

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

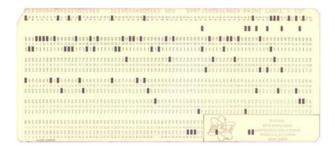






Using Technology in Assessment is *Not* New

- 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





- 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



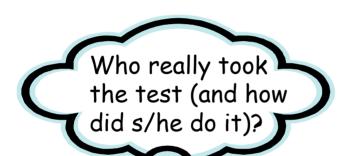


Non-Proctored Assessment

- 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















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 is a Tool, <u>Not</u> 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?





- 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







- 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?







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