



- Our mission is to create workplaces free from bias and unlawful discrimination by harnessing the synergies between human resource functions and promoting affirmative action and equal employment regulatory compliance –

**Appendix A Accompanying
Technical Advisory Committee Report on Best Practices
in Adverse Impact Analyses**

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LIST OF SURVEY QUESTIONS AND RESPONSES

TAC Member Information Section

- | | |
|---|---|
| 1. Which of the following best describes your primary area of expertise? | 1 |
| 2. Which of the following best describes your current employment position? | 1 |
| 3. Which of the following best describes the highest educational degree you have obtained? | 2 |
| 4. How many years of experience do you have working on projects where adverse impact was an important consideration? | 2 |
| 5. In your experience working with adverse impact, which of the following roles have you been involved in? | 3 |
| 6. Which of the following best describes your work involving adverse impact? | 3 |
| 7. What statutes concerning adverse impact do you work with most? | 4 |
| 8. What is your gender? | 4 |
| 9. What is your race/ethnicity? | 5 |
| 10. In your opinion, what PERCENTAGE (0% to 100%) of experts must respond in the same way to a question on this survey for us to conclude that there is 'consensus' regarding an issue? | 5 |

Data Section

- | | |
|--|----|
| 11. Do you have extensive expertise/experience in working with applicant flow data for adverse impact analysis? | 6 |
| 12. Who should be included in adverse impact analysis? | 7 |
| 13. Withdrawal Issues: Who should be included in the adverse impact analysis? | 10 |
| 14. Consideration Issues: Who should be included in an adverse impact analysis? | 12 |
| 15. Performances Issues: Who should be included in the adverse impact analysis? | 13 |
| 16. Conditional/Post Offer Issues: How should the following applicant scenarios be treated in the adverse impact analysis? | 14 |
| 17. In an adverse impact analysis how do you usually treat applicants that were offered a job but declined the offer? | 16 |
| 18. In situations where internal applicants are only competing against other | |

internal applicants, should they be included in external applicant flow data for adverse impact analyses?	16
19. In situations where internal applicants are competing against both internal and external applicants, should they be included in external applicant flow data for adverse impact analyses?	16
20. What is the proper way to handle an applicant who has applied to the same 'one-time' requisition multiple times?	17
21. What is the proper way to handle an applicant who has applied to the same 'open-and-continuous' requisition multiple times?	18
22. How should a frequent applier be treated in adverse impact analysis (scenario 1)?	19
23. How should a frequent applier be treated in adverse impact analysis (scenario 2)?	20
24. A job seeker applies to a specific requisition, is considered, and meets the BQ's, but is moved to another requisition. Which of the following strategies would you use?	20
25. Assume you are conducting an adverse impact analysis on 12 months of data from Jan 1-Dec 31 and there are three open requisitions at the end of the year that have not been filled. How do you count the applicants in those open requisitions for analyses?	21
26. If using application date to determine the time period of the adverse impact analysis, how do you handle pending applications?	21
27. Not all applicants self-identify their gender and/or race/ethnicity. All else being equal, what is the minimum self identification rate (0% to 100%) necessary for you to feel confident in interpreting adverse impact results?	22
28. How do you handle applicants who do not self-identify during the application process for gender and/or race/ethnicity but subsequently provide that information if they are hired?	22
29. How do you handle applicants who were not hired but you have gender	

and/or race/ethnicity information from other sources (e.g., other applications where they may have self identified)?	23
30. In general, do you provide a 'best guess' on missing gender information based on an applicant's name for those that did not self-identify?	23
31. In general, do you provide a 'best guess' on missing race/ethnicity information based on an applicant's name for those that did not self-identify?	24
32. For applicants who did not self-identify but attend an in-person interview, do you try to visually identify applicant gender/race/ethnicity?	24
33. When applicant flow data do not exist or are too inaccurate/incomplete for analysis, what alternative analysis strategies have you used?	25
34. Which of the following criteria should be considered as a promotion for purposes of adverse impact analysis?	25
35. How do you generally define the pool for an adverse impact analysis of non-competitive promotions?	26
36. Should voluntary and involuntary terminations be analyzed together in an adverse impact analysis?	26
37. How do you generally define the pool for an adverse impact analysis of terminations (non-reduction in force situations)?	26
38. Would you include the following types of employees in your adverse impact analyses?	27
39. How many unsuccessful attempts to contact the job seeker does an employer have to make before the employer can treat him/her as a withdrawal?	27

Statistical Methods Section

40. Do you have extensive expertise/experience in conducting statistical analyses to assess adverse impact?	27
41. In general, how useful do you think null hypothesis statistical significance testing (e.g., Z test, Fisher's exact test, etc.) is for assessing adverse impact?	28
42. In general, how useful do you think the 4/5th rule is for assessing adverse impact?	28
43. In general, how useful do you think other measures of effect size (e.g., odds	

ratios) are for assessing adverse impact?	29
44. In general, how useful do you think other practical significance measures (e.g., UGESP flip flop rule) are for assessing adverse impact?	29
45. Which of the following perspectives would you generally recommend when assessing adverse impact?	30
46. When conducting statistical significance tests, which of the following types of tests do you typically use?	30
47. When conducting statistical significance tests, what significance criterion (i.e., alpha level) do you usually consider to be a meaningful difference in selection rates (or the ratio of those rates)?	31
48. In general, which statistical significance sampling model (i.e., a binomial model or a hypergeometric model) is most appropriate for conducting adverse impact analyses on the following scenarios?	32
49. Should data analyzed in the EEO context (e.g., Title VII litigation, OFCCP audits, etc.) be considered 'fixed' because it is retrospective in nature?	
50. How often do you use the following statistical significance tests to assess adverse impact?	33
51. In general, how appropriate are each of the following statistical significance tests to assess adverse impact?	34
52. Of those statistical methods that you endorsed as appropriate, which method(s) do you consider to be the most appropriate in most cases?	35
53. Given the context of adverse impact and the mechanics of statistical significance testing, which do you think is more appropriate to analyze?	36
54. In general, how often do you use the following indices as 'practical significance' tests to assess adverse impact?	37
55. In determining practical significance, how appropriate do you believe it is to use each of the following practical significance tests to assess adverse impact?	38
56. Of those practical significance methods that you endorsed as appropriate, which method(s) do you consider to be the most appropriate in most cases?	39
57. In general how useful are confidence intervals around effect sizes (e.g., impact	

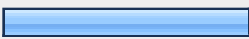





ratio, odds ratio, etc.) for assessing adverse impact?	40
58. When should exact tests be preferred over estimator tests that are based on large sample theory?	40
59. All else being equal, what are the minimum sample and cell size requirements necessary for you to feel comfortable conducting an adverse impact analysis?	41
60. How should multiple comparisons be treated in an adverse impact analysis?	41
61. Is it ever appropriate to use rejection rates for a 4/5ths rule analysis of adverse impact stemming from selection procedures?	42
62. How confident are you that each of the following scenarios represent “meaningful” disparities?	42
63. In determining the shortfall for an impacted group, which of the following is generally the most appropriate measure?	43
64. If determining the shortfall by calculating the number of hires necessary to make the group difference not statistically significant, do you keep the marginal totals the same?	43
65. The issue of data aggregation is often an important consideration for mirroring the reality of personnel selection. In general, how appropriate is data aggregation across the following strata?	44
66. When considering whether to aggregate data, how frequently have you used the following methods?	45
67. In general, how appropriate are the following data aggregation analytic methods for adverse impact analyses?	46
68. If a Breslow-Day test is statistically significant, suggesting a difference in odds ratios across strata, which approach would you generally recommend?	46
69. Assume you are conducting an adverse impact analysis across multiple locations. All else being equal, which of the following would be the appropriate procedure if Mantel-Haenszel analyses and single pool analyses (e.g., one Z-test) provide different conclusions?	47
70. Have you conducted logistic regression analyses in an attempt to explain statistical differences in selection rates?	47
71. Which of the following sets of information have you used to build a logistic	


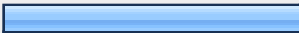

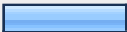


- regression model to explain a group disparity in a dichotomous outcome via qualification measures? 48
72. Are there any 'under-researched' research questions regarding adverse impact analyses that you would recommend to be studied in the scholarly literature? 48
73. In general, what are the most common data analytic flaws that you have observed in analyses of adverse impact? 49
74. If you were going to advise an organization on how to conduct a 'best practice' adverse impact analysis, what would you tell them? For example, is there a particular data analytic process or chronology that you use when assessing adverse impact? If yes, what is it? 49

Legal/Policy Section

75. Do you have extensive expertise/experience in legal and policy issues related to adverse impact analyses? 49
76. Other than the Uniform Guidelines on Employment Selection Procedures (1978), are there any other technical authorities and/or data analytic references you treat with great deference? If yes, what are they and why do you treat them with great deference? 50
77. All else being equal, how appropriate do you view aggregating adverse impact results across location for the following selection procedures? 50
78. From a statistical evidence perspective, should disparity analyses differ across pattern and practice theory (disparate treatment) and disparate impact theory cases? If yes, how should those analyses differ? 51
79. How do you interpret adverse impact results across year when there are different highest selected groups? 51
80. Would you consider there to be meaningful adverse impact when there is statistical impact at the total minority aggregate but not by any racial subgroup (i.e. African-American, Asian, etc.)? 52
81. All else being equal, is it meaningful to analyze groups that cross race/ethnicity and gender subgroups? For example, could Hispanic Females be a disadvantaged group in an adverse impact analysis? 52

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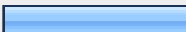
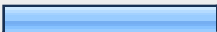
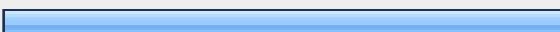
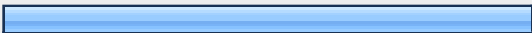


1. Which of the following best describes your primary area of expertise?			
		Response Percent	Response Count
Industrial and Organizational Psychology		37.5%	24
Labor Economics		15.6%	10
Employment Law		26.6%	17
HR Compliance		14.1%	9
HR Statistics		4.7%	3
Other (please specify)		1.6%	1
		<i>answered question</i>	64
		<i>skipped question</i>	0

2. Which of the following best describes your current employment position?			
		Response Percent	Response Count
Internal Practitioner		17.2%	11
External Consultant		45.3%	29
Private Research		1.6%	1
Attorney		18.8%	12
Academic		14.1%	9
Government		0.0%	0
Other (please specify)		3.1%	2
		<i>answered question</i>	64
		<i>skipped question</i>	0



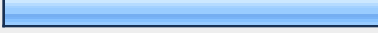

3. Which of the following best describes the highest educational degree you have obtained?			
		Response Percent	Response Count
BA	<input type="checkbox"/>	3.1%	2
BS	<input type="checkbox"/>	3.1%	2
MA	<input type="checkbox"/>	3.1%	2
MS		0.0%	0
MBA		0.0%	0
JD	<input type="checkbox"/>	25.0%	16
PhD	<input checked="" type="checkbox"/>	60.9%	39
PsyD		0.0%	0
Other (and if multiple advanced degrees please describe here)	<input type="checkbox"/>	4.7%	3
		<i>answered question</i>	64
		<i>skipped question</i>	0

4. How many years of experience do you have working on projects where adverse impact was an important consideration?		
		Response Count
		64
		<i>answered question</i>
		64
		<i>skipped question</i>
		0

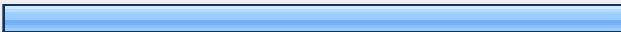



5. In your experience working with adverse impact, which of the following roles have you been involved in? Note that you may choose more than one response.

		Response Percent	Response Count
On behalf of an EEO Agency		28.1%	18
On the plaintiff side of litigation/audit		32.8%	21
On the defendant side of litigation/audit		85.9%	55
For an organization proactively		81.3%	52
For the court as independent expert		10.9%	7
Other (please specify)		12.5%	8
		<i>answered question</i>	64
		<i>skipped question</i>	0

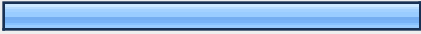


6. Which of the following best describes your work involving adverse impact?

		Response Percent	Response Count
In the Public Sector		6.3%	4
In the Private Sector		34.4%	22
Both		57.8%	37
Other (please describe)		1.6%	1
		<i>answered question</i>	64
		<i>skipped question</i>	0

7. What statutes concerning adverse impact do you work with most? Note that you can choose more than one response.

		Response Percent	Response Count
Title VII		95.3%	61
EO 11246		67.2%	43
ADEA		40.6%	26
Other (please specify)		3.1%	2
		<i>answered question</i>	64
		<i>skipped question</i>	0

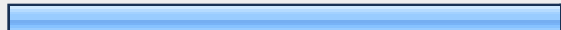
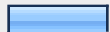
8. What is your gender?

		Response Percent	Response Count
Male		64.1%	41
Female		28.1%	18
Prefer Not to Respond		7.8%	5
		<i>answered question</i>	64
		<i>skipped question</i>	0

9. What is your race/ethnicity?			
		Response Percent	Response Count
Hispanic or Latino	<input type="checkbox"/>	4.7%	3
White (Not Hispanic or Latino)	<input checked="" type="checkbox"/>	79.7%	51
Black or African American (Not Hispanic or Latino)	<input type="checkbox"/>	4.7%	3
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)		0.0%	0
Asian (Not Hispanic or Latino)	<input type="checkbox"/>	3.1%	2
American Indian or Alaska Native (Not Hispanic or Latino)		0.0%	0
Two or More Races (Not Hispanic or Latino)		0.0%	0
Prefer Not to Respond	<input type="checkbox"/>	7.8%	5
<i>answered question</i>			64
<i>skipped question</i>			0

10. This last question will help the TAC Survey sub-committee interpret the results of the survey and prepare for the in-person meeting in December. In your opinion, what PERCENTAGE (0% to 100%) of experts must respond in the same way to a question on this survey for us to conclude that there is 'consensus' regarding an issue?			
			Response Count
			62
<i>answered question</i>			62
<i>skipped question</i>			2

11. Do you have extensive expertise/experience in working with applicant flow data for adverse impact analysis?

		Response Percent	Response Count
Yes		85.2%	52
No		14.8%	9
		<i>answered question</i>	61
		<i>skipped question</i>	3

12. One of the most important decisions related to an adverse impact analysis is whether a person should be included in the analysis or not (i.e., is an applicant). There are a variety of reasons why a person could be excluded from the analysis on grounds that he/she was not an applicant (e.g., not basically qualified, not eligible, did not show up for an interview). Additionally, applicants included in the analysis can be treated in multiple ways (e.g., rejected, hired, offered a job, etc.). The following section presents a variety of scenarios that may affect whether a person is considered an applicant or not, and whether that person is included in the adverse impact analysis. Although it would be tempting to respond "it depends" on any of the following scenarios, we ask that you select whether, in most cases, that person should be included in an adverse impact analysis as an applicant. Two different drop down menus are presented; both ask whether a person should be included in an adverse impact analysis as an applicant. The first menu asks whether that person should be included in an adverse impact analysis as an applicant in a bottom line analysis (applicant to hire). The second menu asks about whether that person should be included in analyses as an applicant in a 'step analysis' that looks at each stage of the selection process (e.g., employment test, interview, etc.). Thus, for each scenario, you can respond to both drop down menus concerning applicant status. If you are not familiar with a step analysis, only respond to the bottom line analysis. Eligibility Issues: Who should be included in an adverse impact analysis?

Bottom Line Analysis

	Include	Exclude
Did not meet basic qualifications for the specific job opening	15.8% (9)	84.2% (48)
Not considered because an internal applicant was chosen prior to reviewing external applications	20.8% (11)	79.2% (42)
Was a former employee who did not meet criteria for rehire (e.g., had been terminated)	20.0% (11)	80.0% (44)
Job seeker did not answer one or more critical questions or sections on the application (e.g., questions used to determine basic qualifications)	16.4% (9)	83.6% (46)
Job seeker met basic qualifications but did not answer 'non-critical' questions or sections on the application (e.g., hobbies)	94.4% (51)	5.6% (3)
Applicant did not sign application signature page as required by company policy	34.6% (18)	65.4% (34)
Did not apply for a specific position but WAS considered for a specific position	94.2% (49)	5.8% (3)
Did not apply for a specific position		

and was NOT considered for a specific position	4.0% (2)	96.0% (48)
Did not properly follow application process	24.5% (12)	75.5% (37)
Not legal to hire (e.g., lacks required visa/work papers)	13.0% (7)	87.0% (47)
Application or resume could not be read (i.e., poor penmanship, not in English)	28.6% (14)	71.4% (35)
Job seeker applied after a selection decision was made	0.0% (0)	100.0% (55)
Job seeker's resume demonstrates that they meet the basic qualification but later found to be untruthful (i.e. did not meet the BQ's)	27.8% (15)	72.2% (39)
Job seeker is in the middle of the selection process, when the data are extracted for analysis purposes	33.3% (17)	66.7% (34)

Step Analysis

	Include for all steps	Include for all steps in which the job seeker participated in	Exclude from all steps
Did not meet basic qualifications for the specific job opening	2.0% (1)	32.7% (16)	65.3% (32)
Not considered because an internal applicant was chosen prior to reviewing external applications	8.7% (4)	13.0% (6)	78.3% (36)
Was a former employee who did not meet criteria for rehire (e.g., had been terminated)	2.1% (1)	29.2% (14)	68.8% (33)
Job seeker did not answer one or more critical questions or sections on the application (e.g., questions used to determine basic qualifications)	2.1% (1)	31.9% (15)	66.0% (31)
Job seeker met basic qualifications but did not answer 'non-critical' questions or sections on the	25.0% (12)	72.9% (35)	2.1% (1)

application (e.g., hobbies)			
Applicant did not sign application signature page as required by company policy	17.8% (8)	28.9% (13)	53.3% (24)
Did not apply for a specific position but WAS considered for a specific position	20.0% (9)	77.8% (35)	2.2% (1)
Did not apply for a specific position and was NOT considered for a specific position	0.0% (0)	7.3% (3)	92.7% (38)
Did not properly follow application process	2.4% (1)	26.8% (11)	70.7% (29)
Not legal to hire (e.g., lacks required visa/work papers)	4.3% (2)	17.4% (8)	78.3% (36)
Application or resume could not be read (i.e., poor penmanship, not in English)	9.5% (4)	21.4% (9)	69.0% (29)
Job seeker applied after a selection decision was made	0.0% (0)	4.3% (2)	95.7% (44)
Job seeker's resume demonstrates that they meet the basic qualification but later found to be untruthful (i.e. did not meet the BQ's)	2.1% (1)	41.7% (20)	56.3% (27)
Job seeker is in the middle of the selection process, when the data are extracted for analysis purposes	2.3% (1)	68.2% (30)	29.5% (13)
Please add additional comments as necessary			
	<i>answered question</i>		
	<i>skipped question</i>		

13. Withdrawal Issues: Who should be included in the adverse impact analysis?

Bottom Line Analysis

	Include	Exclude
Indicated that they were no longer interested in the position	11.1% (6)	88.9% (48)
Did not show for scheduled interview	13.0% (7)	87.0% (47)
Did not show for a scheduled employment test	13.0% (7)	87.0% (47)
Completed at least one employment test but dropped out of the process	13.2% (7)	86.8% (46)
Was unable to work required shift or meet required start date	19.2% (10)	80.8% (42)
Job seeker was unwilling to perform job-related travel	15.4% (8)	84.6% (44)
Salary requirements too high for position in question	26.9% (14)	73.1% (38)
Cannot contact at all (e.g., no or incorrect phone number)	11.3% (6)	88.7% (47)
Did not return company call/email (one attempt)	43.1% (22)	56.9% (29)
Did not return company calls/emails (multiple attempts)	9.4% (5)	90.6% (48)

Step Analysis

	Include for all steps	Exclude from steps subsequent to notification of no interest	Exclude from all steps
Indicated that they were no longer interested in the position	2.2% (1)	78.3% (36)	19.6% (9)
Did not show for scheduled interview	0.0% (0)	84.8% (39)	15.2% (7)

Did not show for a scheduled employment test	0.0% (0)	82.6% (38)	17.4% (8)
Completed at least one employment test but dropped out of the process	0.0% (0)	87.0% (40)	13.0% (6)
Was unable to work required shift or meet required start date	11.1% (5)	55.6% (25)	33.3% (15)
Job seeker was unwilling to perform job-related travel	6.7% (3)	57.8% (26)	35.6% (16)
Salary requirements too high for position in question	11.1% (5)	51.1% (23)	37.8% (17)
Cannot contact at all (e.g., no or incorrect phone number)	4.3% (2)	58.7% (27)	37.0% (17)
Did not return company call/email (one attempt)	16.7% (7)	59.5% (25)	23.8% (10)
Did not return company calls/emails (multiple attempts)	2.2% (1)	67.4% (31)	30.4% (14)
Please add additional comments as necessary			
	<i>answered question</i>		
	<i>skipped question</i>		

14. Consideration Issues: Who should be included in an adverse impact analysis? Note that step analysis responses are not applicable in this context.

Bottom Line Analysis

	Include	Exclude	Response Count
Job seeker applied for a specific position but a recruiter never reviewed the resume	40.4% (21)	59.6% (31)	52
A resume appeared after a search of basic qualifications, but the resume was not opened or reviewed	32.7% (17)	67.3% (35)	52
Recruiter runs a search of the basic qualifications which net 100 resumes. The recruiter makes a decision to review resumes until 10 meet the basic qualifications. This results in 40 resumes being reviewed. Should the 60 unreviewed resumes be included?	37.3% (19)	62.7% (32)	51
Job seeker met basic qualifications but was not considered because of a data management technique (e.g., an algorithm that randomly selects applicants from a larger sample)	25.9% (14)	74.1% (40)	54
	Please add additional comments as necessary		19
	<i>answered question</i>		54
	<i>skipped question</i>		10

15. Performances Issues: Who should be included in the adverse impact analysis?

Bottom Line Analysis

	Include	Exclude
Failed one or more employment tests	83.6% (46)	16.4% (9)
Passed all employment tests	100.0% (55)	0.0% (0)
Met basic qualifications but was not the best candidate	100.0% (55)	0.0% (0)
Unfavorable interview	100.0% (55)	0.0% (0)
Current employee with performance or attendance issue	81.8% (45)	18.2% (10)

Step Analysis

	Include for all steps	Include for all steps in which the job seeker participated in	Exclude from all steps
Failed one or more employment tests	6.3% (3)	93.8% (45)	0.0% (0)
Passed all employment tests	25.0% (12)	75.0% (36)	0.0% (0)
Met basic qualifications but was not the best candidate	27.1% (13)	72.9% (35)	0.0% (0)
Unfavorable interview	16.7% (8)	83.3% (40)	0.0% (0)
Current employee with performance or attendance issue	18.8% (9)	68.8% (33)	12.5% (6)

Please add additional comments as necessary

answered question

skipped question

16. Conditional/Post Offer Issues: How should the following applicant scenarios be treated in the adverse impact analysis?

Bottom Line Analysis

	Selected	Rejected	Withdrawn
Was offered the job but declined	76.9% (40)	0.0% (0)	23.1% (12)
Accepted a job offer but did not show up for work	77.8% (42)	0.0% (0)	22.2% (12)
Accepted a job offer but did not show to post offer exam	68.5% (37)	3.7% (2)	27.8% (15)
Accepted a job offer and reported for work	100.0% (54)	0.0% (0)	0.0% (0)
Was conditionally offered but failed drug test	50.0% (27)	42.6% (23)	7.4% (4)
Was conditionally offered but failed physical ability test	37.0% (20)	55.6% (30)	7.4% (4)
Was conditionally offered but failed the background or credit check	35.2% (19)	57.4% (31)	7.4% (4)
Was conditionally offered but failed the medical exam	42.6% (23)	50.0% (27)	7.4% (4)
Failed a background / credit check but had not been given a conditional offer of hire	5.6% (3)	83.3% (45)	11.1% (6)
Failed drug test but had not been given a conditional offer to hire	9.3% (5)	79.6% (43)	11.1% (6)
Failed physical ability test but had not been given a conditional offer of hire	5.6% (3)	83.3% (45)	11.1% (6)
Failed medical exam but had not been given a conditional offer of hire	9.3% (5)	79.6% (43)	11.1% (6)

Step Analysis

	Include for all steps	Include for all steps in which the job seeker participated in	Exclude from all steps
Was offered the job but declined	36.2% (17)	57.4% (27)	6.4% (3)

Accepted a job offer but did not show up for work	42.6% (20)	51.1% (24)	6.4% (3)
Accepted a job offer but did not show to post offer exam	26.1% (12)	67.4% (31)	6.5% (3)
Accepted a job offer and reported for work	57.4% (27)	42.6% (20)	0.0% (0)
Was conditionally offered but failed drug test	19.6% (9)	78.3% (36)	2.2% (1)
Was conditionally offered but failed physical ability test	17.4% (8)	82.6% (38)	0.0% (0)
Was conditionally offered but failed the background or credit check	15.2% (7)	84.8% (39)	0.0% (0)
Was conditionally offered but failed the medical exam	15.2% (7)	84.8% (39)	0.0% (0)
Failed a background / credit check but had not been given a conditional offer of hire	8.7% (4)	91.3% (42)	0.0% (0)
Failed drug test but had not been given a conditional offer to hire	4.3% (2)	95.7% (44)	0.0% (0)
Failed physical ability test but had not been given a conditional offer of hire	4.3% (2)	95.7% (44)	0.0% (0)
Failed medical exam but had not been given a conditional offer of hire	4.3% (2)	95.7% (44)	0.0% (0)
Please add additional comments as necessary			
	<i>answered question</i>		
	<i>skipped question</i>		

17. In an adverse impact analysis how do you usually treat applicants that were offered a job but declined the offer?

		Response Percent	Response Count
The same as a hire		75.0%	39
As a withdrawal		21.2%	11
As a rejection		3.8%	2
Other (please specify)			19
		answered question	52
		skipped question	12



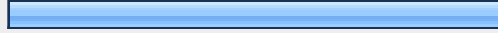
18. In situations where internal applicants are only competing against other internal applicants, should they be included in external applicant flow data for adverse impact analyses?

		Response Percent	Response Count
Yes		7.7%	4
No		92.3%	48
Comments:			13
		answered question	52
		skipped question	12


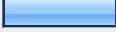
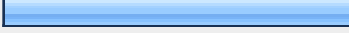
19. In situations where internal applicants are competing against both internal and external applicants, should they be included in external applicant flow data for adverse impact analyses?

		Response Percent	Response Count
Yes		84.6%	44
No		15.4%	8
Comments:			16
		answered question	52
		skipped question	12

20. What is the proper way to handle an applicant who has applied to the same 'one-time' requisition multiple times?

		Response Percent	Response Count
Count the person as an applicant for as many applications as they submit		7.5%	4
Only count the applicant once per requisition and treat the remaining applications as withdrawals		17.0%	9
Only count the applicant once, and delete duplicate applications		75.5%	40
Do not count the person as an applicant at all		0.0%	0
		Comments:	15
		<i>answered question</i>	53
		<i>skipped question</i>	11


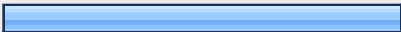
21. What is the proper way to handle an applicant who has applied to the same 'open-and-continuous' requisition multiple times?

		Response Percent	Response Count
Count the person as an applicant for as many applications as they submit		29.8%	14
Only count the applicant once per requisition and treat the remaining applications as withdrawals		17.0%	8
Only count the applicant once, and delete duplicate applications		53.2%	25
Do not count the person as an applicant at all		0.0%	0
		Comments:	21
		<i>answered question</i>	47
		<i>skipped question</i>	17





22. Consider the situation in which there are 12 separate requisitions for a given job title in one year and a job seeker submits an application to each of the 12 requisitions. The person was not hired for any of the 12 requisitions. The organization aggregates data across requisition and conducts adverse impact analyses at the job title level. What is the proper way to handle this scenario?

		Response Percent	Response Count
Count the person as an applicant for as many applications as they submit	<input checked="" type="checkbox"/>	58.0%	29
Only count the applicant once and treat the remaining applications as withdrawals	<input type="checkbox"/>	0.0%	0
Only count the applicant once, and delete duplicate applications	<input checked="" type="checkbox"/>	42.0%	21
Do not count the person as an applicant at all	<input type="checkbox"/>	0.0%	0
		Comments:	19
		<i>answered question</i>	50
		<i>skipped question</i>	14

23. Consider the situation in which there are 12 separate requisitions for a given job title in one year and a job seeker submits an application to each of the 12 requisitions. The person was hired for one of the 12 requisitions. The organization aggregates data across requisition and conducts adverse impact analyses at the job title level. What is the proper way to handle this scenario?

		Response Percent	Response Count
Count the person as an applicant for as many applications as they submit		38.8%	19
Only count the person once for the requisition in which they were hired		61.2%	30
Do not count the person as an applicant at all		0.0%	0
Please provide additional detail as necessary			20
answered question			49
skipped question			15

24. A job seeker applies to a specific requisition, is considered, and meets the BQ's, but is moved to another requisition. Which of the following strategies would you use?

		Response Percent	Response Count
Only include them in the requisition in which they applied		1.9%	1
Only include them in the requisition in which they were moved to		24.5%	13
Include them in both of the requisitions		52.8%	28
Remove them from both of the requisitions		0.0%	0
Other (please specify)		20.8%	11
answered question			53
skipped question			11


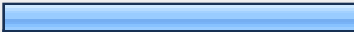


25. Assume you are conducting an adverse impact analysis on 12 months of data from Jan 1-Dec 31 and there are three open requisitions at the end of the year that have not been filled. How do you count the applicants in those open requisitions for analyses?

		Response Percent	Response Count
Count all personnel activity in the year in which applications were received	<input type="checkbox"/>	7.7%	4
Count personnel activity in the year in which the employment decision was made or the requisition was closed	<input checked="" type="checkbox"/>	69.2%	36
Other (please describe)	<input type="checkbox"/>	23.1%	12
		<i>answered question</i>	52
		<i>skipped question</i>	12

26. If using application date to determine the time period of the adverse impact analysis, how do you handle pending applications?



		Response Percent	Response Count
Treat as rejections in that year	<input type="checkbox"/>	4.0%	2
Treat as withdrawals in that year	<input type="checkbox"/>	0.0%	0
Move applications to the year that an employment decision was made	<input checked="" type="checkbox"/>	76.0%	38
Other (please specify)	<input type="checkbox"/>	20.0%	10
		<i>answered question</i>	50
		<i>skipped question</i>	14

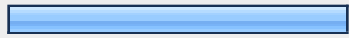
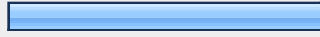
27. Not all applicants self-identify their gender and/or race/ethnicity. All else being equal, what is the minimum self identification rate (0% to 100%) necessary for you to feel confident in interpreting adverse impact results?		Response Count
		46
	<i>answered question</i>	46
	<i>skipped question</i>	18

28. How do you handle applicants who do not self-identify during the application process for gender and/or race/ethnicity but subsequently provide that information if they are hired?		Response Percent	Response Count
Backfill from hires file only into the requisition to which they were hired, and keep as missing in any other requisitions they may have applied to		28.0%	14
Backfill from hires file into all requisitions they applied to		54.0%	27
Keep as missing in all requisitions that they applied to		8.0%	4
Other (please specify)		10.0%	5
	<i>answered question</i>		50
	<i>skipped question</i>		14

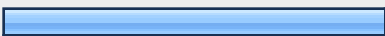
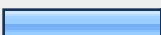
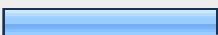
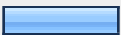
29. How do you handle applicants who were not hired but you have gender and/or race/ethnicity information from other sources (e.g., other applications where they may have self identified)?			
		Response Percent	Response Count
Backfill from other sources into all requisitions that they applied to		56.9%	29
Keep as missing in all requisitions that they applied to		25.5%	13
Other (please specify)		17.6%	9
<i>answered question</i>			51
<i>skipped question</i>			13

30. In general, do you provide a 'best guess' on missing gender information based on an applicant's name for those that did not self-identify?			
		Response Percent	Response Count
Yes		18.0%	9
No		82.0%	41
Please add additional detail as necessary			13
<i>answered question</i>			50
<i>skipped question</i>			14

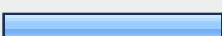
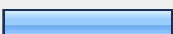
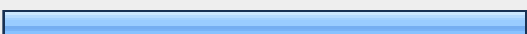
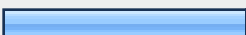
31. In general, do you provide a 'best guess' on missing race/ethnicity information based on an applicant's name for those that did not self-identify?			Response Percent	Response Count
Yes			3.9%	2
No			96.1%	49
Please provide additional detail as necessary				7
			answered question	51
			skipped question	13

32. For applicants who did not self-identify but attend an in-person interview, do you try to visually identify applicant gender/race/ethnicity?			Response Percent	Response Count
Yes			52.0%	26
No			48.0%	24
Please provide more detail as necessary				12
			answered question	50
			skipped question	14


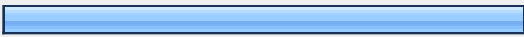
33. When applicant flow data do not exist or are too inaccurate/incomplete for analysis, what alternative analysis strategies have you used?

		Response Percent	Response Count
Availability analyses (i.e., comparing workforce data to census data)		58.7%	27
Similarly situated groupings (i.e., proxy or constructed pools)		23.9%	11
None		32.6%	15
Other (please specify)		17.4%	8
<i>answered question</i>			46
<i>skipped question</i>			18

34. Which of the following criteria should be considered as a promotion for purposes of adverse impact analysis? Note that you may select more than one. Also note that this does not include a complete re-evaluation of a job title containing multiple individuals.

		Response Percent	Response Count
Increase in pay (outside of normal merit increase)		33.3%	17
Change in job title (without an increase in pay)		25.5%	13
Increase in pay (outside of normal merit increase) and in job title		80.4%	41
Other (please specify)		37.3%	19
<i>answered question</i>			51
<i>skipped question</i>			13


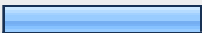
35. How do you generally define the pool for an adverse impact analysis of non-competitive promotions?		
		Response Count
		39
		<i>answered question</i> 39
		<i>skipped question</i> 25



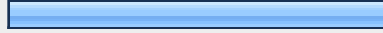
36. Should voluntary and involuntary terminations be analyzed together in an adverse impact analysis?			
		Response Percent	Response Count
Yes		20.0%	10
No		80.0%	40
Please elaborate as necessary			26
		<i>answered question</i>	50
		<i>skipped question</i>	14


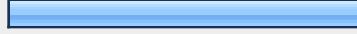

37. How do you generally define the pool for an adverse impact analysis of terminations (non-reduction in force situations)?		
		Response Count
		39
		<i>answered question</i> 39
		<i>skipped question</i> 25

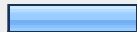


38. Would you include the following types of employees in your adverse impact analyses?			
	Include	Do not include	Response Count
Temporary workers hired from an outside firm	14.0% (7)	86.0% (43)	50
Temporary workers on the employer's payroll	47.8% (22)	52.2% (24)	46
Interns	34.8% (16)	65.2% (30)	46
Employees working outside the United States	22.2% (10)	77.8% (35)	45
Contract employees (i.e., under a 1099 provision)	19.6% (9)	80.4% (37)	46
Please provide additional data as necessary			15
<i>answered question</i>			50
<i>skipped question</i>			14



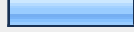
39. How many unsuccessful attempts to contact the job seeker does an employer have to make before the employer can treat him/her as a withdrawal?		
		Response Count
		48
<i>answered question</i>		48
<i>skipped question</i>		16




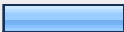
40. Do you have extensive expertise/experience in conducting statistical analyses to assess adverse impact?			
		Response Percent	Response Count
Yes		69.6%	39
No		30.4%	17
<i>answered question</i>			56
<i>skipped question</i>			8



41. In general, how useful do you think null hypothesis statistical significance testing (e.g., Z test, Fisher's exact test, etc.) is for assessing adverse impact?			
		Response Percent	Response Count
Not useful		4.0%	2
Somewhat useful		38.0%	19
Very useful		58.0%	29
Please describe the rationale behind your answer			23
			answered question
			50
			skipped question
			14

42. In general, how useful do you think the 4/5th rule is for assessing adverse impact?			
		Response Percent	Response Count
Not useful		26.9%	14
Somewhat useful		53.8%	28
Very useful		19.2%	10
Please describe the rationale behind your answer			28
			answered question
			52
			skipped question
			12

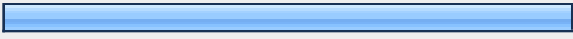

43. In general, how useful do you think other measures of effect size (e.g., odds ratios) are for assessing adverse impact?			
		Response Percent	Response Count
Not useful		19.6%	9
Somewhat useful		50.0%	23
Very useful		30.4%	14
Please provide additional rationale as necessary			20
			answered question
			46
			skipped question
			18

44. In general, how useful do you think other practical significance measures (e.g., UGESP flip flop rule) are for assessing adverse impact?			
		Response Percent	Response Count
Not useful		25.5%	12
Somewhat useful		55.3%	26
Very useful		19.1%	9
Please provide additional rationale as necessary			17
			answered question
			47
			skipped question
			17

45. Which of the following perspectives would you generally recommend when assessing adverse impact?			
		Response Percent	Response Count
Using only statistical significance tests (e.g., Standard Deviation analysis)		26.0%	13
Using only the 4/5th rule		0.0%	0
Using both statistical significance tests and the 4/5ths rule		30.0%	15
Using statistical significance tests, the 4/5ths rule, and some other measure of practical significance (e.g., flip-flop)		26.0%	13
Other (please specify)		18.0%	9
		<i>answered question</i>	50
		<i>skipped question</i>	14

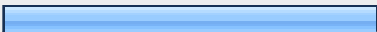

46. When conducting statistical significance tests, which of the following types of tests do you typically use?			
		Response Percent	Response Count
1-tailed significance tests		24.4%	11
2-tailed significance tests		75.6%	34
Please describe any relevant context often used in making this decision			14
		<i>answered question</i>	45
		<i>skipped question</i>	19

47. When conducting statistical significance tests, what significance criterion (i.e., alpha level) do you usually consider to be a meaningful difference in selection rates (or the ratio of those rates)?

		Response Percent	Response Count
alpha = .10		0.0%	0
alpha = .05		87.8%	36
alpha = .01		0.0%	0
Other (please specify)		12.2%	5
		<i>answered question</i>	41
		<i>skipped question</i>	23

48. In general, which statistical significance sampling model (i.e., a binomial model or a hypergeometric model) is most appropriate for conducting adverse impact analyses on the following scenarios?

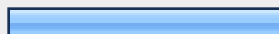






Sampling Model			
	1 - Binomial	2 - Hypergeometric	Res Co
Hiring a fixed number of persons from an already existing applicant pool	34.6% (9)	65.4% (17)	
Hiring a fixed number of persons from an applicant pool that has not yet been defined	71.4% (15)	28.6% (6)	
Hiring an unknown number of persons from an applicant pool that has not yet been defined	76.5% (13)	23.5% (4)	
Hiring an unknown number of persons from an already existing applicant pool	47.1% (8)	52.9% (9)	
Making pass/fail decisions at a predetermined cut score from an already existing applicant pool	58.3% (14)	41.7% (10)	
Making pass/fail decisions at a predetermined cut score from an applicant pool that has not yet been defined	81.8% (18)	18.2% (4)	
Making terminated/not terminated decisions from a predetermined employee list	40.9% (9)	59.1% (13)	
Please provide any additional rationale concerning your above responses			
	answered question		
	skipped question		

49. Should data analyzed in the EEO context (e.g., Title VII litigation, OFCCP audits, etc.) be considered 'fixed' because it is retrospective in nature?				
			Response Percent	Response Count
Yes			57.6%	19
No			42.4%	14
Please elaborate (if appropriate)				11
answered question				33
skipped question				31

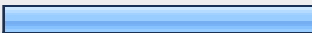


50. How often do you use the following statistical significance tests to assess adverse impact?				
	Never	Sometimes	Often	Response Count
Z test for the difference in proportions (or uncorrected Chi-square)	13.9% (5)	47.2% (17)	38.9% (14)	36
Yates' continuity corrected Chi-square	54.3% (19)	31.4% (11)	14.3% (5)	35
Upton's continuity corrected Chi-square	97.1% (34)	2.9% (1)	0.0% (0)	35
Z test for the adverse impact ratio (different than 1.0)	54.5% (18)	27.3% (9)	18.2% (6)	33
Z test for the adverse impact ratio (different than 0.80)	66.7% (22)	27.3% (9)	6.1% (2)	33
Boschloo's unconditional exact test	94.1% (32)	2.9% (1)	2.9% (1)	34
Fisher's exact test (FET)	5.4% (2)	27.0% (10)	67.6% (25)	37
Mid-p correction to FET	73.5% (25)	17.6% (6)	8.8% (3)	34
What other statistical significance tests have you used? How often?				7
answered question				37
skipped question				27

51. In general, how appropriate are each of the following statistical significance tests to assess adverse impact?			
	Not at all appropriate	Appropriate	Response Count
Z test for the difference in proportions (or uncorrected Chi-square)	7.1% (2)	92.9% (26)	28
Yates' continuity corrected Chi-square	29.2% (7)	70.8% (17)	24
Upton's continuity corrected Chi-square	36.8% (7)	63.2% (12)	19
Z test for the adverse impact ratio (different than 1.0)	23.8% (5)	76.2% (16)	21
Z test for the adverse impact ratio (different than 0.80)	50.0% (11)	50.0% (11)	22
Boschloo's unconditional exact test	37.5% (6)	62.5% (10)	16
Fisher's exact test (FET)	0.0% (0)	100.0% (31)	31
Mid-p correction to FET	26.3% (5)	73.7% (14)	19
Do you use any other statistical significance tests? If yes, how confident do you feel in the statistical adequacy of those tests?			11
		<i>answered question</i>	34
		<i>skipped question</i>	30

52. Of those statistical methods that you endorsed as appropriate, which method(s) do you consider to be the most appropriate in most cases?

		Response Percent	Response Count
Z test for the difference in proportions (or uncorrected Chi-square)		41.9%	13
Yates' continuity corrected Chi-square		6.5%	2
Upton's continuity corrected Chi-square		0.0%	0
Z test for the adverse impact ratio (different than 1.0)		9.7%	3
Z test for the adverse impact ratio (different than 0.80)		3.2%	1
Boschloo's unconditional exact test		3.2%	1
Fisher's exact test (FET)		83.9%	26
Mid-p correction to FET		9.7%	3
Please provide additional detail as necessary			10
answered question			31
skipped question			33


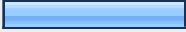




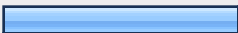

53. Given the context of adverse impact and the mechanics of statistical significance testing, which do you think is more appropriate to analyze?

		Response Percent	Response Count
Difference in selection rates		47.4%	18
Ratio of selection rates		15.8%	6
Both		36.8%	14
Please provide any additional rationale if necessary			6
<i>answered question</i>			38
<i>skipped question</i>			26

54. In general, how often do you use the following indices as 'practical significance' tests to assess adverse impact?				
	Never	Sometimes	Very often	Response Count
4/5ths rule	22.0% (9)	29.3% (12)	48.8% (20)	41
4/5ths flip flop rule (from UGESP Q and A): does the highest selected group change if one selection is moved from one group to the other?	47.5% (19)	32.5% (13)	20.0% (8)	40
Statistical significance flip flop rule (e.g., Waisome v. Port Authority): How many highest selected group selection changes would it take for the disparity to become statistically non-significant?	42.1% (16)	44.7% (17)	13.2% (5)	38
Absolute difference in selection rates	46.2% (18)	33.3% (13)	20.5% (8)	39
Odds ratio	55.3% (21)	28.9% (11)	15.8% (6)	38
Phi coefficient (or other measures of association)	70.3% (26)	18.9% (7)	10.8% (4)	37
Shortfall based on a statistical significance test	18.9% (7)	48.6% (18)	32.4% (12)	37
Other shortfall calculations (e.g., shortfall to no violation of 4/5ths rule)	43.8% (14)	43.8% (14)	12.5% (4)	32
Are there any other indices you use as practical significance tests? How often do you use them?				6
answered question				41
skipped question				23

55. In determining practical significance, how appropriate do you believe it is to use each of the following practical significance tests to assess adverse impact?			
	Not at all appropriate	Appropriate	Response Count
4/5ths rule	36.6% (15)	63.4% (26)	41
4/5ths flip flop rule (from UGESP Q and A): does the highest selected group change if one selection is moved from one group to the other?	41.7% (15)	58.3% (21)	36
Statistical significance flip flop rule (e.g., Waisome v. Port Authority): How many highest selected group selection changes would it take for the disparity to become statistically non-significant?	26.5% (9)	73.5% (25)	34
Absolute difference in selection rates	28.1% (9)	71.9% (23)	32
Odds ratio	32.0% (8)	68.0% (17)	25
Phi coefficient (or other measures of association)	54.5% (12)	45.5% (10)	22
Shortfall based on a statistical significance test	18.8% (6)	81.3% (26)	32
Other shortfall calculations (e.g., shortfall to no violation of 4/5ths rule)	45.8% (11)	54.2% (13)	24
Do you use any other practical significance tests? How confident do you feel in the statistical adequacy of those tests?			8
		<i>answered question</i>	41
		<i>skipped question</i>	23

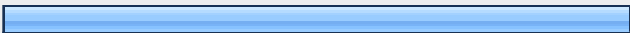


56. Of those practical significance methods that you endorsed as appropriate, which method(s) do you consider to be the most appropriate in most cases?

		Response Percent	Response Count
4/5ths rule		61.1%	22
4/5ths flip flop rule (from UGESP Q and A): does the highest selected group change if one selection is moved from one group to the other?		27.8%	10
Statistical significance flip flop rule (e.g., Waisome v. Port Authority): How many highest selected group selection changes would it take for the disparity to become statistically non-significant?		30.6%	11
Absolute difference in selection rates		13.9%	5
Odds ratio		13.9%	5
Phi coefficient (or other measures of association)		13.9%	5
Shortfall based on a statistical significance test		36.1%	13
Other shortfall calculations (e.g., shortfall to no violation of 4/5ths rule)		11.1%	4
Please provide additional rationale as necessary			7
<i>answered question</i>			36
<i>skipped question</i>			28

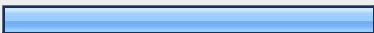

57. In general how useful are confidence intervals around effect sizes (e.g., impact ratio, odds ratio, etc.) for assessing adverse impact?			
		Response Percent	Response Count
Not at all useful		8.6%	3
Somewhat useful		51.4%	18
Very useful		40.0%	14
Please describe in more detail as necessary			8
<i>answered question</i>			35
<i>skipped question</i>			29

58. When should exact tests be preferred over estimator tests that are based on large sample theory?			
		Response Percent	Response Count
Never		5.7%	2
Only when samples are small (e.g., < 30)		25.7%	9
Only when expected values in a 2 by 2 table are small (e.g., less than 5)		2.9%	1
When samples are small (e.g., < 30) and expected values in a 2 by 2 table are small (e.g., less than 5)		17.1%	6
Always		48.6%	17
Please provide additional rationale as necessary			9
<i>answered question</i>			35
<i>skipped question</i>			29

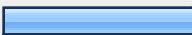
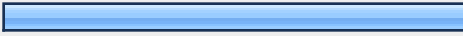
59. All else being equal, what are the minimum sample and cell size requirements necessary for you to feel comfortable conducting an adverse impact analysis?

		Response Percent	Response Count
Minimum total sample size		96.9%	31
Minimum number of observations in each subgroup		90.6%	29
Minimum number of observations in each employment decision category (e.g., # of hires)		84.4%	27
		<i>answered question</i>	32
		<i>skipped question</i>	32

60. When multiple comparisons are made across groups (e.g., comparing non-minority applicants to a total minority applicant group and conducting specific race/ethnicity applicant subgroup comparisons (e.g., White to Black, White to Hispanic) would you recommend that the statistical significance criterion be corrected to account for the number of statistical tests?






		Response Percent	Response Count
Yes		57.1%	16
No		42.9%	12
If yes, how do you usually correct for this issue (e.g., Bonferroni correction, etc.)?			13
		<i>answered question</i>	28
		<i>skipped question</i>	36

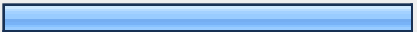

61. It is common practice to use selection rates for 4/5ths rule analyses of adverse impact stemming from selection procedures. Is it ever appropriate to use rejection rates for a 4/5ths rule analysis of adverse impact stemming from selection procedures?

		Response Percent	Response Count
Yes		29.0%	9
No		71.0%	22
Please describe any relevant context			14
answered question			31
skipped question			33

62. The following section demonstrates different adverse impact results using multiple statistical methods. Importantly, an analyst's level of confidence in concluding meaningful adverse impact may depend on the continuum of evidence. How confident would you be in concluding meaningful adverse impact across the following scenarios? SD > 2.0 = Statistically significant result IR < .80 = 4/5ths rule violation PS = Other evidence of practical significance (e.g., UGESP flip flop rule does not change conclusion of results)

	Not confident	Somewhat confident	Very confident	Response Count
(1) SD > 2.0, (2) IR < .80, (3) PS	2.9% (1)	8.8% (3)	88.2% (30)	34
(1) SD > 2.0, (2) IR > .80, (3) PS	17.6% (6)	35.3% (12)	47.1% (16)	34
(1) SD > 2.0, (2) IR < .80, (3) No PS	14.7% (5)	41.2% (14)	44.1% (15)	34
(1) SD > 2.0, (2) IR > .80, (3) No PS	45.5% (15)	39.4% (13)	15.2% (5)	33
(1) SD < 2.0, (2) IR < .80, (3) PS	61.8% (21)	35.3% (12)	2.9% (1)	34
(1) SD < 2.0, (2) IR > .80, (3) PS	82.4% (28)	14.7% (5)	2.9% (1)	34
(1) SD < 2.0, (2) IR < .80, (3) No PS	91.2% (31)	8.8% (3)	0.0% (0)	34
(1) SD < 2.0, (2) IR > .80, (3) No PS	93.9% (31)	6.1% (2)	0.0% (0)	33
Please provide additional explanation as necessary				10
answered question				35
skipped question				29




63. In determining the shortfall for an impacted group, which of the following is generally the most appropriate measure?		Response Percent	Response Count
The number of hires needed to make the hiring ratios equal		43.6%	17
The number of hires needed to make the impacted group's selection rate 80% of the favored group's selection rate		15.4%	6
The number of hires needed to make the impacted group's selection rate 80% of the overall selection rate		5.1%	2
The number of hires needed to make the group difference not statistically significant		25.6%	10
Other (please specify)		10.3%	4
		<i>answered question</i>	39
		<i>skipped question</i>	25

64. If determining the shortfall by calculating the number of hires necessary to make the group difference not statistically significant, do you keep the marginal totals the same? In other words, do you "take away" selections from the favored group and add them to the disadvantaged group (as opposed to increasing the total number of selections and adding them to the disadvantaged group)?		Response Percent	Response Count
Yes		63.0%	17
No		37.0%	10
Please add additional comments as necessary			10
		<i>answered question</i>	27
		<i>skipped question</i>	37

65. The issue of data aggregation is often an important consideration for mirroring the reality of personnel selection. In general, how appropriate is data aggregation across the following strata?			
	Never appropriate	Can be appropriate depending on the circumstances	Response Count
Physical organizational locations	8.5% (4)	91.5% (43)	47
Time period (e.g., Year)	2.1% (1)	97.9% (46)	47
Multiple jobs	17.4% (8)	82.6% (38)	46
A 'total minority' group consisting of multiple racial/ethnic groups	40.0% (18)	60.0% (27)	45
A combination of race/ethnicity and gender groups (e.g., Hispanic females)	26.7% (12)	73.3% (33)	45
The same selection device over multiple administrations (at the same location)	8.5% (4)	91.5% (43)	47
Please elaborate on the issue of data aggregation as necessary			9
			<i>answered question</i>
			<i>skipped question</i>
			47
			17

66. When considering whether to aggregate data, how frequently have you used the following methods?				
	Never	Sometimes	Often	Response Count
An uncorrected Mantel-Haenszel statistic	32.3% (10)	51.6% (16)	16.1% (5)	31
A continuity-corrected (e.g., .5) Mantel-Haenszel statistic	45.2% (14)	38.7% (12)	16.1% (5)	31
An uncorrected Breslow-Day statistic	50.0% (15)	50.0% (15)	0.0% (0)	30
A continuity-corrected (e.g., Tarone's adjustment) Breslow-Day statistic	61.3% (19)	32.3% (10)	6.5% (2)	31
A Multiple Events Exact Probability Analysis	51.6% (16)	32.3% (10)	16.1% (5)	31
Please describe any relevant context				4
<i>answered question</i>				31
<i>skipped question</i>				33

67. In general, how appropriate are the following data aggregation analytic methods for adverse impact analyses?			
	Not at all appropriate	Appropriate	Response Count
An uncorrected Mantel-Haenszel statistic	15.0% (3)	85.0% (17)	20
A continuity-corrected (e.g., .5) Mantel-Haenszel statistic	10.0% (2)	90.0% (18)	20
An uncorrected Breslow-Day statistic	17.6% (3)	82.4% (14)	17
A continuity-corrected (e.g., Tarone's adjustment) Breslow-Day statistic	23.5% (4)	76.5% (13)	17
A Multiple Events Exact Probability Analysis	15.0% (3)	85.0% (17)	20
Please describe any other relevant context			5
answered question			23
skipped question			41

68. If a Breslow-Day test is statistically significant, suggesting a difference in odds ratios across strata, which approach would you generally recommend?			
		Response Percent	Response Count
Conducting the adverse impact analysis using an aggregation statistic like the Mantel-Haenszel		20.0%	5
Running separate adverse impact analyses by strata		68.0%	17
Running a single pool approach to adverse impact analyses (combining data and ignoring strata)		0.0%	0
Other (please specify)		12.0%	3
answered question			25
skipped question			39

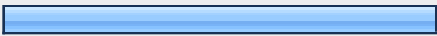
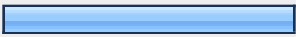
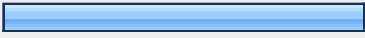
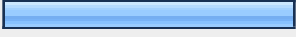

69. Assume you are conducting an adverse impact analysis across multiple locations. All else being equal, which of the following would be the appropriate procedure if Mantel-Haenszel analyses and single pool analyses (e.g., one Z test) provide different conclusions?

		Response Percent	Response Count
Interpret the Mantel-Haenszel results		29.6%	8
Interpret the single pool results		7.4%	2
Use the Breslow-Day statistic to identify the more appropriate method		22.2%	6
Conduct a refined analysis location-by-location		18.5%	5
Other (please specify)		22.2%	6
		<i>answered question</i>	27
		<i>skipped question</i>	37

70. Have you conducted logistic regression analyses in an attempt to explain statistical differences in selection rates?

		Response Percent	Response Count
Yes		66.7%	24
No		33.3%	12
		If yes, please describe relevant context	10
		<i>answered question</i>	36
		<i>skipped question</i>	28

71. Which of the following sets of information have you used to build a logistic regression model to explain a group disparity in a dichotomous outcome via qualification measures? Note that you can choose more than one.

		Response Percent	Response Count
Model R-square		66.7%	12
Bivariate correlations between qualification and outcome		44.4%	8
Partial correlations between qualification and outcome after accounting for other qualifications		55.6%	10
Direction of the effect of a qualification on the outcome		44.4%	8
Other (please specify)		27.8%	5
		<i>answered question</i>	18
		<i>skipped question</i>	46

72. Recent research from the personnel psychology literature has focused on the statistical power and error rates of various significance tests used for adverse impact analyses (e.g., Roth, Bobko, & Switzer, 2006; Collins and Morris, 2008). Are there any 'under-researched' research questions regarding adverse impact analyses that you would recommend to be studied in the scholarly literature?

		Response Count
		15
		<i>answered question</i>
		15
		<i>skipped question</i>
		49

73. In general, what are the most common data analytic flaws that you have observed in analyses of adverse impact?		
		Response Count
		26
	<i>answered question</i>	26
	<i>skipped question</i>	38

74. If you were going to advise an organization on how to conduct a 'best practice' adverse impact analysis, what would you tell them? For example, is there a particular data analytic process or chronology that you use when assessing adverse impact? If yes, what is it?		
		Response Count
		19
	<i>answered question</i>	19
	<i>skipped question</i>	45

75. Do you have extensive expertise/experience in legal and policy issues related to adverse impact analyses?			
		Response Percent	Response Count
Yes		59.3%	32
No		40.7%	22
		<i>answered question</i>	54
		<i>skipped question</i>	10

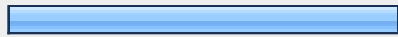

76. Other than the Uniform Guidelines on Employment Selection Procedures (1978), are there any other technical authorities and/or data analytic references you treat with great deference? If yes, what are they and why do you treat them with great deference?

	Response Count
	30
<i>answered question</i>	30
<i>skipped question</i>	34

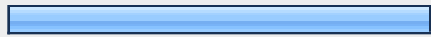

77. One recent trend in adverse impact litigation is aggregation of selection procedure results across multiple locations. One issue concerns the type of selection process being analyzed across location (assuming the same process across location). All else being equal, how appropriate do you view aggregating adverse impact results across location for the following selection procedures?

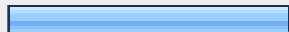

	Never appropriate	Can be appropriate depending on the circumstances	Response Count
Standardized Paper and Pencil Tests	2.2% (1)	97.8% (44)	45
Physical Ability Test	2.2% (1)	97.8% (44)	45
Unstructured Selection Processes (where there are no identifiable steps)	53.3% (24)	46.7% (21)	45
Interview Results (unstructured)	51.1% (23)	48.9% (22)	45
Interview Results (structured)	6.8% (3)	93.2% (41)	44
Please provide additional detail as necessary			8
	<i>answered question</i>		45
	<i>skipped question</i>		19

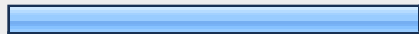

78. From a statistical evidence perspective, should disparity analyses differ across pattern and practice theory (disparate treatment) and disparate impact theory cases? If yes, how should those analyses differ?

		Response Percent	Response Count
Yes		60.0%	18
No		40.0%	12
Please provide additional rationale as necessary			13
answered question			30
skipped question			34

79. One important issue in adverse impact analyses concerns who the highest selected group is in a given analysis. Assume the following hypothetical scenario: In 2007, White applicants are the highest selected group and Black applicants are adversely impacted. In 2008, Black applicants are the highest selected group and there is adverse impact against Hispanic applicants. In 2009, Hispanic applicants are the highest selected group and White applicants are adversely impacted. Can these adverse impact results be used as evidence of discrimination in this scenario where the highest selected and impacted groups vary by year?

		Response Percent	Response Count
Yes		65.0%	26
No		35.0%	14
Please provide additional rationale as necessary			23
answered question			40
skipped question			24

80. Would you consider there to be meaningful adverse impact when there is statistical impact at the total minority aggregate but not by any racial subgroup (i.e. African-American, Asian, etc.)?			Response Percent	Response Count
Yes			43.2%	19
No			56.8%	25
Please provide additional detail as necessary				17
			answered question	44
			skipped question	20

81. All else being equal, is it meaningful to analyze groups that cross race/ethnicity and gender subgroups? For example, could Hispanic Females be a disadvantaged group in an adverse impact analysis?			Response Percent	Response Count
Yes			63.0%	29
No			37.0%	17
Please provide additional detail as necessary				9
			answered question	46
			skipped question	18