

PSYC7202: Employee Selection
Section: A
Credits: 3a

Fall 2026

Instructor Information

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General Course Information

This doctoral seminar provides an advanced, critical examination of the theory, research, and practice of employee selection and staffing in modern organizations. Rooted heavily in the "Industrial" side of I-O psychology, this course goes beyond basic assessment to explore the psychometric, legal, and strategic foundations of human capital decisions. We will critically evaluate the criterion problem, individual differences, validation strategies, and specific assessment modalities (e.g., cognitive tests, personality inventories, structured interviews, assessment centers). Furthermore, students will examine the frontiers of selection, including algorithmic hiring, human-AI teaming in staffing, and applicant reactions, preparing them to design, implement, and legally defend robust selection systems.

Course Learning Outcomes

Upon successful completion of this seminar, you should be able to:

- **Critique** the psychometric properties (reliability, validity, fairness) of diverse selection assessments and defend their appropriateness for specific organizational contexts.
- **Design** a comprehensive, legally defensible, and methodologically rigorous validation study for a proposed selection system.
- **Evaluate** the ethical and legal frameworks governing employment decisions (e.g., Uniform Guidelines, Title VII, adverse impact) and apply them to complex case studies.
- **Synthesize** empirical literature to identify gaps and propose novel research questions regarding applicant behavior, assessment technology, and algorithmic fairness.
- **Translate** complex psychometric and utility data into compelling, actionable technical reports for organizational stakeholders.

Required Course Material

There is no required textbook for this seminar. All required readings will be made available via Canvas prior to the week they are assigned. Our readings will primarily consist of empirical and review journal articles from top-tier I-O publications, with foundational legal documents and professional guidelines scattered throughout the semester to ground our methodological discussions.

Grading Policy

As a doctoral seminar, evaluation is based on your ability to synthesize literature, design rigorous systems, and communicate your findings at a professional level.

Assignments and Weighting

- Seminar Facilitation & Discussion Leadership: 15%
- Legal/Ethical Case Brief: 15%
- Assessment Method Critique: 20%
- Applied Technical Report (Validation Study): 40%
- Participation & Engagement: 10%

Description of Graded Components

- **Seminar Facilitation & Discussion Leadership (15%):** You will be responsible for leading at least one weekly discussion, synthesizing the assigned empirical readings, and guiding the class through critical methodological debates regarding a specific selection topic.
- **Legal/Ethical Case Brief (15%):** A short, highly structured brief (3-5 pages) where you act as an expert witness or consultant analyzing a complex, real-world adverse impact or discrimination case. You must defend your position using the Uniform Guidelines, SIOB Principles, and relevant case law.
- **Assessment Method Critique (20%):** An in-depth, critical review of a specific, commercially available selection tool or a novel assessment method (e.g., gamified assessments, AI-driven video interviews). You will evaluate its construct validity, criterion-related validity, and potential for subgroup differences based on the current literature.
- **Applied Technical Report / Validation Study (40%):** The capstone of the course. You will be provided with (or will construct) a complex organizational scenario and dataset. You must conduct a job analysis (simulated), select appropriate predictors, run validation analyses (e.g., multiple regression, adverse impact analysis, utility analysis), and produce a professional, APA-formatted technical report designed for a CHRO or legal team.
- **Participation & Engagement (10%):** Active, rigorous engagement in weekly debates. You are expected to come to class having deeply processed the readings and prepared to challenge the methodologies and conclusions of the authors.

Course Policies

Attendance and Professional Participation Policy

A graduate seminar lives and dies by the intellectual contributions of its members. Regular attendance, rigorous preparation, and active engagement are not just course requirements; they are professional obligations to your academic peers. We will be deconstructing complex psychometrics and legal precedents in real-time, making your daily presence critical.

Professional Absences and Communication

As doctoral students, your professional development is a priority. Absences required for academic and professional milestones, such as presenting at SIOB, attending critical lab meetings, or conducting field research, are fully supported. If you need to miss a seminar for a professional obligation or illness, you must communicate this well in advance so we can adjust the discussion schedule. You remain responsible for coordinating with a peer to catch up on the nuances of the seminar discussion.

Accommodations for Students with Disabilities

If you are a student with learning needs that require special accommodation, [contact the Office of Disability Services](#) (404-894-2563) as soon as possible to make an appointment to discuss your special needs and to obtain an accommodations letter. Please also e-mail me as soon as possible in order to set up a time to discuss your learning needs.

Student-Faculty Expectations Agreement

At Georgia Tech, we believe that it is important to strive for an atmosphere of mutual respect, acknowledgement, and responsibility between faculty members and the student body. [The Student-Faculty Expectations](#) articulate some basic expectations that you can have of me and that I have of you. In the end, simple respect for knowledge, hard work, and cordial interactions will help build the environment we seek. Therefore, I encourage you to remain committed to the ideals of Georgia Tech while in this class

Campus Resources for Students

In your time at Georgia Tech, you may find yourself in need of support. Below you will find some resources to support you both as a student and as a person.

Academic support

- Center for Academic Success <http://success.gatech.edu>
 - 1-to-1 tutoring <http://success.gatech.edu/1-1-tutoring>
 - Peer-Led Undergraduate Study (PLUS) <http://success.gatech.edu/tutoring/plus>
 - Academic coaching <http://success.gatech.edu/coaching>
- Residence Life's Learning Assistance Program <https://housing.gatech.edu/learning-assistance-program>
 - Drop-in tutoring for many 1000 level courses
- OMED: Educational Services (<http://omed.gatech.edu/programs/academic-support>)
 - Group study sessions and tutoring programs
- Communication Center (<http://www.communicationcenter.gatech.edu>)
 - Individualized help with writing and multimedia projects
- Academic advisors for your major <http://advising.gatech.edu/>

Personal Support

Georgia Tech Resources

- The Office of the Dean of Students: <http://studentlife.gatech.edu/content/services>; 404-894-6367; Smithgall Student Services Building 2nd floor
 - You also may request assistance at https://gatech-advocate.symplicity.com/care_report/index.php/pid383662?
- Counseling Center: <http://counseling.gatech.edu>; 404-894-2575; Smithgall Student Services Building 2nd floor
 - Services include short-term individual counseling, group counseling, couples counseling, testing and assessment, referral services, and crisis intervention. Their website also includes links to state and national resources.
 - *Students in crisis may walk in during business hours (8am-5pm, Monday through Friday) or contact the counselor on call after hours at 404-894-2204.*
- Students' Temporary Assistance and Resources (STAR): <http://studentlife.gatech.edu/content/need-help>

- Can assist with interview clothing, food, and housing needs.
- Stamps Health Services: <https://health.gatech.edu>; 404-894-1420
 - Primary care, pharmacy, women's health, psychiatry, immunization and allergy, health promotion, and nutrition
- Veteran's Resource Center: <http://veterans.gatech.edu/>; 404-385-2067
- Georgia Tech Police: 404-894-2500