



Are these screening questions relevant to job performance?

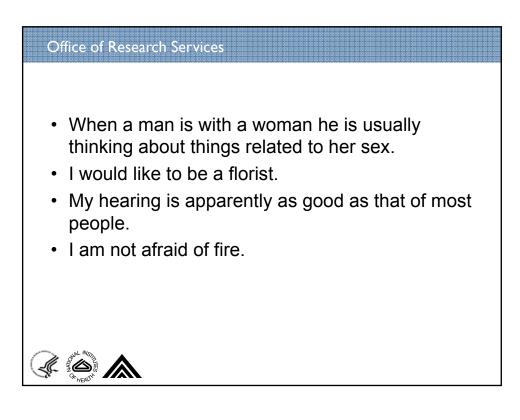
- I like mechanics magazines
- My mother was a good woman.
- Evil spirits possess me sometimes.
- I have had very peculiar and strange experiences.
- I do not always tell the truth.
- I do not read every editorial in the newspaper every day.
- Once in a while I put off until tomorrow what I ought to do today.

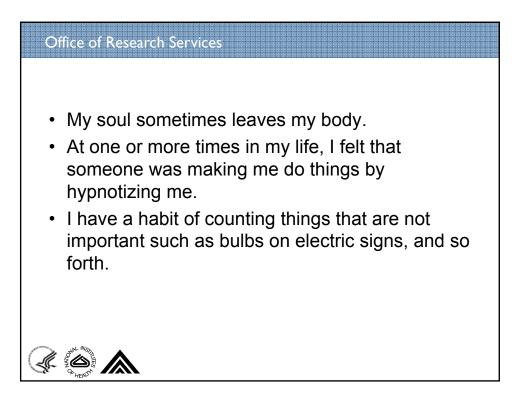


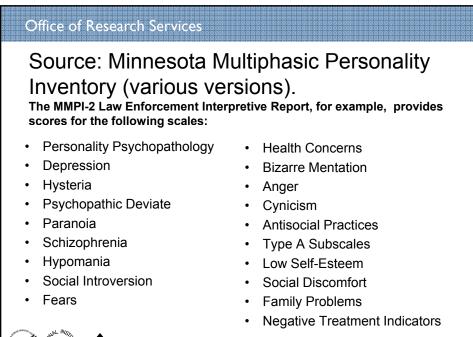
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- I have no fear of spiders.
- Peculiar odors come to me at times.
- I like repairing a door latch.
- I hate my whole family.
- I would like to be a journalist.
- I don't like other people giving opinions about their life.
- I have had no difficulty in keeping my balance in walking.

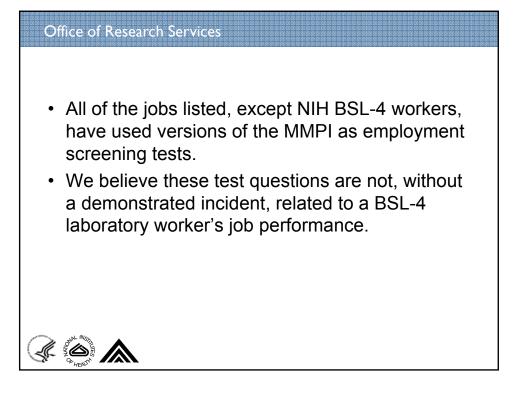


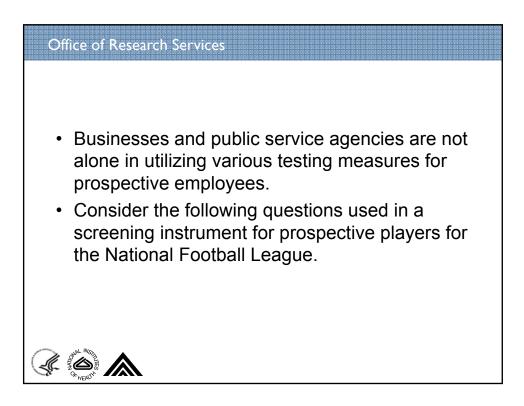


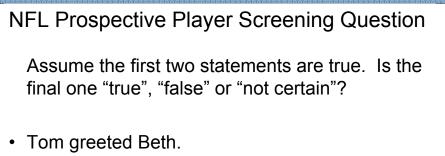






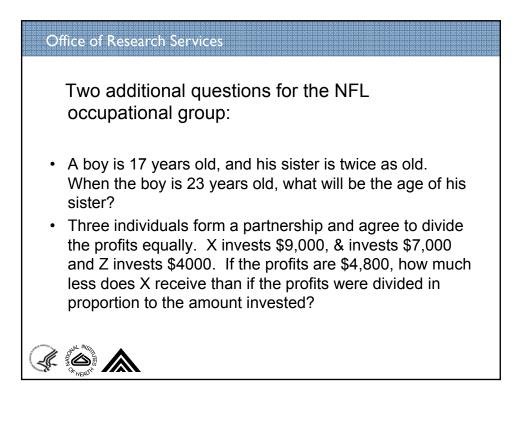






- Beth greeted Dawn.
- Tom did not greet Dawn.

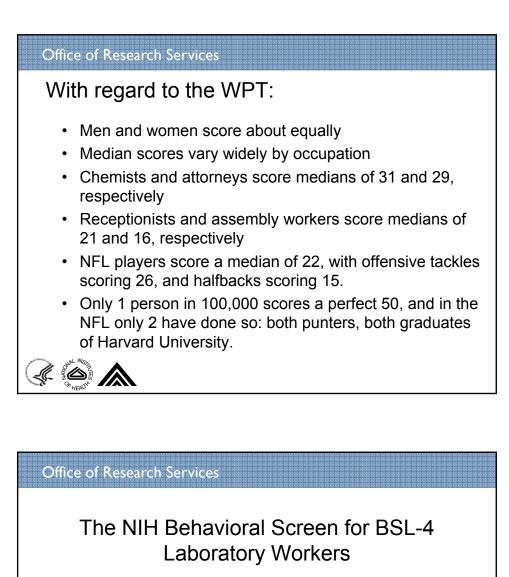




Wonderlic Personnel Test (WPT)

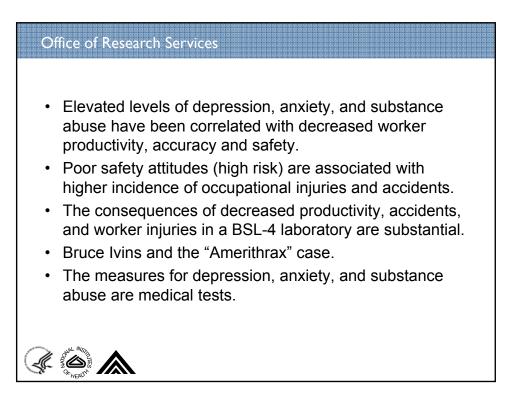
- WPT first applied in 1937.
- Since, more than 125 million job candidates have taken the WPT
- Approximately 40,000 companies each year use it for hiring, training, and promotion practices
- WPT figures prominently in two important Supreme Court decisions regarding employee testing.





- Measures include assessments for depression, anxiety, substance abuse, and safety attitudes.
- Each instrument used has been validated in published studies, although not (yet) with laboratory workers.

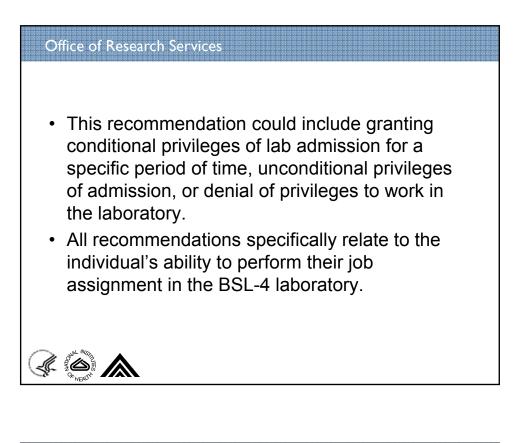




Review of Medical Tests

- Elevated scores on the medical tests, indicating moderate or greater depression/anxiety, or the presence of substance abuse, are reviewed by the Certifying Medical Authority (CMA), and a determination made if additional evaluation is indicated.
- A psychiatrist or clinical psychologist will interview the worker, and based upon their job elements, and in consultation with the worker's medical or mental health provider, make a recommendation to the CMA.

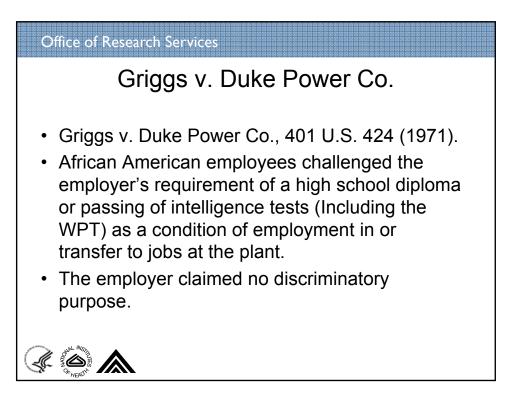




Employee Safety Inventory

- The Certifying Official (CO) reviews the assessment report generated for each worker.
- The CO uses the assessment report to interview the worker, to make an assessment of the worker's attitudes and beliefs regarding compliance with safe laboratory practices and procedures associated with the BSL-4 laboratory.
- None of the screening instruments are used alone to disqualify a worker from gaining privileges to work in the BSL-4 laboratory.

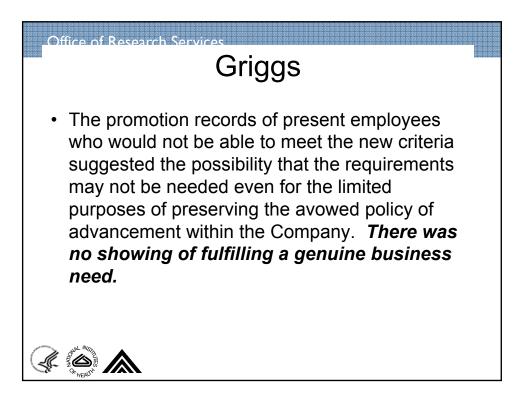




Griggs v. Duke Power Co.

- The employer testified the educational and/or intelligence test requirements were not related to a relationship of job-performance ability, but rather to generally improve the overall quality of the workforce.
- White employees who were not subject to the new educational/intelligence testing requirements because of grandfather-clauses, performed satisfactorily.





Griggs v. Duke Power Co.

The Supreme Court held the following:

- Tests must reflect a reasonable measure of job performance.
- Any (testing) requirement must have a manifest relationship to the job in question.



Relevant Findings

- "History is filled with examples of men and women who rendered highly effective performance without diplomas or degrees."
- "Diplomas and tests are useful servants, but Congress (through Title VII of the Civil Rights Act) has mandated the commonsense proposition that they are not to become masters of reality."

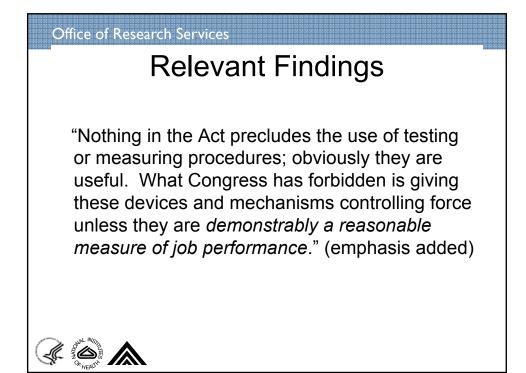


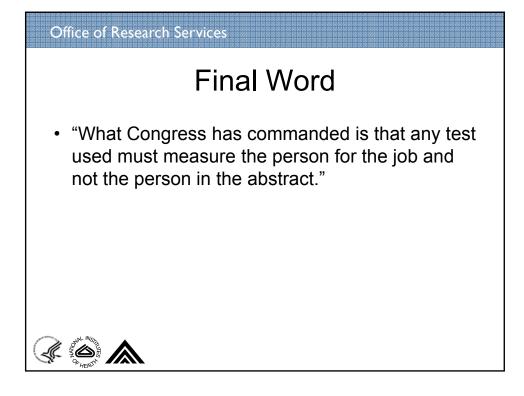
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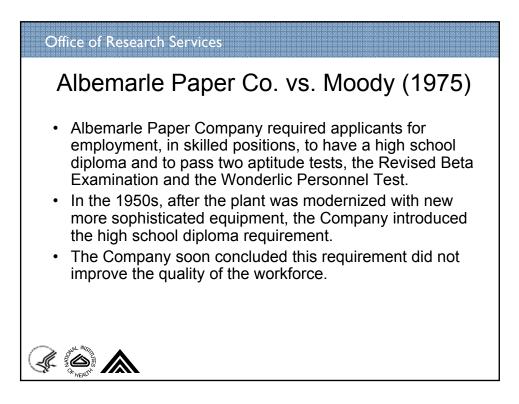
Relevant Findings

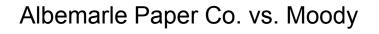
 "Title VII expressly protects the employer's right to insist that an prospective applicant, regardless of race, must meet the applicable job qualifications. Indeed, the very purpose of Title VII is to promote hiring on the basis of job qualifications, rather than on the basis of race or color."











- Later the company added the WPT and the Beta Test.
- The company made no attempt to validate the tests for job-relatedness and simply adopted the norm score of 18 as a cut-off point for new job applicants.
- After discontinuing segregation in 1964, the Company allowed A-A workers to transfer to skilled positions only if they could pass the Beta and Wonderlic Tests. Few succeeded. Incumbents (white) were not required to pass the tests to retain their jobs.





Albemarle Paper Co. vs. Moody

The Supreme Court referenced EEOC guidelines which find that discriminatory tests are impermissible unless they are shown to be *predictive of or significantly correlated with important elements of work behavior* which comprise or are relevant to the job or jobs for which the candidates are being evaluated.

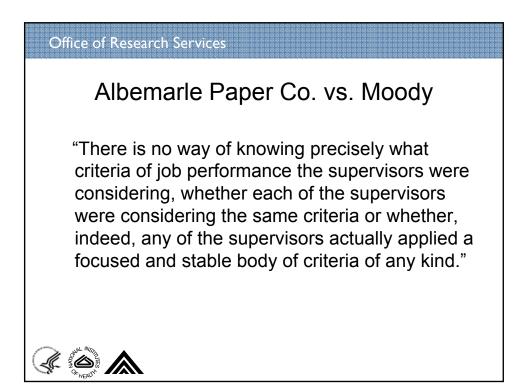


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Albemarle Paper Co. vs. Moody

- The Company's validation study showed correlation between test score and job performance, as measured by supervisor ratings of job competence, for only 3 of the 8 job types.
- The Company attempted to generalize the validity of the tests to all 8 job types.
- The rankings for job competence, as rated by supervisors, were extremely vague and "fatally open to divergent interpretations."

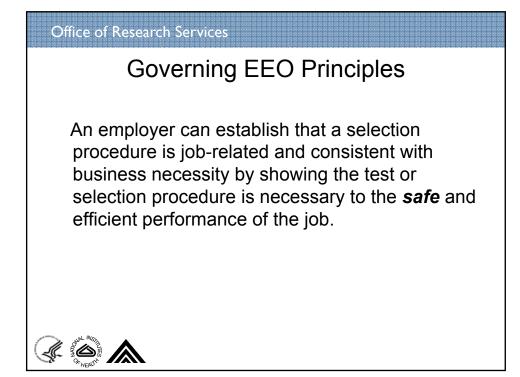


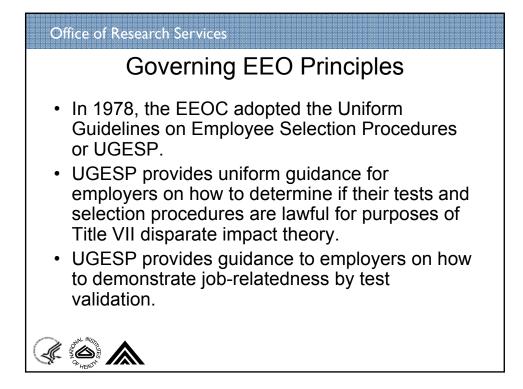


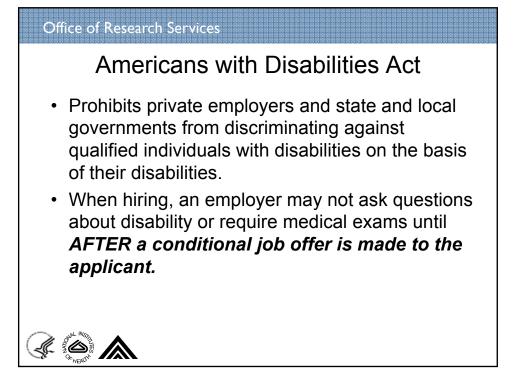
EEOC Guidelines for Employment Tests and Selection Procedures

- On May 16, 2007 the U.S. Equal Employment Opportunity Commission held a public meeting on Employment Testing and Screening.
- A fact sheet was issued to provide technical assistance on common issues relating to federal anti-discrimination laws and the use of tests and other selection procedures in the employment process.





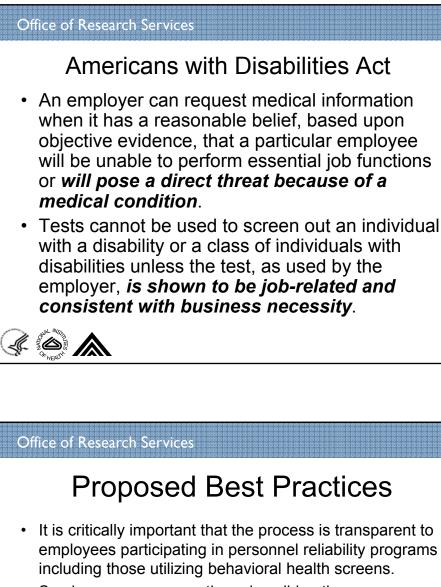




Americans with Disabilities Act

- After making a job offer, but before the person starts working, an employer can ask disabilityrelated questions and conduct medical examinations as long as it does so for all individuals entering the same job category.
- With respect to employees, an employer may ask questions about disability or require medical exams *only if doing so is job-related and consistent with business necessity*.





- Seminars or group meetings describing the process are valuable in establishing the participant's comfort with the process.
- Questions and discussions regarding the process should be encouraged and facilitated.
- Administer the test(s) consistently, to every worker or applicant.



<section-header> Office of Research Services Desconnel reliability requirements should be clearly stated in job descriptions and announcements. Maintain the tests and results in a secure area, with strictly enforced accessibility. Describe the data security measures to all participants. Establish the validity of each testing instrument (Does it test what it says it tests?), and the application of the test and its results to *job elements and performance*.

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