CRIMINAL RECORDS AS A SELECTION DEVICE: I/O PSYCHOLOGY-BASED EVIDENCE AND ISSUES

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Industrial/Organizational Psychology

• I/O Psychology:
  – scientific study of people at work

• Currently 6,000+ SIOP members (www.siop.org)

• Core topic areas:
  – talent management, coaching, assessment, selection, training, organizational development, motivation, leadership and performance

• Scientist-practitioner model
Historical Notes

• Earliest writings: 1900-1915
  – “The scientific selection of salesmen”
• First Ph.D. awarded: 1921
• WW1, WW2
• CRA (1964, 1991)
• Uniform Guidelines (1978)
• SIOP Principles for the Validation and use of Personnel Selection Procedures (2003)
Selection Procedures Defined

Selection procedures refer to any procedure used singly or in combination to make a personnel decision including, but not limited to, paper-and-pencil tests, computer-administered tests, performance tests, work samples, inventories (e.g., personality, interest), projective techniques, polygraph examinations, individual assessments, assessment center evaluations, biographical data forms or scored application blanks, interviews, educational requirements, experience requirements, reference checks, background investigations, physical requirements (e.g., height or weight), physical ability tests, appraisals of job performance, computer-based test interpretations, and estimates of advancement potential. These selection procedures include methods of measurement that can be used to assess a variety of individual characteristics that underlie personnel decision making.
Selection Procedures: Issues of Concern to I/O Psychologists

• Validity/Reliability
  – Prediction of future behavior
• Adverse Impact/Fairness
• Applicant Reactions
• Utility
Major I/O and HR Journals: Topical Focus within Selection

- Virtually no empirical data on the use of criminal records in the I/O or HR literature
# Key Questions Surrounding CRs

<table>
<thead>
<tr>
<th>Issue</th>
<th>Sample Questions</th>
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<tr>
<td><strong>1. Validity</strong></td>
<td>Do criminal records predict future job performance, workplace safety, CWBs, and/or employee loyalty?</td>
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<td><strong>2. Reliability</strong></td>
<td>How reliable are criminal records? How does reliability evidence compare to other screening methods?</td>
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<td><strong>3. Construct Clarity</strong></td>
<td>How do we account for the nature and seriousness of offense, time since the incident, applicant age?</td>
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<td><strong>4. KSAO-Job Linkages</strong></td>
<td>Is criminal history relevant to job requirements? To what extent?</td>
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<td><strong>5. Stakeholder Reactions</strong></td>
<td>How do applicants, employees, organizations, and the general public react to the use of criminal records in hiring?</td>
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# Issues of Constructs vs. Methods

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<th>Critical Thinking</th>
<th>Conscientiousness</th>
<th>Honesty/Integrity</th>
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<tbody>
<tr>
<td><strong>Paper-and-pencil</strong></td>
<td>Ability testing</td>
<td>Personality inventory</td>
<td>Integrity test</td>
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<td><strong>Archival data</strong></td>
<td>GPA</td>
<td>Performance reviews</td>
<td><strong>Criminal records</strong></td>
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<td><strong>Face-to-face</strong></td>
<td>Work sample</td>
<td>Assessment center</td>
<td>Interview</td>
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How to Move Forward

• **DATA**
  • access
  • data quality issues
  • interest
  • resources