



The Evolving Role of Technology in Assessment: A Panel Discussion with Leading Practitioners of New Technology

Deborah Rupp, PhD, Chair



Overview of Session

1. Introduction of Conference/Session Theme
2. Panelists Introductions
3. Structured Q&A
4. Audience Q&A



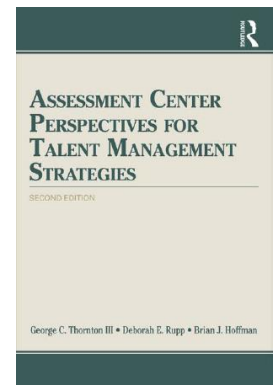
Technology is being incorporated to improve the functionality, efficiency, and media richness of all aspects of the AC process including:

- Administrative Processes
 - Scheduling
 - Assessor ratings and integration
 - Reporting and feedback
 - Video capture for the purpose of assessment, feedback, and assessor training
- Simulation Exercises
 - Remote assessment
 - 2- and 3-D representations
 - Animation
 - Avatars
 - Media enrichment and branching
 - Physiological assessment and other forms of passive behavioral data capture

Proposed 6th Edition of the *International Guidelines*—Section X: Technology

1. Examples
2. Professional and legal guidelines that must be consulted
3. Issues related to the delivery of assessment center content over computer networks
4. Security of (electronic) assessment center content
5. Unintended consequences and remediation

(See also Chapter 8 in the forthcoming Thornton, Rupp, & Hoffman book)



Panelist Introductions

- ***Lynn Collins, Ph.D., Fenestra, Inc.***
- ***Dan Putka, Ph.D., HumRRO***
- ***John Scott, Ph.D., APTMetrics***
- ***Doug Reynolds, Ph.D., Development Dimensions International***



Structured Questions

1. From both a financial/business perspective, and a psychometric perspective, what are the pros/cons you see in using technology-enhanced simulations as opposed to traditional AC exercises? DP, LC, JS

Structured Questions

2. As technology is introduced into assessments, the lines between historically distinct assessments (e.g., situational judgment tests, AC exercises) can become blurred. What are your thoughts on this with regard to the implications for research, practice, and professional guidelines? DP, DR



Structured Questions

3. In what ways is technology being used to integrate assessment within broader talent management functionalities? DR, LC

Structured Questions

4. Where do you feel the field truly is with regard to its understanding of various assessment technologies (e.g., animation, virtual reality, intelligent branching, automated scoring of open-ended responses) What do you see as some critical gaps in our understanding that need research attention? DP, DR

Structured Questions

5. What are the key legal and ethical issues to consider when implementing technology into assessment programs? DR, JS

- Internet and computer-based testing
- Internet applicants
- Data privacy (international issues)
- Accessibility and accommodation
- Validation strategy



Structured Questions

6. Given your experience, what do you feel are some of the most important “tips from the trenches”? LC, JS



Audience Q & A

What Questions/Comments do YOU have?



Thank You!

