
The Gittinger Assessment Center on the Hocking College Campus

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In 1984, Dr. John Light, President of Hocking College, established through the Board of Trustees, an institute for the study of individual differences, an institute for the study of individual differences. This institute was named for Dr. John William Gittinger, an internationally recognized pioneer in the field of psychological assessment and personality profiling. A board of directors was named to lead the Institute in the definition of its mission and in the determination of the scope of its activities. Dr. John Gittinger has served on the board since its inception with such recognized professionals as Dr. Peter Briggs Myers, Dr. Charles Krauskopf, Dr. Robert MacLachlan and Dr. Marshall Heyman.

Hocking College is nestled in the foothills of the Appalachian Mountains and is found by prospective students from around the globe. Unique, state-of-the-art educational programs and delivery systems have earned Hocking College its international acclaim. In 1984, Hocking College took the lead to launch a series of educational enhancements designed to focus on the learner. It was the belief in the power and importance of uniqueness held by the Board of Trustees and the President, and success of early "seed" projects which gave impetus to the development of what is now the Gittinger Assessment Center.

In its first eight years of operation, the Gittinger Center has had a significant impact on the Hocking College Campus. All students who study at Hocking are provided the opportunity for personal

assessment. During the assessment program, learning styles are discussed and career strategies are developed. Students learn that faculty and staff view them as unique and will take the steps to provide for individually tailored coursework and co-curricular experiences.

The faculty, staff, and administration have been similarly enriched by the Center. An array of professional development lectures, discussions, and symposia on the psychology of the learner have become an integral part of professional life at Hocking College. These have given rise to the many applications of assessment which are today evident on campus.

THE SPECIALIZED FUNCTIONS OF THE GITTINGER ASSESSMENT CENTER

The Gittinger Assessment Center of today provides services to the campus community and to outreach populations in six functional areas. The functional areas may be described by type of service provided and intended outcome of service use.

College Counseling Center

The Gittinger Assessment Center serves in a consulting capacity to staff of the College Counseling Center. Psychologists, counselors, and rehabilitation specialists refer clients to the Gittinger Assessment Center for evaluation purposes. The

Gittinger Assessment Center, in turn, provides the referral source with an analysis of therapeutic issues and suggestions for treatment planning. These are provided in report form and discussed with staff in case review teams.

Special Students Learning Needs

The Gittinger Assessment Center accepts both student self-referrals and referrals made by staff for the diagnosis of special learning needs. Professionals who operate the Center have developed a framework for organizing learner characteristics and specialized needs. The staff develop personally designed learning plans for students. Plans are developed to help students use their cognitive and perceptual strengths and minimize or compensate for inherent learning weaknesses.

Faculty and Staff Education

Professionals in the Gittinger Assessment Center participate fully in the development and instruction of new faculty education programs. A working knowledge of components of individual differences is communicated to instructional and non-instructional staff alike. The Gittinger Assessment Center provides consultative services to staff as they seek to understand and work with students on campus.

Judicial Affairs

The Gittinger Assessment Center plays a role in the College's judicial education program. Students who have been found guilty of multiple infractions of the College Code of Conduct are referred to the Center for evaluation. The judicial education officer uses the results of the evaluation to do a behavioral analysis. The officer then constructs educational sanctions, from this analysis, deemed to be most effective in facilitating behavioral change and problem management.

Student Groups

A number of student groups require special leadership training as a prerequisite to membership. An assessment of leadership skill, along with a plan for personal empowerment is jointly developed by student advisors and staff at the Gittinger Assessment Center. Students in the Campus Security Cooperative Program, Resident Assistants at Hocking Heights Residence Hall, and officers of Student Senate participate in assessment programs for personal and professional growth and development.

Organizational Development

The Gittinger Assessment Center staff provides consultative services for departments in the College and for organizations outside of the College interested in promoting team building and organizational effectiveness. Both individual and team contributions are arrayed to promote unit effectiveness.

Additionally, the Assessment Center staff assists units and departments in the development of selection criteria for candidates for employment. An applicant profile of job-related characteristics is developed. The profile is then used, in conjunction with other relevant measures and data, to assist in the formal decision-making process.

Directions For The Future

Hocking College is increasingly stretching its resources to provide for the training demands of a global marketplace. National and International guests regularly visit the campus to view the varied on-campus operations and unique curricular offerings. There is considerable interest in the breadth and scope of the Gittinger Center's assessment services and much work to be done in sharing with colleagues the importance of John Gittinger's contributions. The Center now houses

the most extensive tape library on the Personality Assessment System (PAS). It is imperative that professionals associated with both the Gittinger Assessment Center and the PAS participate in documenting and promoting the contributions of both groups to the field of applied psychology. The future is bright with prospects and challenges. The Gittinger Assessment Center has had an important role to play in addressing those challenges.