

Illustration of the Implications of Lowering of Cutoffs on Disparities in Selection Rates

(The table below is associated with the [Employment Tests](#) subpage of the [Scanlan's Rule](#) page of [jpscanlan.com](#))

In Table 1 below, the meaning of each column is the following:

HGPass Higher-scoring group's test pass rate (rate are closest match to published data for pass rates of 10%, 40%, and 70%)

LGPass Lower-scoring group's pass rate corresponding to HG Pass rate where difference between means is .5 standard deviations

TPSR Selection rate for both groups from among persons who passed the test

HGAppSR modified AG pass rate (rate at which members of higher-scoring group who took the test were actually selected)

LGAppSR

EES Estimated effect size (estimated difference between mean, in percentage of a standard deviation, derived from the HGAppSR and DGAppSR)

Table 1: Illustration of Implication of Lowering of Cutoffs on Disparities in Selection Rates						
HGPass	LGPass	TPSR	HGAppSR	LGAppSR	EES	
10.03%	3.75%	20.00%	2.01%	0.75%	0.39	
10.03%	3.75%	50.00%	5.01%	1.88%	0.44	
10.03%	3.75%	80.00%	8.02%	3.00%	0.48	
40.13%	22.66%	20.00%	8.03%	4.53%	0.29	
40.13%	22.66%	50.00%	20.06%	11.33%	0.39	
40.13%	22.66%	80.00%	32.10%	18.13%	0.45	
69.85%	50.80%	20.00%	13.97%	10.16%	0.19	
69.85%	50.80%	50.00%	34.92%	25.40%	0.28	
69.85%	50.80%	80.00%	55.88%	40.64%	0.4	