Proposals Submitted for the 2020 Annual Meeting of the Society for Police and Criminal Psychology

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Proposal One
The 3 Best Psychometric Approaches to Maximize Diversity in Hiring Police Officers
Police Officer selection tests often are a barrier to hiring a diverse academy class. There are three psychometrically sound approaches to both increase ethnic/racial diversity in hiring and improve expected job performance: (1) use tests of general cognitive ability (g) on a pass/fail basis, (2) select tests based on utility, not validity, and (3) test specific job related cognitive abilities and other characteristics that show small ethnic group differences. There are two sound psychometric reasons to use tests of g on a pass-fail basis: general cognitive ability tests have low validity and low utility. Selecting tests based on utility will result in a different and better test battery than selecting tests based on validity. There are specific cognitive abilities that are job related and have low or even reverse adverse impact, such as face memory/recognition, creative problem solving, conscientiousness, and implicit bias. Structuring selection systems in this way will both increase diversity in hiring and increase the expected level of job performance. A real-life example will be presented (Bridgeport, CT, 2015).
More detail is available here: http://jpwphd.com/siop2018

Proposal Two
The 3 Best Administrative Approaches to Maximize Diversify in Hiring Police Officers
Police Officer selection tests often are a barrier to hiring a diverse academy class. There are three administrative approaches to both increase diversity and improve expected job performance: (1) have testing consultants project the number of diversity hires, (2) focus on quality over quantity in recruiting all, but especially minority, applicants, and (3) use residency preference in hiring. Typically, testing consultants design the entry-level testing program with little input from police managers. Police managers can help design the entry-level testing program if given numerical estimates of the predicted diversity in hiring and the expected level of job performance. I will present a form to use to do this. Recruitment is more important than validity in hiring good police officers. With low validity, we do only somewhat better than random selection, so a highly qualified candidate pool is essential. Structuring selection systems as just described will both increase diversity in hiring and increase the expected level of job performance. A real-life example will be presented (Bridgeport, CT, 2015).
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