

Special Issue: Call for Papers

Decision-making in Selection and Assessment: Implementing Evidence-based Practice and Exploring Innovations

Guest Editors:

Rob R. Meijer, University of Groningen, the Netherlands (r.r.meijer@rug.nl)

A. Susan M. Niessen, University of Groningen, the Netherlands (a.s.m.niessen@rug.nl)

Background and objectives

Personnel selection was and still is the 'Supreme Problem' of applied psychology (Ployhart, Schmitt, & Tippins, 2017). The main question answered by studies on personnel selection is whether scores on tests and assessments predict work behavior (van Iddekinge & Ployhart, 2008). While this research is important, it does not answer the question "do better people get hired" (Kuncel, 2018). This special issue will explore a main challenge that has been understudied in this field: Decision-making in selection and assessment procedures.

The findings on holistic or actuarial decision-making are an example of a classic controversy, although not so much in science, but between science and practice (Highhouse, 2008; Kuncel, 2008). This controversy shows that implementing evidence-based practice is difficult (Meijer et al., 2020). Furthermore, a recent systematic review (Neumann et al., 2020) showed that the number of studies aimed at investigating or encouraging evidence-based decision-making in selection practice is scarce. The question of how to make valid selection decisions while satisfying the wishes of different stakeholders at the same time, remains largely unaddressed.

Simultaneously, the interest in and use of technology and (AI) algorithms as decision aids in selection and assessment is increasing (Viswesvaran, 2003), and these rapid developments are mostly driven by practice, rather than academic research (Chamorro-Premuzic et al., 2016; Gonzales et al., 2019). Hence, for decision-making in selection and assessment the science-practice gap is a two-way street.

Both conceptual and empirical contributions aimed at encouraging evidence-based practice are needed to help the field make well-informed, satisfactory, and valid decisions. Important and timely questions to improve personnel selection are: what information is used for selection decisions, how is information used and combined, how are decisions made, how do stakeholders perceive different tools and approaches (e.g., Kuncel, 2018; Langer et al., 2019), and why?

We invite theoretical, conceptual, and empirical papers that provide insight (what works, what does not work) into decision-making for selection purposes that is valid, (dis)satisfies stakeholders needs, and/or describes the use of new technology in this area. The main aim of this special issue is to generate new connections between the decision-making literature, selection and assessment, and data science.

Themes for special issue

We encourage submissions on the following topics (non-exhaustive list):

- Empirical and theoretical contributions aimed at encouraging evidence-based decision-making.
- Empirical research on interventions to improve decision-making.
- Contributions on how selection decisions are made in practice, and how can we use those insights to learn (1) which procedures function well (2) how to improve decision-making.
- Research on designing decision-making procedures to optimize validity while satisfying stakeholder needs.
- Contributions on using technology to optimize quality of decision-making and that satisfy stakeholders' needs and ethical considerations.
- Contributions on practitioners' decision-making skills and knowledge, and how these skills can be improved.

Additionally, submitted manuscripts should be within the context of the International Journal of Selection and Assessment's broader goals and author guidelines. In particular, we emphasize the following:

- Single, cross-sectional studies with the exclusive use of self-report measures will be desk-rejected. Cross-sectional studies at a single time point must incorporate multiple sources of data in addressing their core hypotheses (e.g., GPA, job performance, or external ratings in addition to self-report data) or multiple time-points.
- Use of open science methods is encouraged, which includes filing pre-registrations, and providing access to data and/or analytic code (all of which can be done via <http://osf.io>).
- Papers finding "no significant difference" are encouraged, provided that the methodology used to obtain such a finding was of high quality. Alternative approaches, such as equivalence testing and/or Bayesian methods, are also encouraged if those approaches are the best choice for a given research question or hypothesis.

Submission Types IJSA accepts papers of two major types, both of which are encouraged for this special issue call.

- Feature Articles include empirical studies, review articles, and theoretical expositions.
- Information Exchange articles include any of the following: (1) short empirical papers reporting reliability and validity evidence for specific measures, normative data for groups of special interest (specific occupational groups, men, women, various ethnic groups) etc.; (2) replication studies, (3) illustrations, (4) select book reviews, (5) position papers, and (6) short papers from practitioners.

If you are unsure if your submission would be appropriate for the SI, or whether to submit it as a Feature Article or Information Exchange article, please see IJSA's current [author guidelines](#) and/or contact the guest editors to discuss. It is most helpful in such discussions if you include a prospective title and abstract. Additionally, **book reviews will not be accepted** under this CFP.

Anticipated Publication Timeline

To be considered for the Special Issue, manuscripts must be submitted between March 1 and **May 3 2021**. Papers for this Special Issue cannot be submitted prior to March 1 2021.

- May 3 2021 Initial submission deadline
- July 2021 Initial reviews completed and revisions invited
- October 2021 Revisions due
- End of 2021/early 2022 Anticipated publication window

Manuscripts should be submitted electronically at: <https://mc.manuscriptcentral.com/intjsa>

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