



The Organizational Sciences & Communication Department

Crossroads Seminar Series

- in collaboration with -

Personnel Testing Council of Metropolitan Washington DC

Proudly Present:

Fundamental Issues Surrounding the 80% Rule in the Uniform Guidelines

Keynote Speaker:

Philip Bobko, Ph.D.

About the Speaker: **Philip Bobko, Ph.D.** is a professor of management and psychology at Gettysburg College and president of Building Personnel Systems, LLC. His research interests and 80+ publications are in statistics, research methods, personnel selection, psychometrics, adverse impact, assessment, and organizational behavior. He has also published a text on correlation and regression analysis (Sage), served as editor of the Journal of Applied Psychology, and won the career achievement award in research methods from the Academy of Management. He has helped develop content valid exams and provided expert witness testimony in several federal-level cases for state and city governments. His Ph.D. is from Cornell University and his B.S. is from MIT.

Tuesday, March 6th

5:30 – 7:00 PM

**** Free Admission ****

Marvin Center, Suite 310

Foggy Bottom Campus

800 21st St., NW

Washington, DC 20052



About the Seminar: This presentation will examine some consequences and implications of the 4/5ths rule for detecting adverse impact in personnel selection systems. The session may also explore a recent attempt to reduce levels of adverse impact in selection as well as the validity and adverse impact potential of “alternative predictors.”

For questions & to RSVP, please call (202) 994-1878