

Slide 1. Tests Have Low Validity for Police Officer

Assume

- Half of applicants have the ability to become a good Police Officer
- Select top 10% of applicants based on test score

With $r=.24$, **one third of new hires will be poor Police Officers**, per our math models

Analysis

1. Can the lower 50% be trained to be good police officers?
 - a. It seems to be the case, since few PO wash out of the police academy
2. Conclusion: We are selecting on characteristics that can be trained and not on characteristics that are hard to train, such as personality.

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Wiesen Takeaways

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1. Tests for Police Officer Have Low Validity.
 - a. Many who are hired as POs are expected to fail, per math models (false positives).
 - b. Many minority candidates who are not hired could do the job (false negatives).
 - c. We should consider new approaches to testing/selection (see below).
2. Psychometricians Make Decisions That Chiefs Should Make.
 - a. Enable Chiefs to help make selection system design choices by providing information.
 - i. Provide numeric estimates of job performance and adverse impact of test components.
3. Psychometric Approaches Can Reduce Adverse Impact and Improve Job Performance.
 - a. Test more areas (e.g., creative problem solving, bias, face memory/recognition).
 - b. Focus on utility rather than validity.
 - c. Limit to pass-fail any use of tests of g (AKA general academic achievement).
4. Administrative Approaches Can Reduce Adverse Impact and Improve Job Performance.
 - a. Use residency preference in hiring: absolute or number of points.
 - b. Use technology to provide more supervision to new (and old) POs in the field.
 - c. Increase the duration of police academy (e.g., double the length).
 - d. Increase the probationary period, post academy.
5. Hybrid Approaches Can Reduce Adverse Impact and Improve Job Performance.
 - a. Improved recruitment is easier and may yield more benefit than improved testing.
 - b. Consider alternatives in lieu of tests of g (e.g., high school rank), to aid in recruitment.
 - c. Require experience in community to apply.
 - i. 1 year residence in community, or
 - ii. 500 hours community service in community, or etc.

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