

Technology - Providing Solutions But Not Answers: Considering Non-Proctored Assessment



Reid Klion
***pan* – A TALX Company**

Historical Perspective

Using Technology in Assessment is ***Not*** New

- Paul Meehl on Actuarial v. Clinical Assessment (1954)
- MMPI on IBM Cards at Mayo Clinic in early 1960s



- Predictions of Computer-Based Simulations in 1960s
- CAT-Based ASVAB Implementations in late 1970s



Impact of Internet

- Ubiquity of Internet as a “Game Changing” Event
- Access to Broad Set of Technologies Beyond Connectivity

“Of the technological advances, perhaps the introduction of computers and related technology has had the most profound impact on the science and practice of personnel staffing and selection” (Viswesvaran, 2003)

~ However, These Are Simply Tools, Not Ultimate Answers



Non-Proctored Assessment

- Significant Business Arguments
- Facilitated and Supported by Technology
- Emerging Data Supportive
- But Diversity of Professional Opinion
 - Discussion Can be Divisive and Simplistic
- Re-Center Discussion of Business Context and Inferences Which are Intended to be Drawn

Risks and Concerns About Non-Proctored Assessment

Who really took the test (and how did s/he do it)?



What's happening to my items?





Variety of Risk Mitigation Strategies

Assessments Administered Externally Without Supervision

- Use Technology to Enforce Uniformity in Test Experience

Item Compromise

- Novel Item Types
- Randomization
- Rotating Item Pools
- Computer Adaptive Testing
- Active Item Monitoring and Collusion Detection Systems

Cheating Behavior and Difficulty Ascertaining Candidate Identity

- Increase Monitoring of Assessments
- Intra-Session Identity Verification
- Follow-up/Verification Testing



Technology Only Provides Means to an End

- Technology is a Tool, Not An Answer
- Debate on Non-Proctored Assessment Often Centers on Misleading Question

Wrong Question

Non-Proctored Assessments (NPA) are _____.

- A) Good
- B) Bad

Better Question

How Does NPA Fit Within This Organization's Broader Context?



Consider Broader Contextual Factors

- Organizational Values and Perception
 - Business and Recruitment Strategy
 - Selection System Design Factors
- ~ Discussion in Literature is Often Abstract, but Each Real-Life Business Case is Not



Organizational Perspective

- How Does Organization Want to be Perceived?
- What is Valued by Organization?
- What Does Organization Want to Optimize?



Recruitment Context

- Applicant Volume
- Geographic Domain
- Staffing Plans
- Climate/Perception of Current Program
- What are Likely Candidate Perceptions?



Selection System Design

- Content
- What Technologies Can We Use?
- What are Risks Given Population at Hand?
- What are the Alternatives?



Thank You!

rklion@panpowered.com