

References

- American Management Association (1991). *Human Resources Forum*, July.
- Arvey, R.D., & Campion, J. (1982). The employment interview: A summary and review of recent research. *Personnel Psychology*, 35, 281-322.
- Ash, P., Slora, K.B., & Britton, C.F. (1990). Police agency officer selection practices. *Journal of Police Science and Administration*, 17(4), 258-269.
- Beutler, L.E., & O'Leary, L.R. (1980). Psychological screening of police candidates. *Police Chief*, 47(10), 38-40.
- Beutler, L.E., Nussbaum, P.D., & Meredith, K.E. (1988). Changing personality patterns of police officers. *Professional Psychology: Research and Practice*, 19(5), 503-507.
- Bittner, E. (1970). *The functions of the police in modern society*. (National Institute of Mental Health Monograph No. 2059). Chevy Chase, Maryland.
- Bridgeport Guardians v. City of Bridgeport* (933 F2d 1140, 2d Cir. 1991)
- Burbeck, E., & Furnham, A. (1985). Police officer selection: A critical review of the literature. *Journal of Police Science and Administration*, 13(1), 58-69.
- Colarelli, N.J., & Siegel, S.M. (1964). A method of police personnel selection. *Journal of Criminal Law, Criminology, and Police Science*, 55(2), 287-289.
- Corey, D.M., & MacAlpine, D.S. (1993). *Video Testing: An in-depth look at behavioral assessment*: Paper presented at the meeting of the International Personnel Managers Association Assessment Council, Sacramento, June.
- Crosby, A. (1979). The psychological examination in police selection. *Journal of Police Science and Administration*, 7(2), 215-229.
- Dwyer, W.O., Prien, E.P., & Bernard, J.L. (1990). Psychological screening of law enforcement officers: A case for job relatedness. *Journal of Police Science and Administration*, 17(3), 176-182.
- Equal Employment Opportunity Commission, Civil Service Commission, Department of Labor, & Department of Justice. (1978). Uniform guidelines on employee selection procedures. *Federal Register*, August 25, 43 (No. 166), 38290-38315.
- Fabricatore, J.M. (1979). Preentry assessment and training: Performance evaluation of police officers. In C.D. Spielberger (Ed.), *Police selection and evaluation: Issues and techniques*, pp. 77-85. New York: Praeger Publishers.
- Galassi, J.P., & Perot, A.R. (1992). What you should know about behavioral assessment. *Journal of Counseling & Development*, 70(5), 624-631.
- Gavin, J.F., & Hamilton, J.W. (1975). Selecting police using assessment center methodology. *Journal of Police Science and Administration*, 3(2), 166-176.

- Goldfried, M., & D'Zurilla, T. (1969). A behavioral-analytic model for assessing competence. In C.D. Spielberger (Ed.) *Current topics in clinical community psychology*, pp. 151-169. New York: Academic Press.
- Hammer, S.L., Schmit, M.J., Ryan, A.M., & Powell, A.B. (1994). *Frame of reference effects on personality scale scores and affective reactions*. Paper presented at the annual meeting of the American Psychological Association, August 16, 1994, Los Angeles.
- Hargrave, G.E., & Hiatt, D. (1987). Law enforcement selection with the interview, MMPI, and CPI: A study of reliability and validity. *Journal of Police Science and Administration*, 15(2), 110-117.
- Harris, M. (1989). Reconsidering the employment interview: A review of recent literature and suggestions for future research. *Personnel Psychology*, 42, 691-726.
- Hirsh, H.R., Northrop, L.C., & Schmidt, F.L. (1986). Validity generalization results for law enforcement occupations. *Personnel Psychology*, 39, 399-420.
- Landy, F.J., & Farr, J.L. (1973). *Police performance appraisal* (Tech. Rep.; Grant NI-71-063-G). Washington, D.C.: Law Enforcement Assistance Administration.
- Landy, F.J. (1976). The validity of the interview in police officer selection. *Journal of Applied Psychology*, 61(2), 193-198.
- Lester, D., Babcock, S.D., Cassisi, J.P., & Brunetta, M. (1980). Hiring despite the psychologist's objections: An evaluation of psychological evaluations of police officers. *Criminal Justice and Behavior*, 7(1), 41-49.
- McQuilkin, J.I., Russell, V.L., Frost, A.G., & Faust, W.R. (1990). Psychological test validity for selecting law enforcement officers. *Journal of Police Science and Administration*, 17(4), 289-294.
- Mount, M.K., Barrick, M.R., & Strauss, J.P. (1994). Validity of observer ratings of the Big Five personality factors. *Journal of Applied Psychology*, 79, 272-280.
- Muchinsky, P. (1987). *Psychology applied to work: An introduction to industrial and organizational psychology*. Chicago: The Dorsey Press.
- Pugh, G. (1985). Situation tests and police selection. *Journal of Police Science and Administration*, 13(1), 30-35.
- Pynes, J., & Bernardin, H.J. (1992). Entry-level police selection: The assessment center as an alternative. *Journal of Criminal Justice*, 20, 41-52.
- Rand, R.R. (1987). Behavioral police assessment device: The development and validation of an interactive, pre-employment, job-related, video psychological test. *Dissertation Abstracts International* 48(3-A), 610-611. (University Microfilms No. 8713282).
- Rand, R.R., Corey, D.M., Rand, D.C., & MacAlpine, D.S. (1994). *The validity of B-PAD as a measure of expected job performance: Research Brief #3*. In D.M. Corey, D.S. MacAlpine, D.C. Rand, R.R. Rand & G.D. Wolf (Eds.), *B-PAD for Police Manual of Administration & Scoring*. Sonoma, CA: The B-PAD Group, Inc.
- Schmitt, N., & Robertson, I. (1990). Personnel selection. *Annual Review of Psychology*, 41, 289-319.
- Schoenfeld, L.S., Kobos, J.C., & Phinney, I.R. (1980). Screening police applicants: A study of reliability with the MMPI. *Psychological Reports*, 47, 419-425.

- Shapiro, S. (1981). Psychiatric examination of law enforcement officer candidates. *Comprehensive Psychiatry* 22(3), 312-319.
- Wernimont, P.F., & Campbell, J.P. (1968). Signs, samples and criteria. *Journal of Applied Psychology*, 52(5), 372-376.
- Wilson, C. (1988). Task cycle theory: A learning-based view of organization behavior. In *Psychology and productivity* (P. Whitney & R.B. Ochsman, Eds.), pp. 159-177. Plenum Publishing Corporation.
- Wright, O. (1969). Summary of research on the selection interview since 1964. *Personnel Psychology*, 22, 391-413.
- Wright, J.C., & Mischel, W. (1987). A conditional approach to dispositional constructs: The local predictability of social behavior. *Journal of Personality and Social Psychology*, 53, 1159-1177.
- Young, T. (1992). Use of the Behavioral Police Assessment Device in the selection of law enforcement officers. Doctoral dissertation, The Professional School of Psychology. (University Microfilms No. LD02540).