Using Selection Procedures: Cutoff Scores, Banding, Ranking, and Weighting

BCGi: Adverse Impact & Test Validation Book Series
Cutoff Scores, Banding, Ranking, and Weighting

• All tests are not created equal…
• The same is true with job requirements…
• Therefore, tests should be **used** according to how the skills and abilities are **measured** by the test and **required** on the job
• Deciding whether to use cutoffs, banding, ranking, or weighting procedures is important in both litigation and non-litigation settings
• The federal Uniform Guidelines and relevant cases provide clear guidance on these issues…

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Why is this Topic Important to HR/EEO Professionals?

• Why do I need to know about this topic?
  – The specific use and interpretation of test scores is validated, not “a test”
  – Arbitrary cutoffs can be liabilities—a 70% cutoff may or may not be valid or defensible
  – If not done properly, banding or ranking can lead to categorizing candidates into incorrect qualification groups
  – If not done properly, weighting and combining tests results can give misleading results

• What are the key essentials I need to know about this topic?
  – Developing a custom cutoff requires a 3-4 hour workshop with SMEs
  – When AI is present, federal EEO laws will trump state or CSB rules
  – Banding is a valid way of grouping candidates into usable score categories
  – Rank ordering on tests requires legal and professional justification

• What are the consequences surrounding these issues?
  – Using test scores in different ways will change AI outcomes
  – A “perfectly valid” test can easily lose in litigation if it’s not used correctly
  – The “start up” cost of a validation case can be $30k to $80k

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Presentation Overview

• Overview & Background
• Developing Valid Cutoff Scores
• Banding
• Ranking
• Weighting Selection Procedures Into Combined Scores
• Final Recommendations

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Resources

• Adverse Impact and Test Validation: A Practitioner's Handbook by Daniel A. Biddle, Ph.D.
  – Purchase online at www.BCGinstitute.org

• Adverse Impact and Test Validation Book Series Webinars
  – Recordings available online for all BCGi Platinum Members
  – Webinar slides available online to all BCGi Standard & Platinum Members

• BCGi Membership
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