



Cornell University
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Labor and Employment Law

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

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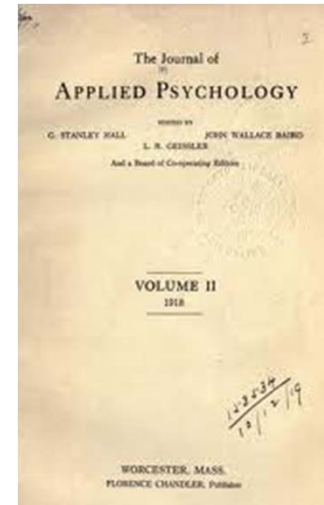
Industrial/Organizational Psychology

- 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)



From the SIOP Principles...

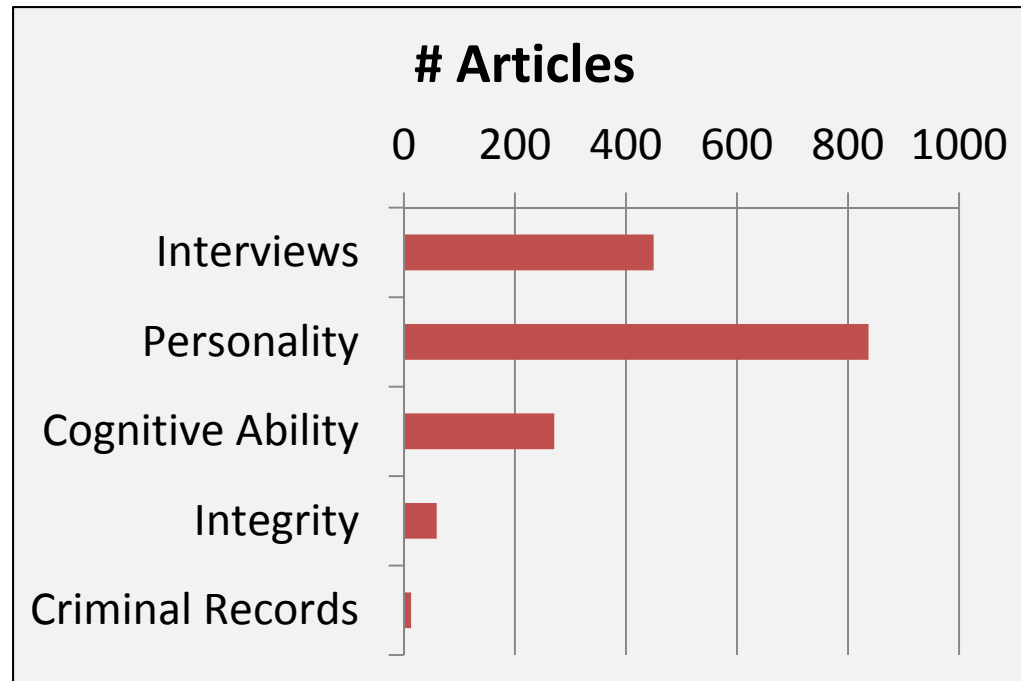
Selection Procedures Defined

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

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

Issues of Constructs vs. Methods

	Critical Thinking	Conscientiousness	Honesty/Integrity
Paper-and-pencil	Ability testing	Personality inventory	Integrity test
Archival data	GPA	Performance reviews	Criminal records
Face-to-face	Work sample	Assessment center	Interview

How to Move Forward

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