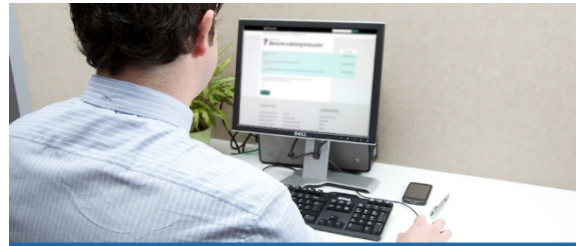


# Situational Judgement Tests: Best Practice

## SPEAKERS

Paul Tiffin, University of York  
Lewis Paton, University of York  
Carolyn MacCann, University of Sydney  
Deborah O'Mara, Chris Roberts, Narelle  
Shadbolt, Sydney Medical School  
Margaret Hay, Monash University  
Ceylan Cizmeli, United Nations  
Francois de Kock, University of Cape Town  
Erasmus University, Rotterdam  
Kelly Dore, McMaster University



## Situational judgement test

You'll be tested on how effective you think different courses of action would be to deal with situations.

The workshops will investigate and debate best practice in developing Situational Judgement Tests (SJTs) to maximise reliability and validity for selection into the healthcare professions. This includes developing content, item formats (text and video based), scoring and modelling (including IRT and classical test theory approaches), and decision making.



THE UNIVERSITY OF  
SYDNEY



## A DREAMS Workshop

**Developing and Researching the  
Economics and Mathematics of  
Selection**

**Monday 24th and Tuesday 25th July  
2017**

**Venue: Seminar Room 3001,  
Nanoscience Building  
Physics Road  
The University of Sydney**

## **Developing and Researching the Economics and Mathematics of Selection: the DREAMS Network**

The DREAMS network (<http://bit.ly/2iVBkuU>) is a collaborative project funded via the Worldwide University Network (WUN) Research Development Fund, with matched funding provided by the participating WUN-affiliated institutions. The initiative brings together international experts and researchers in order to extend and develop new approaches to understanding the selection of individuals into the professions, with medical selection as the main motivating example. The programme consists of a series of three workshops, each with a selection-related theme, as well as a number of academic exchange fellowships for early careers researchers. The [first workshop](#) was held in York in February 2017 and was focussed on 'widening participation in the professions'. This second workshop is focussed on the use of Situational Judgment Testing (SJT) in personnel selection, with an emphasis on medical selection. The theme of the third workshop will be on the economics of selection.

Two Australian Universities are participating in the project; the University of Western Australia (UWA- lead Assoc Prof Annette Mercer) and the University of Sydney (Dr Carolyn Maccann, Assoc Prof Christopher Roberts and Assoc Prof Deborah O'Mara).

### **Cost:**

Registration is free

Morning tea and lunch will be provided on both days.

This workshop will be limited to 30 places including speakers.

### **Registration:**

Register soon to avoid disappointment using the following url:

[https://sydneypsy.qualtrics.com/jfe/form/SV\\_9plRsvFbvslknz](https://sydneypsy.qualtrics.com/jfe/form/SV_9plRsvFbvslknz)

Abstracts from Workshop 2 will be provided to all those registered.

### **Queries:**

Dr Carolyn Maccann at [carolyn.maccann@sydney.edu.au](mailto:carolyn.maccann@sydney.edu.au)

or

Associate Professor Deborah O'Mara  
[deborah.omara@sydney.edu.au](mailto:deborah.omara@sydney.edu.au) or +61 29036 6428

## Day 1: Design of SJTs - Carolyn MacCann to lead

8.30-9.00	Registration
9.00-9.15	Welcome
9.15-10.45	Design of SJTs Session 1 <ul style="list-style-type: none"><li>• Design of SJTs for measuring Emotional Intelligence (Carolyn MacCann, The University of Sydney)</li><li>• Developing an SJT for medical selection at the University of Cape Town (Faculty of Health Sciences) to predict an expanded criterion domain: Charting a course and 'setting the sails' (Francois De Kock University of Capetown )</li></ul>
10.45-11.00	Morning tea
11.00-12.30	Design of SJTs Session 2 <ul style="list-style-type: none"><li>• Design of CJs for in course assessment (Chris Roberts and Narelle Shadbolt, Sydney Medical School)</li><li>• Design and use of video stimulus for selection testing (Kelly Dore, McMaster University)</li></ul>
12.30-1.30	Lunch
1.30-3.30	Workshops <ul style="list-style-type: none"><li>• Overview of principles and practice of IRT (Paul Tiffin and Lewis Paton)</li><li>• Sharing/ appraising SJTs - Show and Tell</li></ul>
3.30-4.00	Afternoon Tea
4.00-5.00	Erasmus representative: Impact of scoring systems on SJT reliability and impact on candidate selection (Erasmus representative: delivered via Jabber video conference from Netherlands).
6.00pm	Social event Opera Bar, Circular Quay (weather permitting).

## Day 2: Scoring and modelling of SJTs - Paul Tiffin to lead

9.00-9.15	Introduction
9.15-10.45	Scoring and Modelling of SJTs Session 1 <ul style="list-style-type: none"><li>• IRT for modelling SJT responses (Paul Tiffin and Lewis Paton, University of York)</li><li>• Optimising SJTs in practice for staff selection (Ceylan Cizmeli, The UN, New York)</li></ul>
10.45-11.00	Morning tea
11.00-12.30	Scoring and modelling of SJTs Session 2 <ul style="list-style-type: none"><li>• Development and implementation of SJTs for health sciences selection – preliminary findings and current challenges (Margaret Hay, Monash University)</li><li>• Modelling of SJTs for medical school selection and measuring in course professional development (Deborah O'Mara, Sydney Medical School and Imogene Rothnie)</li></ul>
12.30-1.30	Lunch
1.30-3.00	Breakout groups for Collaborative research on SJTs
3.00-3.30	Afternoon Tea
3.30-4.30	Best Practice Forum