**Directions:** Below are a series of questions regarding your data that we will use as moderator variables in our meta-analysis. Please highlight or mark the response that best describes your unpublished data. In many cases, you may not be sure of which response best characterizes your data. If so, mark “Not sure”.

If you have any questions, please don’t hesitate to contact Adam Vanhove (vanhove.meta.analysis@gmail.com). Your participation is appreciated!

|  |  |
| --- | --- |
| Variable | Scoring |
| What year were these data collected? | Please indicate the year data were collected (if not sure, use your best estimate or indicate “NA”):

|  |
| --- |
|  |

 |
| What was the purpose of this AC? | 0 = **Development**1 = **Promotion**2 = **Selection** (external candidates only)3 = **Other** (please describe below)

|  |
| --- |
|  |

4 = **Not sure** (NA) |
| What was the type of job for which this AC was used?  | Please briefly describe the type of job for which this AC was used. Be as specific as possible including industry and employment level, if possible. If not sure, indicate “NA”:*Examples: school administrators; entry level sales representatives; first-line production and operations supervisors.*

|  |
| --- |
|  |

 |
| How many different AC dimensions were rated across AC exercises?  | Please indicate the total number of AC dimensions rated across AC exercises below (if not sure, indicate “NA”):

|  |
| --- |
|  |

*Example: If (a)* ***Leadership****, (b)* ***Teamwork****, and (c)* ***Critical Thinking*** *dimensions were ALL rated in two simulation exercises, you would report* ***three (3) total dimensions.*** |
| What was the average number of AC dimensions rated within AC exercises?  | Please indicate the average number of AC dimensions rated within-exercise below (if not sure, indicate “NA”):

|  |
| --- |
|  |

*Example:*

|  |  |  |
| --- | --- | --- |
| *Exercise* | *List of Dimensions* | *No. of Dimensions* |
| *A* | *Leadership, Teamwork*  | *2* |
| *B* | *Leadership, Teamwork, Critical Thinking* | *3* |
|  | ***Average*** | ***2.5*** |

  |
| Please report the sample sizes, means, and standard deviations (SDs) for ratings of assessees evaluated in the AC by subgroup. *Report all that apply.* |

|  |  |  |  |
| --- | --- | --- | --- |
|  | ***n*** | **Mean** | **SD** |
| **Female =** |  |  |  |
| **Male =** |  |  |  |
| **Black =** |  |  |  |
| **Hispanic =** |  |  |  |
| **White =**  |  |  |  |

*Note:* If your outcome is dichotomous (e.g., pass/promote/select), please report the promotion or selection rate frequencies for each subgroup under “Mean” and note you are reporting frequencies.  |
| On what type of outcome were your subgroup differences estimated?  | 0 = **Mean dimension ratings**1 = **Mean exercise ratings**2 = **OARs**3 = **Pass/promotion/selection decision**4 = **Other** (please describe below):

|  |
| --- |
|  |

 |
| What pre-testing measures were used for participants to qualify for participation in the assessment center (AC)?  | 0 = **No pre-tests** were used to qualify individuals for inclusion in the AC.1 = **Minimum qualifications** were used to (dis)qualify individuals for inclusion in the AC. *Examples: Supervisor nominations, satisfactory performance evaluation scores, personality or work preference characteristic scores, or are anything that is not indicative of ability or aptitude and should have fairly minimal impact on restricting the range of individuals qualifying for inclusion in the AC.*2 = **Cognitive ability** or other paper-and-pencil ability or aptitude test(s) was used to qualify individuals for inclusion in the AC.3 = **Performance-based test(s)** was used to qualify individuals for inclusion in the AC.*Examples: structured interview, work sample, or situational judgment test.* 4 = **Both cognitive ability and performance-based tests** were used to qualify individuals for inclusion in the AC (other tests could also be included, e.g., personality test). 5 = **Other** (please describe below)

|  |
| --- |
|  |

6 = **Not sure** (NA) |
| If separate mean dimension scores (across exercises) are available, what is the mean correlation among AC dimension scores across the entire sample?  | Please report the mean correlation between AC dimension scores (if dimension-level scores are not available in your data, indicate “NA” :

|  |
| --- |
|  |

*Note: In accordance with best practice recommendations, mean correlations should be computed by (1) transforming each raw correlation into a Fisher’s z score, (2) averaging Fisher’s z scores, and (3) transforming back into a mean correlation (see Alexander, 1990; see also Dunlap, Jones, and Bittner, 1983). However, we recognize the extra voluntary work this process entails. We are happy are to compute if you can send the correlation matrix.*  |