

STEPHEN E. BEMIS MEMORIAL AWARD
CALL FOR NOMINATIONS

CRITERIA FOR AWARD SELECTION
2013

The Stephen E. Bemis Memorial Award is a unique award that is intended to reflect on both the tangible contributions that Steve Bemis provided to our profession AND on the open, caring attitude that characterized his personality. It was designed to serve as a perpetual reminder of the qualities that caused his colleagues to admire him.

First, and foremost, Steve Bemis was a practitioner--a practitioner who was deeply committed to the principles of merit and fairness. His primary concerns centered on the need to develop tests that were truly job related and did not unfairly discriminate against any group.

Steve's contributions were practical in nature. He improved upon job analysis techniques and published his results to assist his fellow practitioners. He recognized the extent to which evaluations of Training and Experience highlighted quantity as opposed to quality. Thus, he was one of the initial contributors to the Behavioral Consistency Method. He understood the impossibility of requiring employers to demonstrate empirical validity for all of their tests and joined the fight to elevate the status of content validity as a viable means for employers to validate tests. Steve also recognized the value of tests to management--and the need for management support. As such, he helped publicize the cost utility of employment testing.

Among his many attributes, Steve is most remembered for the friendship he generously gave to his fellow practitioners. He encouraged junior analysts to acquire more knowledge, and he motivated those who had been in the field for many years to share their experiences. Practitioners from across the nation knew that when they called Steve with a technical problem, he would somehow find the answer or the person who had it. In large part, he cultivated networking before it became fashionable. Toward this end, he spearheaded the creation of the Personnel Testing Council of Metropolitan Washington (PTC/MW), which was an overnight success. He also made himself available to share his knowledge at countless professional conferences, conventions, and meetings throughout the country with seemingly tireless energy.

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Individuals nominated for this award should be current or retired professionals who most nearly emulate the three primary qualities for which Steve Bemis is remembered:

1. Accomplished personnel measurement practitioners who are recognized for their on-going commitment to the principles of merit and fairness;
2. Professionals who have made an impact in the field by their practical contributions(s) that have either resulted in an improved or new procedure; and
3. Concerned individuals who are recognized for their commitment to assisting fellow practitioners, being available to them, and freely calling on them.

Unavoidably, the selection is affected by the quality of the submission. Submissions that do not specifically explain how all three of the requirements are met are particularly disadvantaged because one requirement does not compensate for another. Each is equally significant in making the final determination; all three must be present. Those nominations that provide minimum data cause the selection committee to rely more heavily on the knowledge of the selection committee members.

Nominations may be submitted by individuals or by professional associations. Nominees need not be members of a professional association to be nominated by that group.

Recipients of this award may have made an impact in the field by one contribution or by numerous contributions. The selection committee will be less concerned with quantity than with quality.

There are many talented individuals who are highly respected in the field of assessment who deserve to be recognized for a myriad of reasons. There are other awards that are designed to recognize such areas as outstanding research or academic achievement. This award is intended to recognize those individuals who most closely mirror the three primary qualities that characterized Steve Bemis. This award celebrates persons who apply research in the practical arena and assist their fellow professionals. The award criteria are constant from year to year as variance would cause the award to cease being a memorial.

Thank you for your contribution in ensuring this award lives up to its namesake.