

MEASURING HUMAN CAPABILITIES: Performance Potential of Individuals and Collectives

Board on Behavioral, Cognitive, and Sensory Sciences
Division of Behavioral and Social Sciences and Education

National Research Council

WORKSHOP AGENDA

New Directions in Assessing Individuals and Groups April 3-4, 2013

**Embassy Suites Hotel
900 10th Street, NW
Washington, DC 20001**

Workshop Goals:

- Facilitate interdisciplinary dialogue on the current and future state-of-the science in measurement of individual capabilities and the combination of individual capabilities to create collective capacity to perform.
- Inform the design of a maximally effective selection and assignment system.

Day One Wednesday, April 3

8:00 a.m. **WORKSHOP CHECK-IN OPEN**

9:00 **WELCOME FROM THE NATIONAL RESEARCH COUNCIL**
• Robert Hauser, Executive Director, Division of Behavioral and Social Sciences and Education

OVERVIEW OF THE BOARD ON BEHAVIORAL, COGNITIVE, AND SENSORY SCIENCES
• Barbara Wanchisen, Director, Board on Behavioral, Cognitive, and Sensory Sciences

INTRODUCTIONS

9:30 **WORKSHOP OBJECTIVES AND STUDY OVERVIEW**
• Jack Stuster, Anacapa Sciences, Inc., and Chair, Committee on Measuring Human Capabilities

10:00 **SPONSOR'S PERSPECTIVE**
• Gerald (Jay) Goodwin, Chief, Foundational Science, U.S. Army Research Institute

10:45	BREAK
11:00	SETTING THE STAGE: THE EVOLVING GOALS OF CANDIDATE TESTING AND ITS ROLE IN PERSONNEL SELECTION • <u>Fred Oswald</u> , Rice University
12:00	KEYNOTE ADDRESS • <u>Alina von Davier</u> , Research Director, Center for Advanced Psychometrics, Educational Testing Service
12:30 p.m.	WORKING LUNCH (available in meeting room) • <u>Jack Stuster</u> , Chair Topic: Discussion of ideas presented in Keynote Address
1:15	EMERGING CONSTRUCTS AND THEORY
	<u>Part One: Invited Presentations</u>
	<i>A Psychoneurometric Approach to Individual Differences Assessment</i> • <u>Christopher Patrick</u> , Florida State University
	<i>The Emerging Cognitive Constructs of Working Memory Capacity and Executive Attention</i> • <u>Michael Kane</u> , University of North Carolina, Greensboro
	<i>The Agentic Self: Action Control Beliefs</i> • <u>Todd Little</u> , Kansas University
	<u>Part Two: Roundtable Discussion with Committee Members and Invited Presenters</u>
3:30	BREAK
3:45	ETHICAL IMPLICATIONS OF FUTURE TESTING TECHNIQUES AND PERSONNEL SELECTION PARADIGMS • <u>Rodney Lowman</u> , Alliant International University
	<i>Reactions from Committee Members</i>
4:45	CONCLUDE DAY ONE

Day Two

Thursday, April 4

8:30 a.m. **DAY TWO WORKSHOP CHECK-IN OPEN**

9:00 **SUMMARY OF DAY ONE AND OVERVIEW OF DAY TWO**

- Jack Stuster, Anacapa Sciences, Inc., and Chair, Committee on Measuring Human Capabilities

9:15 **MEASURING INDIVIDUAL DIFFERENCES AND PREDICTING INDIVIDUAL PERFORMANCE**

Part One: Invited Presentations

Taxonomic Structure for Thinking About Ways to Improve the Quality of Selection Systems

- Paul Sackett, University of Minnesota

Rethinking Interests

- James Rounds, University of Illinois at Urbana-Champaign

Assessing Cognitive Skills: Case History, Diagnosis, and Treatment Plan

- Earl Hunt, University of Washington

10:15 **BREAK**

10:30 **MEASURING INDIVIDUAL DIFFERENCES AND PREDICTING INDIVIDUAL PERFORMANCE, CONTINUED**

Part Two: Roundtable Discussion with Committee Members and Invited Presenters

12:00 p.m. **WORKING LUNCH** (available in meeting room)

- Jack Stuster, Chair

Topic: Continued roundtable discussion with committee members and invited presenters

12:45 **GROUP COMPOSITION PROCESSES AND PERFORMANCE**

Part One: Invited Presentations

Team Composition: Theory, Practice, and the Future

- Scott Tannenbaum, Group for Organizational Effectiveness

Understanding & Enabling the Collective Capabilities of Teams

- Leslie DeChurch, Georgia Institute of Technology

Collective Intelligence in the Performance of Human Groups

- Anita Williams Woolley, Carnegie Mellon University

Part Two: Roundtable Discussion with Committee Members and Invited Presenters

3:15	BREAK
3:30	CROSS-CUTTING LINKS AND RESEARCH GAPS: ROUNDTABLE DISCUSSION WITH COMMITTEE MEMBERS AND ALL INVITED PRESENTERS
4:00	WORKSHOP IMPLICATIONS

Part One: Invited Presentation*Summary of Emerging Themes*

- Randall Engle, Georgia Institute of Technology and Member, Committee on Measuring Human Capabilities

Part Two: Reactions from Invited Presenters and Committee Members

4:45	CLOSING COMMENTS
	• <u>Jack Stuster</u> , Chair
5:00	ADJOURN

NOTE FOR PUBLIC MEETINGS: This meeting is being held to gather information to help the committee conduct its study. This committee will examine the information and material obtained during this, and other public meetings, in an effort to inform its work. Although opinions may be stated and lively discussion may ensue, no conclusions are being drawn at this time; no recommendations will be made. In fact, the committee will deliberate thoroughly before writing its draft report. Moreover, once the draft report is written, it must go through a rigorous review by experts who are anonymous to the committee, and the committee then must respond to this review with appropriate revisions that adequately satisfy the Academy's Report Review Committee and the chair of the National Research Council before it is considered a National Research Council report. Therefore, observers who draw conclusions about the committee's work based on today's discussions will be doing so prematurely.

Furthermore, individual committee members often engage in discussion and questioning for the specific purpose of probing an issue and sharpening an argument. The comments of any given committee member may not necessarily reflect the position he or she may actually hold on the subject under discussion, to say nothing of that person's future position as it may evolve in the course of the project. Any inferences about an individual's position regarding findings or recommendations in the final report are therefore also premature.