

Predictors of Police Academy Performance

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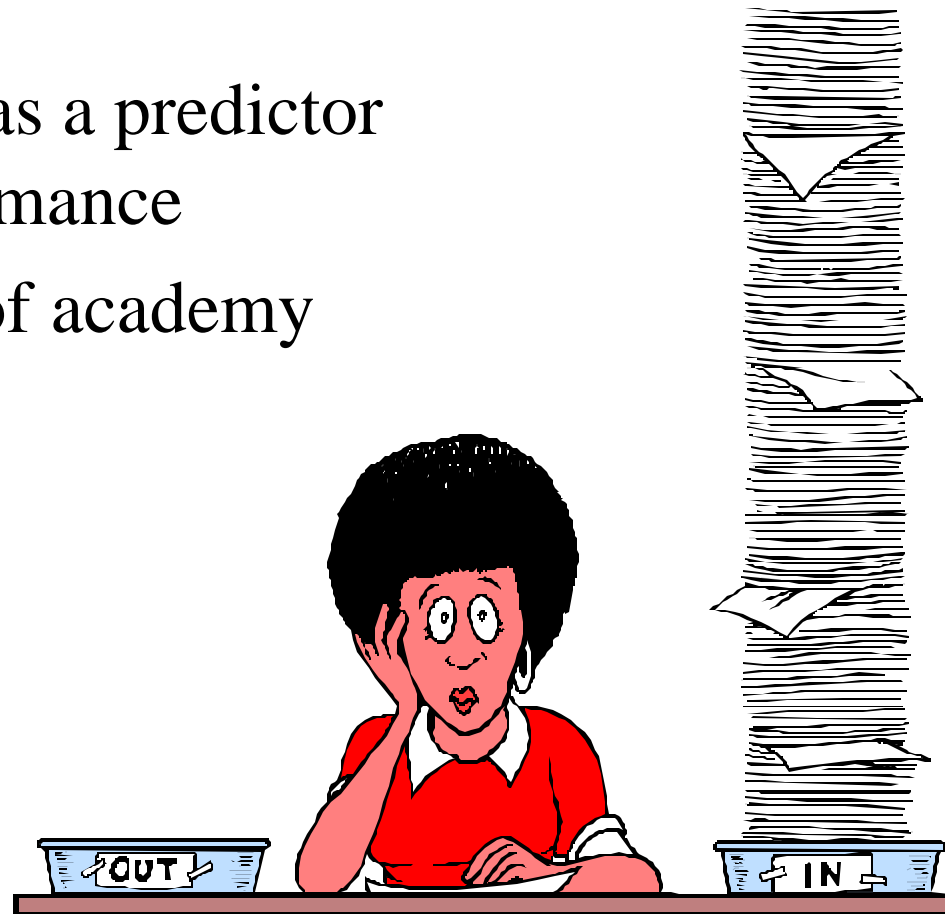
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Goals: Conduct a meta-analysis and collect new data to:

- Study the academy as a predictor of on-the-job performance
- Identify predictors of academy performance
- Beg for more data



Literature Search

- Time Scope
 - Hard search from 1970
 - Soft search prior to 1970
- Location of Studies
 - all published articles
 - all available dissertations and theses
 - “handy” conference presentations
- Sources
 - Computer literature searches
 - Bibliographies from articles, dissertations
 - Other stuff we knew about



Criteria for Studies to be Included

- Empirical
- Had data that could be converted to a correlation
- Reported a complete set of validity coefficients
- Were accurate or could be reanalyzed



Concerns

- Criteria
 - Academy grades
 - Instructor ratings
 - Graduation
 - Peer ratings
- Academy Differences
 - length
 - rigor
- Accuracy and completeness of study data



The Academy Predicts Future Performance

Criterion	K	N	Validity
FTO	6	1,568	.26*
Patrol ratings	15	2,742	.21*
Commendations	4	1,125	.02
Complaints	3	1,840	- .15*
Discipline problems	3	1,079	- .07
Absenteeism	2	1,764	- .13*
Awards	2	2,409	.14*

Predictors of Patrol Performance

Predictor	K	N	Validity
FTO	6	1,568	.26*
Prev employ problems	4	988	- .26*
Academy grades	15	2,742	.21*
Education	30	8,289	.18*
Cognitive ability	29	10,442	.15*
Personality/Clinical	8	1,483	.15*
Traffic tickets	5	1,193	- .05
CJ major	8	1,585	- .03
Military experience	12	3,572	- .02

What Predicts Academy Performance?

Predictor	K	N	Validity
Cognitive ability	30	7,100	.44*
Education	16	4,015	.28*
CJ Major	6	976	.01
Military experience	6	1,676	.01

Personality

- Types of Tests
 - Normal (CPI)
 - Psychopathology (MMPI)
- Interpretations
 - Individual scale scores
 - Patterns
 - Regression analysis
 - Clinical interpretation
- Meta-Analysis Groupings
 - Test
 - Dimension
 - “Big 5”



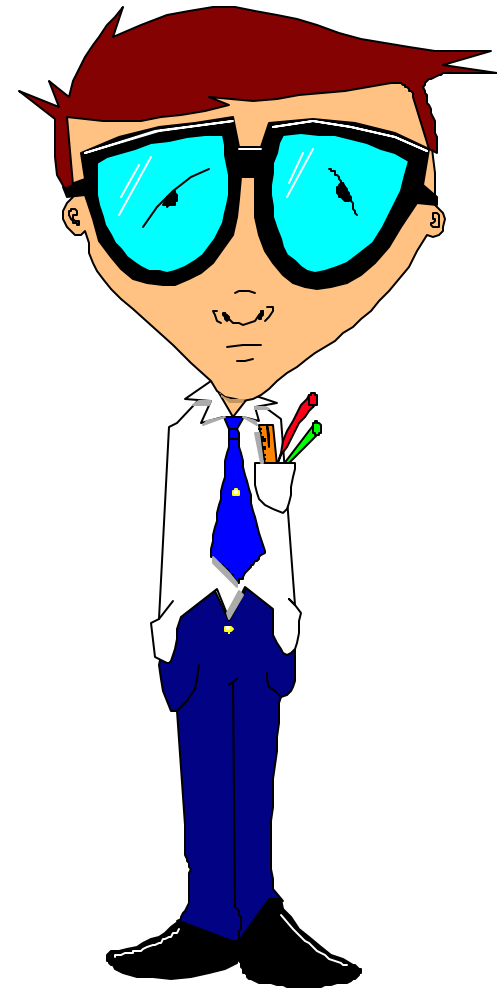
MMPI Validity

6 studies, 973 subjects

• L	- .15	• Mf	.00
• F	- .13	• Pa	.04
• K	.10	• Pt	- .03
• Hs	- .09	• Sc	- .07
• D	- .08	• Ma	- .11
• Hy	.02	• Si	- .04
• Pd	- .04		

Problems With Clinical Interpretation

- Multiple tests/info
- Inclusion of cognitive ability test
 - Test battery .14
 - Battery + CA .32
 - CA alone .44
- Misinterpretation of classification data



Actual Performance

Success	12	179
Failure	8	21
	Failure	Success

Predicted Performance

% correct prediction = $(8 + 179)/220 = 85\%$

Current success = $(12 + 179)/220 = 87\%$