanchez working with the two
12 industrial organizational psychology consultants.
13 So I look forward to identifying the commonalities
14 in the plans that they promoted, and helping them
15 work through and determine what will be a viable
16 path, hopefully, for SSA to pursue in that regard.

17 I have to say that all the Panel members,
18 I know, and certainly my subcommittee look forward
19 to working with the research psychologist, Dr. Joann
20 Papinchock as well. That's it.

21 DR. BARROS-BAILEY: Okay, Shanan. Thank
22 you.

1 Are there any questions of Shanan?

2 Thank you.

3 I know that this is going to be a very
4 busy year. I can see it already.

5 Janine, if you would provide the User
6 Needs and Relations Subcommittee report.

7 MS. HOLLOMAN: Okay. Thank you, Mary.

8 We have also not had a formal meeting
9 since our last report.

10 MS. KARMAN: Could you speak up, please,
11 Janine.

12 MS. HOLLOMAN: Okay. Since the last
13 report, committee member, Tom Hardy has presented at
14 the New England Chapter Conference of the
15 International Association of Rehabilitation
16 Professionals. As reported earlier, Mary
17 Barros-Bailey and Sylvia Karman presented at the
18 November IARP forensic conference. I presented
19 twice in November. Once at the Michigan
20 Rehabilitation Conference, which is a joint
21 conference for the Michigan chapters of IARP and
22 NRA. And I also presented at Michigan State

1 University to a group of rehabilitation counseling
2 students in their foundations class.

3 Between now and the March meeting, we are
4 hoping to work with Social Security, again. And the
5 group as -- in making sure that we factually
6 disseminate information and how to make sure
7 everyone gets the same message at the same time and
8 respond to all the stakeholder groups requesting
9 information and/or presentations.

10 Right now I'm not aware of any
11 presentation request before March, but I have been
12 asked to speak at the April National Association of
13 Disability Representatives annual conference in New
14 Orleans. That's pending yet, but it looks like I
15 will be speaking at that conference. Any questions?

16 DR. BARROS-BAILEY: Okay. Thank you,
17 Janine.

18 Hearing no questions for any of the
19 subcommittee reports, I just want to make sure there
20 is a final call there if anybody else has any
21 questions or comments for the particular
22 subcommittees before we move on to administrative

1 business?

2 DR. SCHRETLEN: Mary, this is David.

3 DR. BARROS-BAILEY: Okay.

4 DR. SCHRETLEN: I am just wondering -- I
5 would welcome Dr. Papinchock, but I also just wonder
6 a little bit about her background. Can we get a
7 sense of who she is.

8 MS. KARMAN: Hi, this is Sylvia.

9 We -- we can certainly submit a bio to the
10 Panel through Leola for everyone. Joann just came
11 to us recently from the Office of Personnel
12 Management. She was a senior researcher there with
13 them. And before that, she was in private practice,
14 working with companies that represent -- that
15 prepare background -- I mean, that do job analyses
16 for other organizations, so.

17 DR. SCHRETLEN: And she is industrial --

18 MS. KARMAN: Yes. She is an industrial
19 organizational psychologist, I'm sorry. Yes.

20 DR. SCHRETLEN: Thank you.

21 MS. KARMAN: Sure.

22 DR. BARROS-BAILEY: Okay. Any other

1 questions or comments?

2 Okay. I would like to, then, move on to
3 the administrative part of our meeting.

4 We all received a draft of the
5 September 2011 quarterly meeting Minutes. And I
6 would like to call attention to those listening in
7 and also Panel members who might not be aware of
8 this, that transcripts from our previous meeting are
9 being uploaded to our web site. So if you go to the
10 meeting section of our web site, you can actually
11 get copies of the court reporter transcripts for all
12 meetings that run hundreds of pages to support the
13 Minutes that are drafted for our meetings.

14 I would like to compliment OVRD staff that
15 put together these Minutes. These look very, very
16 good. I did have some thoughts about them or
17 changes, but would like to open it up to the Panel
18 to see if there are any changes to the draft
19 Minutes.

20 Okay. Hearing none, and if there are no
21 objections, the draft Minutes, as modified by me,
22 are approved as printed.

1 MS. FRUGOLI: Actually, this is Pam.

2 DR. BARROS-BAILEY: Okay.

3 MS. FRUGOLI: If you just identified
4 typos, I don't necessarily want to raise them up on
5 the call.

6 DR. BARROS-BAILEY: You can forward them
7 on to Leola, yes.

8 MS. FRUGOLI: Okay. Fine.

9 DR. BARROS-BAILEY: Okay. Any other
10 thoughts or questions on that?

11 Okay. Is there any other business that we
12 need to attend to on this call?

13 I would like to point out that we have
14 identified two face-to-face meetings next year, and
15 another telephone conference. Our next quarterly
16 meeting will be the week of March 19th, around the
17 dates of the 21st and the 22nd, particularly for
18 meeting. We will have more detailed information as
19 that emerges. I will be going out to the Panel
20 asking for specific recommendations for agenda
21 items.

22 But at this point for the March meeting if

1 there are any thoughts of particular presentations
2 that you would like to see or items on the agenda,
3 I'm open to taking those.

4 I know there was a request at the last
5 face-to-face meeting that we have a formal
6 presentation of the OccMed-Voc study. Are there any
7 other particular items that you would like to see on
8 the agenda for March.

9 DR. GIBSON: Mary, this is Shanan Gibson.

10 DR. BARROS-BAILEY: Yes.

11 DR. GIBSON: I think we should probably be
12 in a position to -- or OVRD should hopefully be in a
13 position to present us with what the plan is that
14 has been developed based on the feedback they
15 received from the IO consultants and the Panel.

16 DR. BARROS-BAILEY: Okay.

17 MS. KARMAN: This is Sylvia. I'm
18 certainly hopeful that that would be the case.

19 DR. BARROS-BAILEY: Anything else specific
20 that you can think of that the agenda is probably
21 going to be addressed after the first of the year.
22 So I will be going out to the Panel again at that

1 point. Allan.

2 DR. SCHRETLEN: Mary, this is David.

3 DR. BARROS-BAILEY: Oh, David.

4 DR. SCHRETLEN: Not a specific content,
5 but as usual we will have opportunities to meet as
6 subcommittees.

7 DR. BARROS-BAILEY: Absolutely. And I
8 will be going out to the subcommittee chairs to
9 request how much time. I know we were a little
10 tight the last time we met. We might need to expand
11 that time. And we're anticipating that might be the
12 case.

13 DR. SCHRETLEN: You know, it does seem to
14 me like there is sort of more and more being done at
15 the subcommittee level.

16 DR. BARROS-BAILEY: Yes. And so like I
17 said, I will be going out to the subcommittee chairs
18 and the Panel as of the first of the year for timed
19 agendas for the subcommittee meetings, and then for
20 the general meeting as well, the public meeting.

21 Okay. I would like to point out two other
22 dates that it's important that we have on our

1 schedule, June 6th we will have another
2 teleconference. This time seems to work for
3 everybody. So it will be at noon eastern daylight
4 time at that point.

5 And the last meeting that we have on our
6 schedule is for the week of August 13th, a
7 face-to-face meeting. Generally, probably around
8 the 14, 15th, and 16th of that week has been
9 traditional for us.

10 From my understanding, these meetings will
11 likely be around the Baltimore area because of cost
12 and budget issues. But we will get more information
13 out to the Panel as that emerges. But just wanted
14 to make sure everybody had those on their schedules.

15 At this time if we have concluded all our
16 business for the agenda, and I want to make sure
17 there is no additional business that we need to do.
18 I will wait a couple seconds. Okay.

19 Then I will go ahead and turn the meeting
20 over to our Designated Federal Officer, Leola
21 Brooks, for adjournment. Leola.

22 MS. BROOKS: Thank you, Mary.

1 If there are no objections the meeting
2 will adjourn.

3 Hearing no objections, we are adjourned
4 until the next meeting of the Panel in March 2012.
5 Thank you, everyone.

6 DR. BARROS-BAILEY: Thank you, everybody.

7 (Whereupon, at 12:58 p.m., the proceedings
8 adjourned.)

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CERTIFICATE OF REPORTER

1
2
3 I, Stella R. Christian, A Certified
4 Shorthand Reporter, do hereby certify that I was
5 authorized to and did report in stenotype notes the
6 foregoing proceedings, and that thereafter my
7 stenotype notes were reduced to typewriting under my
8 supervision.

9 I further certify that the transcript of
10 proceedings contains a true and correct transcript
11 of my stenotype notes taken therein to the best of
12 my ability and knowledge.

13 SIGNED this 14th day of December, 2011.

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15 _____
16 STELLA R. CHRISTIAN
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