

Jerard F. Kehoe, Ph.D.
Senior Consultant
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EDUCATION

- Ph.D.** Quantitative Psychology, University of Southern California, 1975
- B.A.** Psychology, Seattle University, 1971

PROFESSIONAL EXPERIENCE

EASI•CONSULT, LLC, St. Louis, MO (September 2003 – Present)

SELECTION & ASSESSMENT CONSULTING (September 2003 – Present)

President

- Provides consulting services and products for employment selection, performance management, employee progression, employee and leadership assessment, organization change, and processes and systems that enable the effective use and support of the human resource in organizations.

AON HUMAN CAPITAL SERVICES (August 2002 – September 2003)

Organization Effectiveness VP

- Overall responsibility for outsourced contract services to AT&T relating to selection and assessment functions, organizational and management consulting, and EEO-AA functions.

AT&T HUMAN RESOURCES

Organization Effectiveness Director (December 1996 – August 2002)

- Overall responsibility for AT&T's Diversity, EO/AA and Employment/Staffing policy and strategy and for the development, validation, legal defense, and implementation of employment selection processes.
- Responsible for internal HR consulting to business units and HR organizations for workforce and organization strategies including performance management, competency modeling, leader and manager progression programs and culture change.

Selection Psychologist (September 1982 – December 1996)

- Responsible in a variety of positions for development and validation of AT&T selection procedures including cognitive, psychomotor, personality, and knowledge tests, interviews and work simulations for management jobs, sales and customer service jobs, technical jobs, craft and trades jobs, and manufacturing jobs.
- Responsible for the integration of Labor Relations, Union, HR policy and client issues regarding the above products and services. In 1995, served as AT&T Process Owner for employment policies and processes in collaboration with the employment delivery organization, employment policy support, and the test development and validation group.

VIRGINIA TECH DEPT OF PSYCHOLOGY (September 1975 – June 1982)

Psychology Faculty, Applied Behavioral Science Program

- Taught graduate courses in test theory and development, program evaluation, applied research, research design, statistical analysis, and decision making. Conducted research in computer adaptive testing, decision making, and appraisal judgments.

PROFESSIONAL AFFILIATIONS / ACTIVITIES

- American Psychological Association
- Society for Industrial and Organizational Psychology

- Committee to Revise the *Principles*
- Task Force on Competencies
- *Solutions* Book Series Editorial Board
- Awarded Fellowship status in 2002
- Dearborn Group
- International Selection Advisory Council
- National Skills Standards Board Key Contacts Committee Member
- Occasional Reviewer: *Personnel Psychology*
- Consulting Editor, *Journal of Applied Psychology*
- Editorial Board, *International Journal of Selection and Assessment*

CONFERENCE PRESENTATIONS

- Kehoe, J.F., (1983) Adaptive testing in personnel selection. In T. Sen (Chair), *Applications of multivariate psychometric methods in marketing and organizational data*. Symposium conducted at the meeting of the American Psychological Association, Anaheim, CA.
- Schmidt, F.L., Hunter, J.E., Kehoe, J. F., & Davison, M. (1984) *Panel discussion: Validity generalization*. (J.A. Breugh and P. Muchinsky, Co-Chairs) Discussion presented at the meeting of the American Psychological Association, Toronto, Ontario.
- Kehoe, J. F., (1984) Computer adaptive testing for personnel selection: A practitioner's perspective. In N. Kingston & R. McKinney (Co-Chairs), *Computer Adaptive Testing*. Symposium conducted at the meeting of the American Educational Research Council, New Orleans, LA.
- Kehoe, J. F., Weinberg, K., & Lawrence, I. (1985) Dimension and exercise effects on work simulation ratings. Paper presented at the meeting of the American Psychological Association, Los Angeles, CA.
- Kehoe, J. F., (1986) Test-based personnel decisions. Invited address presented at the conference of the Cooperative Education Association, Norfolk, VA.
- Weinberg, K., & Kehoe, J. F., (1987) Sex differential validity: A psychomotor predictor of factory assembly performance. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Kehoe, J.F., & Lockwood, M.L. (1987) An era of change: Ability testing for non-management selection. In R.J. Campbell (Chair), *An era of change at AT&T: Consequences for personnel selection*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Dobbins, G., Kehoe, J. F., Baitch, D., Jensen, J. B., & Futrell, D. (1989) An examination of the relationship between frame of reference training, rating accuracy, and the validity of evaluations. In R. Cardy (Chair), *The Theoretical and Applied Utility of Cognitive Personnel Research*. Symposium conducted at the meeting of the Academy of Management, Washington, D.C.
- Kehoe, J.F., (1991) Discussant: In G. Dobbins (Chair), *Systems Approaches to Performance Appraisal: Challenge of an Alternative Paradigm*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Kehoe, J., Kingston, N., & McCormick, D. (1993) In J. McHenry (Chair), *Practical Considerations for Low Cost Computerized Testing*. A symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Kehoe, J., & Abbott, S., (1994) In N. Schmitt (Chair), *Combining Multidimensional Predictors of Multidimensional Job Performance to Make Unitary Selection Decisions*. A symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Kehoe, J., (1994) In D. Zink (Chair), *Automated Employment Processing at AT&T*. A symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN

- Kehoe, J. (1994) Discussant. In R. Cardy (Chair) *Social Dynamics: A Dirty Look at Performance Appraisal*. A symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Kehoe, J. (1998) Invited Panel Member. In M. Campion (Chair) *The Controversy Over Score Banding in Personnel Selection*. A panel discussion presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX
- Kehoe, J. (2000) Invited Panel Member. In D. S. Ones and C. Viswesvaran (Co-Chairs) *Millennial Debate on "G" in I-O Psychology*. An invited debate presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA
- Kehoe, J. (2000) In R. Cardy and J. Miller (Co-Chairs) *Career Management in Changing Organizations*. A symposium presentation conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Kehoe, J. (2000) Assessment in personnel selection settings. An invited address presented at the meeting of the American Psychological Association, Washington, D.C.
- Kehoe, J., & Dickter, D. (2001) In G. Schmidt (Chair) *Technology and Employment Selection*. A symposium presentation at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Kehoe, J. (2002) Generalizing Validity from Research to Practice: The Meaning of the Measure Matters. Keynote Address, 26th Annual IPMAAC Conference on Personnel Assessment. New Orleans, LA.
- Kehoe, J. & Singleton, C. (2004) Adverse Impact: Causes, Courts, and Compliance. Workshop presented at the American Association for Affirmative Action Conference, Washington, D.C.
- Kehoe, J., Dickter, D., Russell, D., & Sacco, J. (2005) In D. Stone (Chair) *eHR: The Impact of Technology on Human Resource Processes*. A symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Kehoe, J., (2005) in U-C Klehe and C. Van Iddekinge (Chairs) Discussant, *New Directions in Research on Structured Interview Validity*. A symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA
- Kehoe, J. (2005) in J. Kehoe (Chair), *Cut Scores in Employment Discrimination Cases: Where We Are Today*. A symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA

PUBLICATIONS AND REPORTS

- Girard, R., Cliff, N., Green, R., Kehoe, J., & Doherty, L. (1976) INTERSCAL: A computer-interactive FORTRAN IV program for multidimensional scaling analysis *Educational & Psychological Measurement*, 36.
- Kehoe, J.F., & Reynolds, T.J. (1977) Interactive multidimensional scaling of cognitive structure underlying person perception. *Applied Psychological Measurement*, 1, 155-169.
- Cudek, R. A., Cliff, N., & Kehoe, J.F. (1977) TAILOR: A FORTRAN procedure for interactive tailored testing. *Educational & Psychological Measurement*, 37, 767-769.
- Bobko, P., & Kehoe, J.F. (1983) On the fair use of bias: A comment on Drasgow. *Psychological Bulletin*, 93, 605-608.
- Cardy, R. L., & Kehoe, J. F. (1984) Rater selective attention ability and appraisal effectiveness: The effect of a cognitive style on the accuracy of differentiation among ratees. *Journal of Applied Psychology*, 69, 589-594.

- Sackett, P. R., Tenopyr, M. L., Schmitt, N., Kehoe, J., & Zedeck, S. (1985) Commentary on forty questions about validity generalization and meta-analysis. *Personnel Psychology*, 38, 697-798.
- Kehoe, J. F., & Tenopyr, M. L. (1994) Adjustment in assessment scores and their usage: A taxonomy and evaluation of methods. *Psychological Assessment*, 6, 291-303.
- Kehoe, J. (2000) Research and Practice in Selection, in J. Kehoe (Ed) *Managing Selection in Changing Organizations: Human Resource Strategies*. San Francisco, CA., Jossey-Bass.
- Schippmann, J. S., Ash, R.A., Battista, M., Carr, L., Eyde, L. D., Hesketh, B., Kehoe, J., Pearlman, K., Prien, E. P., Sanchez, J. I., (2000) The practice of competency modeling. *Personnel Psychology*, 53, 703-740.
- Kehoe, J. F. (2002) General mental ability and selection in private sector organizations: A commentary. *Human Performance*, 15, 97-106.
- Campion, M. A., Outtz, J. L., Zedeck, S., Schmidt, F. L., Kehoe, J. F., Murphy, K. R., & Guion, R. M., (2001) The controversy over score banding in personnel selection: Answers to 11 key questions. *Personnel Psychology*.
- Kehoe, J., & Olson, A. (2005) Cut Scores and Employment Discrimination Litigation, in F. Landy (ed.) *Employment Discrimination Litigation*, San Francisco, CA. Jossey-Bass.
- Kehoe, J. F., Dickter, D. N., Sacco, J., & Russell, D. P. (2005) e-Selection, in D. Stone and H. Gueutal (Eds.) *The Brave New World of her: Human Resources Management in the Digital Age*. San Francisco, CA: Jossey-Bass.
- Kehoe, J. F., & Dickter, D. N. (2006) Customer Service Quality: Selecting Valued Performers, In L. Fogli (Ed.) *Customer Service Delivery*. San Francisco, CA, Jossey-Bass.
- Kehoe, J.F. & Murphy , K. (In press) Modern Applications of the Concept of Validity and the Validation Process, In J.L. Farr and N.T. Tippins (Eds.), *Handbook of Employee Selection*. Mahwah, NJ. Lawrence Erlbaum Associates.
- Kehoe, J.F., Anderson, N. & Mol, S.. (In press) Managing Sustainable Selection Programs, In J.L. Farr and N.T. Tippins (Eds.), *Handbook of Employee Selection*. Mahwah, NJ. Lawrence Erlbaum Associates.
- Kehoe, J. F., (In press) Selection Decision Processes and Adverse Impact, In J. L. Outtz (ed.) *Adverse Impact: Implications for Organizational Staffing and High Stakes Selection*. San Francisco, CA. Jossey-Bass.

BOOKS

- Kehoe, J (Ed.) (2000), *Managing Selection in Changing Organizations: Human Resource Strategies*. San Francisco, CA. Jossey-Bass