TEST BIAS

CRITERION-RELATED SOURCES OF BIAS

Predictive Validity

Differential Validity

Different Correlations
Different Predictions
**Differential Validity v Test Bias**

**PROBLEM OF VALIDITY**

**Predictive Ability** \(\Rightarrow\) Academic & Other Tests

- Modest at Best – .40 Accts for Only .16 Variation

**Questionable Generalization**

- MCAT ... does not predict successful doctor
- LSAT ... does not predict successful lawyer
- GRE ... does not predict successful psychologist

**Predictive of What?**

- \(V\Rightarrow\) Performance on Another Standard Test
- Stand Test Validated Against Other Stand Test
- Criterion Is Same Test ... Only in Another Format
- IQ Test \(\Rightarrow\) Performance on Achievement
- IQ Test = Achievement ... not Ability
CONSIDERATIONS FOR MINORITY GROUPS

Meaning of Test Scores … [Ignorance v Stupidity]
   Stupidity – Scores Indicate Underlying IQ Trait
   Ignorance – Scores Indicate Diff Cultural Experiences
   Intelligence => Adaption to Environment
   Critics => IQ/Achiev Tests Center on White Envir

ATTEMPTS TO COUNTER RACIAL BIAS

BITCH
   100 Vocabulary Items Keyed to Black Culture
   Sample Means for 100 Blacks/whites
     Blacks = 87 ... Whites = 51
   R ... Mixed ... but Quite Good for Blacks
   Identifies Misplaced Blacks in EMR

Chitling Test … [Demonstrates White Ignorance]
   [H-O]
   Based on Black Culture of Mid-1960s
   V => Only Face V ... No Predictive V

SOMPA … [Sys of Multicultural Pluralistic Assess]
   Claims
     Dom Culture Defines Skills for Success
     Implicit Message to Minorities
       => Not Ignorant of Skills - but Stupid
   Assumptions
     All Cultural Groups = Avg Potential
     Group Diff = Diff Access to Cultural Exps

[More]
[SOMPA ... (Sys of Multicultural Pluralistic Assess)]

Three Components in Assessment
  Medical – Hearing/Vision/Motor Skills
  Social-System – WISC ... Normal Scoring
  Pluralistic
    WISC Scores Evaluated W/in Group
    Adjusted Scores => ELP

MODELS OF FAIRNESS

Unqualified Individualism => Most Qualified Individuals
  Selection Based on Test Scores Alone
  Indifference to Race/gender
  Single Prediction Cutoff Scores
  Failure Rates of Selectees ... Small

Quota => Diversity
  Selection Sensitive to Race/gender
  % Minorities in Pop = % Minorities in Selection
  Separate Prediction Cutoff Scores
  Failure Rates of Selectees ... Greatest

Qualified Individualism => Compromise
  Selection Attempts to Counter Discrimination
  Adjusted Prediction Scores ... 2 Methods
    1 Regress Eq
      Differences B/n Group $x$’s Halved
      Quotients Added to Lower Group Scores
    2 Regress Eq – Points Added to Lower Group
  Failure Rates of Selectees ... Minimal
SOLUTIONS

SES
Family Income a Predictor of SAT Scores [V & M]
Requires Money ... Dedication ... Time
EX – Headstart Successful ... but Stops Grade 1

Education
Quality Education Accessible to All Children
Support Systems to Academically Impaired
Nurturance Can Improve Achievement/Apt Scores
EX – ETS Sells Own Prep Courses

Norm-Referenced Tests ... [as Part of Problem]
Tests Based on Dom Group & M/C Experience
Scores Can Indicate Where Improvement Is Needed