

Wade M. Gibson, Ph.D.

Senior Consultant

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SUMMARY

Dr. Gibson is a consultant for EASI•Consult® and is President of the consulting firm W.M. Gibson and Associates, Inc., where he helps organizations develop, validate and implement effective employee selection programs. Wade received his Ph.D. in Industrial Psychology from Bowling Green State University, where he had extensive training in Industrial Psychology, measurement, statistics and research design. He has extensive experience in the development, validation and implementation of selection and promotional procedures including written job knowledge tests, ability tests, work attitude tests, work samples, assessment centers, structured interviews and employee performance evaluation procedures. Wade has provided litigation support and expert witness testimony in matters involving validation and employment statistics, and published numerous scholarly and professional papers on various testing issues. His background in both test publishing and HR consulting enables him to provide effective solutions to the strategic, legal and practical difficulties employers face when implementing selection procedures.

Before beginning his own consulting firm, Wade was Vice President of PSI, a test publishing and consulting firm headquartered in Glendale, CA. In that capacity, he provided strategic leadership to PSI's Test Publications Division, providing oversight and direction to all test development, research, publication, client support and sales functions. Wade also provided technical direction to PSI's Licensing/Certification Division, where he led development of item banking and test construction methodologies. He also maintained an active consulting role, working with organizations across the country to help them establish effective testing programs.

EDUCATION

Ph.D. Industrial Psychology, Bowling Green State University

M.A. Industrial Psychology, Bowling Green State University

B.S. Psychology, Bowling Green State University

SELECT CONSULTING EXPERIENCE

- Managed a project to develop and validate employee reliability and work attitude assessments for an international staffing firm. Project involved job analysis, test development and criterion-related validation for both clerical and light industrial job families.
- Managed a project to install and validate computerized basic skills and software proficiency tests for all clerical jobs in a large insurance company. Project involved extensive job analysis and both content validation and transportability validation strategies.
- Managed a project to install and validate computerized basic skills and software proficiency tests for diverse clerical jobs in a large petrochemical company.
- Managed a test validation project for several sales jobs in a telecommunications firm. The project entailed the criterion-related validation of an ability test for one sales job, as well as job analysis efforts used to transport the validation research to other similar sales jobs.
- Managed a large-scale job analysis and test development project for 600 professional job titles at a large bank. The project involved extensive job analysis for purposes of grouping jobs into job families, development of face-valid ability tests and preparation for criterion-related validation of tests for select jobs in each of the job families.
- Conducted job analyses of operator and maintenance jobs for a large paper manufacturing company. Job analysis effort was in support of a multi-mill validation project for pre-employment ability tests.

- Conducted occupational analysis of the landscape architect profession. Job analysis effort was in support of the professional licensing exam developed for a state licensing agency of a large western state.
- Developed and implemented assessment center promotion procedures for three ranks of officers in a law enforcement agency in a large western county. Developed in-basket exercises, structured interviews and role-play exercises. Directed assessor training, administration and scoring of the assessment centers.
- Developed written job knowledge tests and structured panel interviews for the promotion of officers in the police and fire bureaus of a large southeastern city.
- Constructed database and performed analyses for the validation and program evaluation of diverse selection and training procedures for non-skilled production employees at an automobile assembly plant.
- Participated in validation transportability study for promotional examinations for the police department of a large eastern city. Constructed database and performed analyses showing equivalence of test forms, incumbent positions and applicant populations.
- Developed performance appraisal instrument for the evaluation of non-skilled production employees of a large automobile manufacturing firm. Collected criterion data for predictive validation study.

Involving Litigation Support and Evaluation

- Provided litigation support for a large manufacturing company. Managed the statistical analyses of data related to separation decisions and separation trends over time. Prepared and provided court affidavits and expert witness testimony.
- Provided litigation support for a mid-sized firm in defense of a disparate impact hiring claim. Prepared and provided court affidavit based on an analysis of applicant-flow data.
- Provided litigation support for a large manufacturing firm. Designed and managed the statistical analysis of demographic and other employment data. Prepared and provided court affidavits and expert witness testimony.
- Provided litigation support for a department of public safety in a large western county. Reviewed and provided expert testimony in support of scoring procedures used to promote officers in the fire department.
- Reviewed validation evidence and statistical procedures used in support of a bio-data selection instrument for a large insurance firm. Reviewed and commented on accumulated validation evidence supporting use of the instrument and on the statistical treatment of age-related data.
- Provided litigation support for a large insurance firm. Managed the development of an extensive applicant flow database, and designed and managed the analyses of the impact of primary and secondary selection systems on age groups. Project was completed in defense of an age-related class action suit.
- Provided litigation support for a mid-sized manufacturing firm in defense of a class action lawsuit. Directed the development of an applicant flow database and provided analyses used in court declarations in opposition of class certification.
- Participated in litigation support for a U. S. military installation in defense of a class action lawsuit. Documented the laws listed as authorities for each of the chapters of the Federal Personnel Manual.
- Evaluated the effectiveness of an assessment center for a large aerospace firm. Managed the development of a large database, conducted statistical analyses, and provided recommendations for improving the assessment center.
- Evaluated promotion procedures for mid-level managers in a large federal law enforcement agency. Documented promotion practices at several regional offices, developed employee database and provided analyses tracking employees and evaluating the effectiveness of all promotion procedures.
- Evaluated assessment programs for marketing jobs at a large telecommunications firm. Recommendations resulted in the streamlining of assessment procedures.

PROFESSIONAL AFFILIATIONS

- American Psychological Association (APA)
- Division 5 of APA, Evaluation, Measurement and Statistics
- Division 14 of APA, Society for Industrial and Organizational Psychology (SIOP)
- Personnel Testing Council of Southern California

- Ad hoc reviewer, Journal of Applied Psychology, 1987 – 1988
- Continuing Education and Workshop Committee, SIOP, 1996 – 1999
- Membership Committee, SIOP, 1996 – 1999
- Program Committee, SIOP, 2001, 2003
- Chair, Industrial Division, Association of Test Publishers, 2000 – 2001

PUBLICATIONS

- Guion, R.M. & Gibson, W.M. (1988). Personnel selection and placement. Annual Review of Psychology, 39, 349-374.
- Ironson, G.H., Smith, P.C., Brannick, M.T., Gibson W.M. & Paul, K.B. (1989). Construction of a "Job in General" scale: A comparison of global, composite, and specific measures. Journal of Applied Psychology, 74, 193-200.
- Gibson, W.M. & Weiner, J.A. (1996). Licensing and certification test construction: A balancing act. CLEAR Exam Review, 7(1), 23-27.
- Gibson, W.M. & Weiner, J.A. (1998). Generating random parallel test forms using CTT in a computer-based environment. Journal of Educational Measurement, 35(4), 297 – 310.
- Tippins, N.T., Beaty, J., Drasgow, F., Gibson W.M., Pearlman, K., Segall, D.O., & Shepherd, W. (2006). Unproctored Internet testing in employment settings. Personnel Psychology, 59(1) 189-225.
- Gibson, W.M. & Caplinger, J.A. (2007). Transportation of Validation Results. In McPhail, S.M. (Ed.). Alternative Validation Strategies. San Francisco: Jossey-Bass.

TESTIMONY AS EXPERT WITNESS

- Gerard P. Fleischut vs. Avondale Industries, Inc., United States District Court, Eastern District of Louisiana, Civil Action No. 94-3500, Section D (5).
- Avondale Industries, Inc. and New Orleans Metal Trades Dept., AFL-CIO, National Labor Relations Board, 15th Region, Case No. 15-CA-12171-1.

PROFESSIONAL PAPERS

- Gibson, W.M. (1986, April). Simulation of tailored measurement: A practical alternative to mass testing. Paper presented at the Seventh Annual I/O and O/B Graduate Student Convention, Minneapolis, MN.
- Guion, R.M. & Gibson, W.M. (1987, August). Personnel selection and placement. Paper presented at the 95th Annual Convention of the American Psychological Association, New York, NY.
- Dubow, E.F. & Gibson, W.M. (1987, August). A framework for evaluating EAP services. In W.K. Balzer (Chair), A university-based EAP: Opportunities for programmatic development and evaluation. Symposium presented at the 95th Annual Convention of the American Psychological Association, New York, NY.

- Gibson, W.M. (Chair), Alvarez, F.W., Kleinke, D.J., Palmer, S.N., Ruch, W.R., Tippins, N.T. (1993, May). Accommodating Employment Testing to the Needs of Individuals with Disabilities. Panel discussion conducted at the Eighth Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Gibson, W.M. & Weiner, J.A. (1996, April). Automated test construction: A novel application of classical test theory. In W.M. Gibson (Chair), Classical versus IRT methods: Applications in automated test construction. Symposium conducted at the Eleventh Annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Gibson, W.M. & Weiner, J.A. (1997, April). Equivalence of computer-based and paper-pencil cognitive ability tests. Paper presented at the Twelfth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Gibson, W.M. & Weiner, J.A. (1997, September). Back to the Future: Using CTT to Support Online Test Forms Assembly. In R. Buckley (Chair) Computerized Testing: Past, Present and Future. Symposium conducted at the Seventeenth Annual Conference of the Council on Licensure Enforcement and Regulation (CLEAR), Norfolk, VA.
- Gibson, W.G. & Weiner, J.A. (1998, March). Generating unlimited parallel forms: A practical application of computerized testing based on Classical Test Theory. Presentation at a meeting of the Personnel Testing Council of Southern California, Los Angeles, CA.
- Gibson, W.M. (1999, April). Transporting validity for cognitive ability tests to all clerical jobs. In N.T. Tippins, S.M. McPhail, C.C. Hoffman, and W.M. Gibson (Eds.), Transporting validity in the real world. Pre-conference continuing education workshop conducted at the Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Gibson, W.M. (1999, June). Building workforce quality through effective testing: Results from the front line. Paper presented at the 51st Annual Conference of the Society for Human Resource Management, Atlanta, GA.
- Gibson, W.M. (1999, September). Transporting validity for cognitive ability tests to all clerical jobs. Presentation at a meeting of the Personnel Testing Council of Southern California, Los Angeles, CA.
- Gibson, W.M. & Weiner, J.A. (2000, April). Setting passing standards: Eclectic lessons learned by an employment test publisher. In H. Levy (Chair) Setting Cut Scores: Practical Considerations, Technical Difficulties, and Innovative Solutions. Practitioner forum conducted at the Fifteenth Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Weiner, J.A. & Gibson, W.M. (2000, April). Practical effects of faking on job applicant attitude test scores. Paper presented at the Fifteenth Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Gibson, W.M. (2000, May). Using attitudinal tests in personnel selection. Presentation at the Spring Conference of the Personnel Testing Council of Southern California, Covina, CA.
- Weiner, J.A. & Gibson, W.M. (2002, February). Transition to Technology: Design and Application Issues with Employment Tests. Presentation at the third annual Association of Test Publishers Conference, Carlsbad, CA.

- Gibson, W.M. (2002, April). When Computerized Assessments Work Well: Application Issues. In N.T. Tippins (Chair) Computerized Assessment in Selection: Critical Issues with Emerging Applications. Practitioner forum conducted at the Seventeenth Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario, Canada.
- Gibson, W.M. & Pyburn, K.M., JR. (2003, April). EEO Update 2003: Legal and Technical Developments in the Use and Challenging of Testing in Employment. Pre-conference continuing education workshop conducted at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Tippins, N.T. (Chair), Gibson, W.M., Kehoe, J.F., Reynolds, D.H., & Weiner, J.A. (2003, April). Computerized Assessment in Selection: Critical Issues with Emerging Applications. Panel discussion conducted at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Gibson, W.M. & Pyburn, K.M., JR. (2004, April). EEO Update 2004: Legal and Technical Developments in the Use and Challenging of Testing in Employment. Pre-conference continuing education workshop conducted at the Nineteenth Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Gibson, W.M. (Discussant), Denning, D.L., Jeanneret, P.R., Outtz, J.L., & Tippins, N.T. (2005, April). In C.C. Maraist & M.D. Kelly (Chairs) Technology use in selection: Past, present, and future. Panel discussion conducted at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Gibson, W.M., Hoffman, C.C., Hogan, J.C., Johnson, J.W., Landon, T.E., Landy, F.J., McDaniel, M.A., Mueller, L.M., Stelly, D.J., & Tippins, N.T. (2007, April). In McPhail S.M. (Chair) Alternative validation strategies: Developing new and leveraging existing validation evidence. Panel discussion conducted at the Twenty Second Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.