In-Class Activity #3: Selection & Assessment

Course Objectives: Knowledge; Application

Roadrunner Inc., fresh off a successful recruitment and interview design consulting project has increased public notoriety with a featured article in SIOP as a name to watch out for “exemplarity research practitioner applicability”.

Blue Mountain State has bought in and wants our services to design a selection process to ensure they get the best students fearing that they have not had a successful system in place to date.

Using what we know about predicting job performance and different assessment tests, our tasks is to create the most valid and reliable system without overloading prospective students with too many questions that will drive them away from applying in the first place.

What does it take to be a good college student? If you were to develop an assessment system to decide who to admit to Ramapo College (or Blue Mountain State), what would you use to assess them?

**Hint:** Page 159 of your textbook summarizes some of the available tools we have at our disposal and selection tools are available within the LMS to generate ideas from our tailor to fit your task.

Please list the types of assessments you will use and some sample questions from each. Keep in mind that for it to be used as an assessment it must be clearly evident that it is related to having success as a student (we don’t want a lawsuit ☹).

For this activity, you will create an actual assessment tools that could be given to college applicants. Specifically, you need to include:

* Four “paper-and-pencil tests”
  + For each, you should include a minimum of three questions
  + This should be formatted realistically – it should be formatted to look like something you could give to an actual college applicant. *I cannot tell you exactly what it should look like – you need to rely on your judgment and common sense.*
* Two performance tests
  + Obviously, you can’t write any questions for this. Instead, write a paragraph for each performance test. These paragraphs should give as much detail as possible.
* An overall explanation write-up
  + You should finish up by writing a reflection on why you choose the tests you did. For each of the tests you included, be sure you explain *why* it would be a good choice for this situation – “because it was on the list” won’t be sufficient! You need to show *depth of discussion* and *critical thinking*.

You must upload this to the send me the link or upload it on Canvas by the end of class today.