

# Learn How to Use Selection Scores to Make a Hiring Decision

Great Lakes Employment Assessment Network (GLEAN) &  
International Personnel Assessment Council (IPAC)  
invite you to attend

## Spring 2017 Training Program

Friday, April 21<sup>st</sup>, 2017  
9:00 am - 3:00 pm

Ohio Department of Public Safety  
1970 W. Broad St.  
Columbus, OH 43223

### Program

Registration & Light Breakfast	8:00 am - 9:00 am
The First Cut Is The Deepest – The Cutting Edge In Cut Scores Dennis Doverspike, Ph.D	9:00 am - 11:30 am
Luncheon	11:30 am - 12:30 pm
How do we do that? Practical approaches for score Banding and Ranking, and for creating Composite Scores Jim Kuthy, Ph.D.	12:30 pm - 3:00 pm
Q & A	3:00 pm - 4:00 pm
Happy Hour at Land Grant Brewing Company	4:30 pm - 7:30 pm

### Registration

Online registration at [ipacweb.org/events](http://ipacweb.org/events)  
On-site Registration is also available

Registration includes light breakfast and catered lunch  
\$25 Student  
\$45 Members of IPAC  
\$80 Non-Members of IPAC

## **Program Details - Morning**

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### **Registration and light breakfast**

8:00 - 9:00am

### **The First Cut Is The Deepest – The Cutting Edge In Cut Scores**

Dennis Doverspike, Ph.D

9:00 - 11:30am

In this combined talk and workshop, Dennis Doverspike will start by discussing the philosophy of cut scores, especially why applicants may have a totally different view of cut scores than the organization. This will include looking at the actual impact of cut scores on applicants, and on other stakeholders. From there, he will move into a discussion of different approaches to cut scores, leading to the main approach – judgmental approaches especially the Angoff Procedure. The group will work through making Angoff ratings. This will lead into a discussion of ways to improve the Angoff procedure as well as other methods for making cut score ratings.

Dennis Doverspike, Ph.D., ABPP, is a Full Professor of Psychology at the University of Akron, Senior Fellow of the Institute for Life-Span Development and Gerontology, and Director of the Center for Organizational Research. He is certified as a specialist in Industrial-Organizational Psychology and in Organizational and Business Consulting Psychology by the American Board of Professional Psychology (ABPP), serves on the Board of the American Board of Organizational and Business Consulting Psychology, and is a licensed psychologist in the State of Ohio. Dr. Doverspike has over forty years of experience working with consulting firms and with public and private sector organizations, including 15 years as Executive Vice President of Barrett & Associates and serving as an associate of Winfred Arthur Jr. Consulting. In addition, he has his own firm, Doverspike Consulting LLC.

### **Luncheon**

11:30am - 12:30pm

Freshbox Catering (Choose your own lunchbox)

### **[Link to Menu](#)**

When registering indicate which box lunch you prefer. For sandwich lunches, also note if you want ciabatta or multigrain bread as well as your choice of Miss Vicki's Sea Salt Kettle Chips or multigrain pretzels. For salad and sandwich lunches, indicate any special instructions (especially if you have allergies).

## **Program Details - Afternoon**

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### **How do we do that? Practical approaches for score Banding and Ranking, and for creating Composite Scores**

Jim Kuthy, Ph.D.

12:30 - 3:00pm

This presentation will cover how an employer can consider the banding and rank ordering of applicants based on their test scores in a potentially-defensible fashion. It will also cover how employers can appropriately combine scores from various selection devices into a composite score for making employment-related decisions, which is especially critical if the weighted composite of test scores will be used for ranking applicants based on their test scores. Finally, it will provide examples of how a combination of pass/fail and banding/rank ordering approaches have been used by employers to enhance the effectiveness of their employment-related decisions.

Dr. Kuthy is a Principal Consultant with Biddle Consulting Group, Inc. in Folsom, California. He holds a Masters and a Ph.D. degree in Industrial and Organizational Psychology from the University of Akron, which is consistently ranked as one of the top graduate programs in this field. During the past 20 years, he has conducted job analysis, test development, and validation studies of selection practices for dozens of Fortune 500 companies, many of which were designed to address EEOC and OFCCP inquiries. He has also conducted similar work for public agencies, such as law enforcement, fire services, city attorneys, transit agencies, and public utilities. His findings have consistently been accepted by the EEOC, OFCCP, and the courts as addressing the essential requirements of the federal Uniform Guidelines on Employee Selection Procedures (1978).

### **Q & A**

3:00 - 4:00pm

### **Happy Hour**

*Open Invitation - GLEAN Visioning Meeting*

4:30 - 5:00pm

*Meet & Greet*

5:00 - 7:30pm

(Optional Brewery Tours are being scheduled--look out for more details!)

### **Land Grant Brewing Company**

424 W. Town Street  
Columbus, Ohio 43215

## **Hotel Accomodations**

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### **Comfort Inn and Suites Downtown**

650 S. High St., Columbus, OH. 43215  
(614) 228-6511

### **Red Roof Inn and Suites Columbus – West Broad**

4530 W. Broad St., Columbus, OH. 43228  
(614) 870-3700

### **The Westin Columbus**

310 S. High St., Columbus, OH. 43215;  
(614) 228-3800

## **Map of Columbus Area**

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