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*Bibliographies; *Disadvantaged Groups; Employment Interviews; *Equal Opportunities (Jobs); *Minority Groups; Predictive Ability (Testing); *Test Bias; Testing Problems

Over one thousand books and articles published between 1942 and 1973 are listed in this bibliography. These citations are concerned not only with discriminatory testing, interviewing and recruiting processes, but also with efforts on the part of employers to overcome these problems. Emphasis is placed on discrimination in the employment and ability testing of adults, rather than academic testing, although important citations of the latter, as well as the testing of children, are included. Many of the entries are annotated. A list of sources for researchers who are interested in further developments on the topic of "Discrimination in Testing" is included. (MP)
DISCRIMINATION IN TESTING

bibliography

by Colin Cameron

The University of Wisconsin - Madison

April, 1973
Discrimination in Testing

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revised edition, April 1973

with the special assistance of Rhea Rubin, Jon Bloom, Mark Bergman and Nancy I. B. Bach on paste-up, alphabetization, and track-down.
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Introduction

Ever since the much-publicized 1964 Civil Rights Act's Title VII came into being, the question of eradicating employment inequity has come to the fore. Many of the effects of minority group discrimination are subtle and complex, and much of discriminatory practice is so inherent in our system that removing its roots is an arduous problem.

A minority group job applicant comes to his position after many years of discrimination which have their beginnings in childhood. The individual is then faced, typically, with educational discrimination and discrimination in the process of employment applications before he ever arrives on the scene of his new job—where, sometimes, he may still feel at a disadvantage.

Among the many sources which researchers interested in further developments on the topic of Discrimination in Testing could check on a continuing basis in the future, or for more of the existing body of literature, are:

Readers' Guide to Periodical Literature; Public Affairs Information Service Bulletin; Social Sciences and Humanities Index; Poverty and Human Resources Abstracts; Psychological Abstracts; Dissertation Abstracts; Manpower Information Service; Employment Relations Abstracts; Labor Relations Reference Manual; Fair Employment Practice Cases (Bureau of National Affairs' Labor Relations Reporter series); Labor Arbitration Reports; Selected References (Bibliographic series published periodically by the Industrial Relations Section at Princeton University); Evaluation Comment (from UCLA's Center for the Study of Evaluation); IRCD Bulletin (from the ERIC Information Retrieval Center on the Disadvantaged published at the Horace Mann-Lincoln Institute, Columbia University); CIRP Abstracts (Geneva); and the Monthly Catalog (Supt. of Documents, U. S. Government Printing Office).
By using the above tools, we have assembled a compilation of citations which is concerned not only with discriminatory testing, interviewing and recruiting processes, but also with efforts on the part of employers to overcome these problems. We have chosen to deal primarily with discrimination in the employment and ability testing of adults, rather than academic testing, although important citations of the latter, as well as the testing of children, are included.

Part III focuses specifically on deleterious examples of testing per se. However, it must be remembered that in the practical situation, the real issue of discrimination in testing is not only in the tests themselves or the evaluation of them, but in the question of the relevance of the minority group member actually taking that particular test for ascertaining his capability to do a specific task. In Parts I and II, therefore, the background of the potentially discriminated testee, and the make-up of tests themselves, are taken up, in order to frame the issue in its proper context.

Parts IV, V, and VI discuss remedial actions and Equal Employment Opportunity, the efforts made by managers and personnel directors in employing positions to incorporate the disadvantaged and the minorities into the workforce, and related interest cites.

The emphasis of the bibliography as a whole, however, has been on attempts to ameliorate the situation of job applicants handicapped by one factor or another, who may have been initially screened out due to unfavorable test results, or incorrect apprehension of their potential.

C. C.
I - Background to the Discriminated Testee

Adams, Walter.  

Alam, Bilquis A.  

Alexander, Clifford L., Jr.  

"President Johnson's Council of Economic Advisers estimated that employment discrimination costs this country more than $30 billion in unrealized gross national product."

The article traces the particulars -- sans identifying names -- of the case of the southern branches of three major corporations who had scalar-idal promotion schedules as well as, in one case, segregated washrooms, lunchrooms, locker rooms, and other separationist devices. However, the very hiring procedures of many corporations, by their nature, effectively screen out many minority group applicants, and it is this larger audience to whom the writer of the article, who is chairman of the U. S. Equal Employment Opportunity Commission, addresses his request for a new mentality to arise in the business community.

Anastasi, Anne, and C. Dejesus.  

Anastasi, Anne, and F. A. Cordova.  

Antonovsky, A. and M. J. Lerner.  

Bean, K. L.  

Bachman, Jerald G.  
Test anxiety and the need to avoid failure, pp. 114-119.
Chapter 4: Intellectual aptitudes and abilities.
Chapter 5: Self-concept of school ability.

Barker, Theodore.

Billingsley, Andrew, and A. T. Billingsley.
This book takes up the problem of Negroes living in primarily a white society. The problems inherent in the employment picture and the history and the future of social reorganization are emphasized.

"Blacks still trailing: American blacks became better educated, wealthier and got better jobs during the past decade." From The Christian Science Monitor, July 29, 1971, p. 3.
"...Blacks also landed more high-paying jobs in professional, clerical, and technical occupations, doubling the 1960 rate. But about two-fifths of black males remain in low-paying household, labor, and farm occupations."

Bell, David B.

Blalock, H. M., Jr.
Though blacks are highlighted in the statistical back-up material, the reader can by analogy apply the theory to other minority groups. The volume emphasizes problems of self-esteem, economic development and the struggle for jobs and rights.

Bloch, H. D.
The historical developments in the Negro's attempts for employment along fair lines, from 1625 to 1965, including his sociological status, the role of trade unions, income comparisons, civil liberties and the official decisions, and unemployment.

Briggs, Vernon M., Jr.
A Mexican-American explanation of failure in school, and then subsequent failure on the job.
Brimmer, Andrew F.
Economic progress of Negroes in the U. S.: The deepening schism.

Budd, Edward C., editor.

California. State. Dept. of Industrial Relations. Division of Fair Employment Practices.
This work cites primarily statistical information on Population, Education, Employment, and Income. A map illustrates the location and population size of all Indian reservations in California. In the category of Education, the various grade levels attained are delineated; the occupational breakdowns contrast American Indians, nonwhites, and whites in various major fields of work for those over 14 who are employed.

California. State. Dept. of Industrial Relations. Division of Fair Employment Practices.
Tables showing breakdowns, statistically, of each minority, county-by-county. Two preceding companion publications are: Negro Californians, and Californians of Spanish surname.

Chamber of Commerce of the United States.
Although slightly outdated, this is still a good source of background information on the poverty milieu and the employment problems of the poor.


Carson, Josephin.

Champagne, Joseph E., and Robert C. Prater.
"A greater proportion of white youth find the source of their dissatisfaction in the boss himself than to Negroes, whereas a greater proportion of Negroes find their dissatisfaction in the low advancement probabilities."
Commission on Civil Rights.
Hearing, Cleveland, Ohio, April 1-7, 1966. Washington, D. C., U. S.
The possibilities for the urban poor of Cleveland and problems
they have with equal employment opportunities.

Cook, Wendel W.
Industry attitudes about the employment of Negroes. M. S. thesis in

A scale to assess attitudes toward aptitude testing. Measurement &

Cummings, Laurie D.
The employed poor: their characteristics and occupations. Monthly Labor

Davis, A.
Intelligence and cultural differences. Chicago, University of Chicago
Press, 1951.

Dentler, Robert A., and Mary Ellen Warshauer.
Big city drop-outs and illiterates. New York, Columbia University,
The white and nonwhite dropout rates are analysed.

Deutsch, Martin.
Minority group and class status as related to social and personality
factors in scholastic achievement. Ithaca, New York, Society for Applied
Anthropology, 1960.

Diamond, Daniel E., and Hrach Bedrosian.
Industry hiring requirements and the employment of disadvantaged groups.
Includes bibliography and many sample questionnaires for representative jobs.

Dubey, Sumati N.
Powerlessness and mobility orientations among disadvantaged blacks. Public
Opinion Quarterly, Summer, 1971, pp. 183-188.

Duff, Grace.
The functionally illiterate adult student in Illinois' three southern-
most counties. 2nd interim report. Springfield, Illinois, State Board
of Vocational Education, 1958. 86 p. (free)

Dunnавille, С. М.
Some opportunities are more equal than others. Master in Business Admin-
How blacks become excluded from managerial posts in the South.
Esposito, Dominick.
Structure and function: a behavioral and systematic interpretation.

Farber, Bernard.
The writer uses situations and statistics relevant to Champaign-Urbana, Illinois, as his documentation of an urban milieu which supports his study of the family relationships and ghetto sociology of the lumpenproletariat there. In his examination of two slum areas, one white and one black, he relates his findings to the general question of lower-class self-realization.

Farquhar, W. W. and D. A. Payne.

Feinstein, Otto, ed.
Includes Part VI: Who makes it and who doesn't. Chapter 23 is Some groups that don't make it, pp. 315-317: The Polish Community, by Kazimierz J. Olejarczyk; and The Spanish-Speaking Community, by Gustavo Gaynett.

Ferman, Louis A.

Flaim, Paul O.

Flaim, Paul O.

Fletcher, Linda P.

Fogel, Walter.

Freedman, Marcia.
Poor people and the distribution of job opportunities. Journal of Social...
Many of the recent antipoverty schemes, while they may offer short-term relief, are not going to do too much to change the very fabric of society. Because women in general suffer from a certain lack of advantage because they are hired as peripheral workers frequently, or else fill positions which cannot be made into a career, the woman who wishes to work is doubly handicapped. Most programs which deal in redistributing wealth can do only that and instead the root of the problem, the societal organization, remains unchanged. Thus the cycle continues in another form, as does poverty.

Frerichs, Allen H.

Galvan, Robert Rogers.

Gist, Noel P. and William S. Bennett, Jr.

Goeke, Joseph R. and Caroline S. Weymar.

Goldstein, Bernard.

Gottlieb, David and Jay Campbell, Jr.
Winners and losers in the race for the good life: a comparison of blacks and whites. Social Science Quarterly, December, 1968, pp. 593 +.

Grebler, Leo, Joan W. Moore, Ralph C. Gezman.

Hamel, Harvey R.

Harrison, Bennett.

Havighurst, Robert J.

Hennigan, Charles Taylor.

High, Carl Edwin.

Hill, Watts, Jr.

Hinrichs, John R.

Hodge, Claire C.

This documents an idea delineated many times in the literature: that although certainly blacks have gotten into jobs which represent higher pay and esteem, there is still a disproportionate number of them in employment which can only be described as in the lower third of desirability. Illustrated with tables and charts showing changes, 1957, 1962, and 1967; and white-nonwhite comparison.

Hunt, J. McVicker.

Hymen, Bennett.


...in the absence of noneconomic preferences... an adverse judgment about the probable job performance of an applicant is made from a characteristic of the applicant which is not a good predictor of his job performance." (p. 102.)

Isenberg, B.

Jackson, Jerold J.
Writer describes difference in job prospects between 1963 attempts and 1968, concluding that though there are still problems, the outlook has gotten somewhat brighter.

Jacobson, Julius, editor.
A collection of essays pertaining to the relationship of labor vis-à-vis the civil rights movement. Historical background, present issues.

Johnson, Donald Henry

Kain, John F., editor.

Karpinos, Bernard D.
About this publication, Eli Ginzberg and Dale L. Hiestand said, "At a minimum, the rich body of data bearing on educational exposure and achievement collected by the Armed Forces Induction Stations and by other agencies of the Dept. of Defense should be subjected to the same type of searching analysis provided by Dr. Karpinos."

Katzell, Raymond A., Robert B. Ewen, and Abraham K. Korman
A report of research conducted with the U. S. Dept. of Labor.

Katzman, Martin T.
Kelly, Tom
You don't have to be a racist to keep a black man down. VISTA, January, 1969, pp. 8-11.

Klineberg, Otto

Kuttner, Robert E.

In one nation-wide study, the American Indian children generally tested higher than the Negro children on scholastic tests. Yet, simultaneously, they, as a group, scored lower on psychological characteristics such as motivation, self-concept, and ambition.

Kuvlesky, William P., and M. F. Lever

Leonard, Olen E.

Though on one county only, the author sets out very clearly and briefly the major occupational-change problems, with a section on the migrants' education and use of Spanish and English. Succinct statistics.

Liggett, Malcolm Hugh

I. Introduction II. The Market Exclusion Hypothesis. III. Income Comparison  IV. The Decade of the Fifties - the Quantitative Record. V. The Decade of the Fifties - the Qualitative Record. VI. Regional Comparisons and an evaluation of fair employment practices commissions. VII. Conclusion. Bibliography, pp. 122-127.

Lissner, Will

"One out of every three Puerto Rican workers living in three of the city's main poverty areas is unemployed, badly underemployed, or earning substantially less than a minimum wage, according to a study made public..."

Littig, Lawrence W.
Lyle, Jerolyn R.

Mack, Raymond W., ed.
(A New York Times Book.)

Marshall, Ray.

Marshall, Ray.
The shape which blacks are in economically, and their problems with unions; policies regarding public employees.

Marshall, Ray.

Mason, Evelyn P.

Mathis, Gerald A.
The writer examines the differences between achievement and aptitude tests, and sets this against current efforts to help the poor get jobs. The General Aptitude Test Battery is used frequently by U. S. Employment Service, and this is a big barrier for some.

McGraw-Hill, Inc.

McPike, Charles M.

Mendelson, Wallace.
Covers Discrimination at the polls; Discrimination in education; Dis-
discrimination in employment; Discrimination in housing; Police misconduct, and the black-belt study. Section 3 has subsections on The U. S. as employer, Vocational training, State placement services, and Discrimination in labor unions. The work is based on the five-volume report of the U. S. Commission on Civil Rights.

Miller, L. H., E. R. Duffy, and F. D. Haught. 

Miller, Brian P. 

Miller, S. M. and Pamela Roby. 
An easily-read general book about the problems confronting poor people. Appropriate statistics are brought in, usually not in dry, tabular format, but in the form of notes at the end of each chapter. The authors describe the sociology of the poor, their poverty as a function of income deficiency, the attempts to aid them in institutionalized ways. Also, their education, lack of political power, and the rather scanty distribution of amenities to this lowest-income group.

Meyers, Samuel M. 
The study of hard-core unemployed. The data provided reveal that those with education and skill have better work records than those without. The conclusion suggests that training programs available in the community are not known to hard-core unemployed persons and some efforts may be made in this direction.

Mooney, Joseph D. 
Examines numbers of the urban poor in terms of race and age from the 52 largest cities in the Standard Metropolitan Statistical Areas.

Moran, John E. 
Tells the story of Clyde M. Stanley, a Negro who originally failed the Army's written test, but subsequently, through the Army intervention program, was coached so as to be able to pass it later.

Mott, Frank L. 
Murray, Pauli.

Mussen, P. H.

Navarro, Eliseo, compiler.

Address of the Chicano Press are included.

Negro opportunities called few in county.
*St. Louis Post-Dispatch*, January 15, 1970.
U. S. Civil Rights Commission held a public hearing in St. Louis County which was pictured by the Commission as an example of the growing white suburbia where jobs have multiplied but Negro employment and housing opportunities have lagged.

North, David S.


White-nonwhite wages, discrimination by industry, laws, and aids.

Oakland, California. Civil Service Dept.

Olshansky, S. and Hilma Unterberger.

Pasamanick, Benjamin, and Hilda Knoblock.

Petshek, Kirk R.
Negroes in the white-collar labor market: training, employment, and attitudes. Milwaukee, Wis., The Univ. of Wisconsin - Milwaukee, Industrial Relations Research Institute, 1971. 119 p.
The job search chain of events is covered here: referrals, employment agencies, etc.
Phipps, Lloyd J.

The President's Task Force on Manpower Conservation.

Proctor, Samuel D.
Compensatory measures for re-establishing the Negro's rightful place educationally and societally. The role of the National Urban League is highlighted. 1980 is chosen because by then the sit-inner of the '60's will have become a mature worker.

Puerto Rican Forum.

Roberts, S. O.

Rose, A. M. and C. B. Rose, editors.

Rosen, Bernard C.

Rosen, R. A. Hudson.

Rosenthal, Jack.
"The most striking gains were among 532,000 Northern black families with husband and wife under age 35 both present. These families now average an $8,900 annual income, 91 percent of what their white counterparts average." "But these are the most stable and promising of black families," Herman P. Miller, director of Census Population Studies, said. "For 1.5 million black families with no father present, there was no gain at all, relative to whites. Of these, 53 per cent now have income under the officially recognized poverty line of about $3,800...Nationally, there are 4,774,000 black families. Of these 3,249,000 are husband-and-wife families. The remaining 1,525,000 are
houses headed by women. About half of the families in each category live outside the South."

Rosenthal, Jack.
"The Census Bureau reported today that Southern blacks streamed north during the sixties at a rate nearly the same as the high level of the two previous decades...More than three-fourth of the 1.4 million black migrants from the South went to five large states where the soaring cost of welfare is a heated public issue... By far the largest gain was measured in New York, which gained 396,000 black migrants in the decade...
"The percentage of each region's population that is black: (1970)
Northeast .......8.9 North Central .......8.8 West ....4.9 South ....19.2

The numbers of black people in each region:
Northeast 4,342,137 North Central 4,571,550 West 1,694,625
South 12,064,258

"The Commerce Secretary said, "I have no doubt that higher welfare benefits in the North are a factor." But, he added under question, "I would certainly assume that greater job opportunities (in the North) would be the chief motivating factor."


Ross, Arthur M., and Herbert Hill.
Section II includes The Social Effects of Negro Unemployment.

Ruda, E. and L. E. Albright.
Takes the Wonderlic Personnel test to task: inapplicable for whites and blacks.

Schafer, Walter E. and Carol Olexa.

Schmidt, Fred H.
Short essays - the border, the Indians; complete statistical tables of many representative counties in the Southwest, with total employed, and minority breakdown. Each county then is represented in 1) a chart by industry, e.g. chemicals/allied products; contract construction; educational services; transportation, etc., showing total minority participation; 2) illustration of the Mexican-American portion of this minority group.

Sheppard, Harold L. and A. Harvey Belitsky.
The study covered 530 unemployed people, blue and white collar, in the Erie, Pennsylvania area.

Sheppard, Harold L. and Herbert E. Striner.
A brief but complete look at the social background, with some case histories. A section on jobs. Understandable statistics.

Somers, Gerald G., ed.
Especially Kirk R. Petshek (Univ. of Minnesota): Barriers to employability of Negroes in white-collar jobs. pp. 105-111.
Phyllis A. Wallace: Discrimination: a barrier to effective manpower utilization, pp. 120-126.

The Spanish speaking people of the United States: a new era.
A publication of the Cabinet Committee on Opportunities for Spanish Speaking people. (Formerly Interagency Committee on Mexican American Affairs.) Washington, D. C., 1970. 24 p. photos.

Stretch, John J.

A Symposium: minorities and employment.
Includes:
"The Civil Rights Movement and Employment", by Robert B. McKersie
"Changing Patterns of Negro Employment", by Allen Kifer
"Employment Problems of the Mexican-American", by Paul Bullock
Taylor, Benjamin J. and Dennis J. O'Connor.

Tenopyr, Mary L.
Deductions from two research projects on whites, blacks, and Spanish-Americans. The writer concluded that blacks might be behind the eight-ball on interviews if verbal tests were dropped for 'culture-fair' ones. In adjudicating the results of training, both blacks and whites could fairly be scored on space visualization, numerical, and verbal comprehension tests.

Therow, Lester C.

Thomas, Charles W.

Tucker, Sterling.
Beginning with the activities of the civil rights movement (including CORE and SNCC), the book continues with a discussion of what is and isn't black violence, the effect of the law as the black contacts it, what is both negotiable and not workable about separatism, techniques of altering the status quo, social problems and contemporary Negroes, and the necessity of planning and co-operating to attain needed change.

U. S. Civil Service Commission.

U. S. Congress. Senate.
Includes, pp. 301-303, tables showing statistical notations for salaries of total employees and on Los Angeles ethnic distribution of county employees by salary schedule, December, 1968.
- Earnings for about 72 stepped salary ranges.
Federal agencies with primary civil rights responsibilities — a report summarizing the primary responsibilities of the U. S. Dept. of Labor and other Federal Agencies and organizations with specific duties under the Civil Rights Act of 1964.


U. S. Dept. of Labor. Manpower Administration.

U. S. Dept. of Labor. Manpower Administration.

U. S. Dept. of Labor.
Excellent sourcebook showing dramatic comparisons between blacks and whites, with well-drawn charts on such topics as incomes, employment, unemployment, and military service.

"U. S. Steel charges government 'demanded' racial job quotas."


"The chairman of the United States Steel Corporation accused the Justice Department today of demanding last week that the company allocate 50 per cent of all office and clerical jobs at its plant in Fairfield, Ala., to blacks hired during the next five years."

Van Den Berghe, Pierre.

Vander Zanden, James W.
Part II takes up prejudice and discrimination.

Wachtel, Dawn.
Although an older compilation, the review of the literature is comprehensive from the '50's and through the mid '60's. The process of the interview and the usual ensuing testing is given on pages 31-33.

Waddell, Jack O. and Watson, O. Michael, editors


States the position of the state of Washington's Negroes regarding employment (p. 35); the Indians (p. 36); Spanish surnamed (p. 36), and examines them with reference to facts regarding their lives and educational opportunities which have a bearing on their employment. Also covered are unemployment problems relating to bias of employers, various handicaps of employees relating to such origins as racial, physical, or veteran status. (to p. 44.)

Waters, E. W.


Watley, Donivan J.


The Merit Test scores are applied to statistical breakdowns on black and nonblack students in their later college careers.

What Negro leaders want now.


Whitney Young, Jr., Roy Innis, Roy Wilkins, John A. Morsell (deputy director of the NAACP), Floyd McKissick, Dr. Thomas W. Matthew, and others, give their opinions as to what American blacks need and want. Rev. Ralph Abernathy, president of SCLC, believes that the war in Vietnam should be halted, the power of the industrial-military complex should be restrained, the draft should be ended, military expenditures cut, and the war-tax surcharge begun under Johnson should be applied domestically. Abernathy feels that rather than striving for the concept of black capitalism, which enriches already well-off Negroes, financial resources and structures should be spread in such a way as to benefit the entire black community.

Williams, Lawrence K., William F. Whyte, and Charles S. Green.


Winkler, R. C., and T. W. Mathews.


Zito, Robert J., and J. I. Bardon.

II - Tests and Testing; Interviewing

Albright, Lewis E., J. R. Glennon, and Wallace J. Smith.
A somewhat out of date yet adequate book which does not truly delve into minorities, discrimination in testing, or cognitive dissonance due to differing backgrounds in the testor and the testee. Features such as what types of things can tests measure, statistical tools used, and explanations of some of the many kinds of tests used on jobs, are given good description. These include items such as mechanical ability, mental ability, interest, and personality inventories.

American Psychologist, Special Issue:

American Psychological Association.

Anastasi, Anne.
This analysis of existing tests aids the reader in being able to make his own evaluation of the results which they render. The last section takes up a number of ancillary background facts related to what testing is used for by society, how do personality and intelligence impinge, new insights into the giving of tests, and so on.

Anastasi, Anne.

Barclay, James Ralph.

Barrett, Richard S.
Because everyone concerned wants blacks to have a fair shake, it is not thought practical to have a double standard policy. Rather, for people who may need it, test-taking lessons and warm-up tests can be used, as well as using preliminary interview procedures with them. Also, the people who interview the candidates can be cued into delving beyond mere test results and finding out quality on the basis of other things than mere cut and dried answers to specific questions.

Bartlett, C. J., and B. S. O'Leary.
A differential prediction model to moderate the effects of heterogenous groups in personnel selection and classification. Personnel Psychology,

Examines the interactive effects of variables such as race, color, sex, nationality, or religion on the relationship between predictor and criterion of heterogeneous groups. Because the combination of heterogeneous groups can reduce accuracy of prediction, a separate validation on all possible groups, rather than validation on one large heterogeneous group, is suggested to improve predictor utility.

Bayroff, Abram G., and Edmund F. Fuchs.


Includes, among other chapter headings:
- Identification of Interchangeable tests; Development of the Armed Services Vocational Aptitude Battery (ASVAB); Differences in screening and classification; Systems of the Services; Test Standardization; Intercorrelations of ASVAB tests.

Bemis, S. E.


Bevans, M. J.

To test or not to test. *Administrative Management*, vol. 30, May, 1969, pp. 26-.

Testing used as procedure in personnel selection is examined pro and con.

Biloon, Sandra and Clyde D. McKee, Jr.


Funds were supplied by the Connecticut Research Commission for the project.

This seems to be a very well done handbook for employers on the utilization of the entry level worker. An informative section on Testing, giving not only the Connecticut picture, but a brief legal history, nationally, is on pages 34-37.

"The examination system is the part of the selection process receiving the most scrutiny because it can be such a formidable barrier to minority group members... The trend is now toward less reliance on written tests and more use of alternate selection devices, such as oral assessments, oral direction tests, work samples, and personal inventories."

Blumlnfeld, W. S.


Bradburn, Norman M.


Discusses the five principal obstacles for the selection of questions to be used in the testing of social psychological variables. Stresses that the experts cannot decide on either what variables are relevant to testing or their relative importance.

Buros, Oscar K., ed.

Calia, V. F.
Several factors about the worker's feeling about his work, including how testing scores are used by workers to evaluate themselves.

Campbell, J.

Carron, T. J.

Chapman, James Crosby.

Clarke, Kenneth E.

Cleary, Anne T.

Cole, Michael, and Jerome S. Bremer.
The problem with testing minority groups and classes different from upper middle class whites seems to reside more with the tester's viewpoint and apparatus than with the testees themselves. The efficacy of the power of the person being tested in his own cultural ethos is of some significance - his coping power - and this should be added into the summarization of any one individual being tested.

Cronbach, Lee Joseph.

Cronbach, Lee Joseph and G. C. Gleser.
Cundick, Bert P.  
Wechsler Preschool and Primary Scale of Intelligence, WISC, Peabody Picture Vocabulary Test, and Harris-Goodenough Draw-a-man.

Cunniff, John.  
Rather than merely accept at face value completely a test score, personnel officers are being led to put more emphasis on direct interviews. It was felt that possibly minority group applicants might misconstrue the questions, geared as they were to the white middle class. Recommendations include placing more value in people, not tests, and that some employers seem to be excluding potentially useful, creative employees by putting the standards too high on test scorings. Suggestions to remedy this include using other criteria than tests to hire by; checking out the supply of work force personnel from minority groups more carefully; and working with training programs' fledgling employees to look at them, and evaluate their potential more coolly.

Curtis, Ervin W. and Edward F. Alf.  
Another warning that validity coefficients cannot be accepted as measures of practical significance. The article evaluates this practice through statistical tests by exploring the functional relationship between each index of predictive efficiency and each of three measures of practical significance.

Dangers in psychological testing.  


Detroit Commission on Community Relations.  
Tables show white and nonwhite scores on tests.

Dhingra, O. P. and others.  

Dicks, Robert H.  
Public hiring seems to mean public testing automatically, according to the author. Problems of cultural bias, and the inapplicability of certain tests for some jobs are taken up. Also, a special remedial tutorial set-up in Syracuse to ready applicants is mentioned.
Donnay, L.
This conference paper discusses the significance which aptitude and psychological tests may have in the hiring procedure, and what the psychologist's role is, and how tests are classified.

Doppelt, Jerome E., and George K. Bennett.

Droege, R. C.

Droege, R. C., and S. E. Bemis.

Dubin, Jerry A.

Dugan, R. D.

Dunnette, Marvin D.

Dvorak, Beatrice J., Robert C. Droege, and Joseph Seiler.

Egan, D.

Elsasser, Glen.
In a unanimous decision written by Chief Justice Warren Burger, the Supreme Court extended and clarified Title VII of the 1964 Civil Rights Act. The court placed the burden of proof of necessity of any given requirement on the employer, and stated that the effect of any requirement, and not the intent (or lack thereof) to discriminate is what constitutes a violation of the law. "The court made it clear, however, that it was not saying that unqualified persons must be hired, or that testing is inherently bad...A government lawyer summed up the ruling this way: "Companies still have the right to be the biggest bastards in hiring as long as they don't discriminate."
Einhorn, Hillel T. and Alan R. Bass.
Methodological considerations relevant to discrimination in employment testing. Chicago, University of Chicago, 1970. 9p. figures.


Ferron, O.

Fincher, Cameron.
The article draws the concepts of Title VII's ameliorations up against the practicality of contemporary employment techniques. Author sees it as both a good and bad ruling, one which must be handled sensitively by the director of personnel hiring.

French, Wendell L.

Fowler, W. L.

Ghiselli, E. E.

Ghiselli, E. E.

Ghiselli, Edwin Ernest.

Gillmer, Richard S.

Gordon, Jesse E.
Goslin, David A.

Guion, Robert M.

Guidance Testing Associates.
Catalog of English and Spanish tests, usually of parallel content.

Hagglund, George and Duane Thompson, eds.
Psychological testing and industrial relations. Iowa City, Iowa, University of Iowa, Center for Labor and Management, November, 1969, viii + 48 p.

Hartley, J.

Hays, W. L.

Herzog, Elizabeth.

Hinrichs, J. R.

Hoepfner, Ralph.
A discussion of the "MEAN" evaluation procedure, which reflects Measurement Validity, Examinee Appropriateness, Administrative Usability, and Normed Technical Excellence. Factor analysis of ratings revealed that Usability, Norm Quality, Focus, and Psychometric quality are four consistent dimensions upon which tests vary.

Hoffman, Banesh.

H-anson, J. E. and G. Calden.
Negro-white differences on the MMPI. Journal of Clinical Psychology, 1960,
Hughes, Robert B. and Ken Lessler.  
A comparison of the Wechsler Intelligence Scale for Children and the Peabody Picture Vocabulary Test Scores of Negro and white rural school children.  

Iowa Institute focuses on personnel testing.  

Jensen, Arthur R.  
Reducing the heredity-environment uncertainty: a reply.  Sequel to Jensen's controversial article, "How much can we boost IQ and scholastic achievement?"  

Jorgensen, Gary Q., et al.  

Joseph, J. S.  

Karpinos, Bernard D.  

Kempton, M.  
Sheet Metal Workers test case. Negroes made the grade after briefings, suggesting that the tests merely show who knows how to beat a test, not do a job.

Kerpelman, Larry C.  

Kifner, John.  
"Intelligence test to counter 'white-oriented' quiz is devised for Negroes."  
Arthur Dove, a Negro sociologist, has developed this test which shows one's familiarity with the culture of the Negro lower-class iconography, in order to show that standard tests cannot really test Negroes as the tests are oriented to other sociological mores.  
This test, which has been rather widely xeroxed and reprinted in various places, shows people who have grown up outside of 'soul' culture just what it is like to be truly disadvantaged on a test. Not only are the nicknames for the various processes utilized in it uniquely indigenous to the black culture,
but unique also is the very way of regarding things: and these things are brought out in the analogies used.

The test is cleverly designed to illustrate that practically every Negro who takes a test is really at least at two removes from the cultural and intellectual threshold being tested: lingo and orientation. Two other factors which could be added to the list of veils which unnecessarily complicate tests for Negroes are linguistic facility, and construction written in 'educated' English in itself. These problems exist because the black race relies rather more on 'body English' and movement and facial and bodily expression to make points, than do non-soul cultures.

Virtually every white person who takes the test will automatically flunk, or at least do rather badly, since the intellectual frame of reference and the cultural shock, amongst other things, is simply overwhelmingly stacked against him. Hence the things a white person is traditionally educated to be loquacious about simply do not come up on the test, and he cannot cut it.

The test covers subjects ranging from jazz, Negro heroes, and chitlings, to soul idioms and expressions which come second nature to the average black, yet which cause white people who take the test to be flabbergasted at their own apparent 'inadequacy.' The test itself—with answers—is reprinted in the article.

"Mr. Dove drew up the test in 1965 when, as an employee of the California Fair Employment Practices Commission, he served on part of a technical advisory committee on testing..." "People were failing employment and intelligence tests...not because they were stupid, but because the test was geared to middle-class white society."

The author now is a program analyst with the Federal Bureau of the Budget.

Kirkpatrick, James J. et al.


Klein, Freda and Verdun Trione.


Kirkwood, John H.


This is of interest more for the approach than for the content.

Kovarsky, Irving and William Albrecht.


Chapter 7: Ability and Personality Tests, pp. 85-98.

One of the best short histories of all the important court cases on employee testing and selection.

"... a satisfactory score on a test is only one indicator of minimal ability. Personnel managers know, or should know, that exclusive reliance on one method of selection increases the probability of placement error and
that black scores will be low."

Kovarsky, Irving.
The author maintains that many tests of ability and personality are discriminatory in their nature. He proposes three alternatives for court use in determining discrimination in employment. He stresses the need to shift the burden of proof of fairness of a test to the employer rather than having the complainant prove employer discrimination in court.

Krug, Robert E.


Lopez, Felix M.

Lovell, V. R.

Lyman, Howard B.

Marshall, Patricia.

Maslow, A. P.

Mayfield, H.

Mays, Wolfe

McKee, D. T.

Laughlin, K. F.
Metzler, J. H.

Metzler, John H., and ElDean V. Kohrs.

Miller, Arthur R.

Morris, S.
Personnel testing minimizes guesswork. Administrative Management, October 1966, p. 68.

Motto, Joseph J.

National Association of Manufacturers.
On pages 41 to 56 are laid out guideposts regarding employment testing.

Nelson, Paul D.

Record of the regional hearings on apprenticeship standards, affirmative action, testing: Special section on employment testing. Albany, New York, Division of Human Rights, 1969. 337 p. (Looseleaf, mimeo.)

Ogilvie, J. and L. R. Brunig.
To cohere with rules set up by Equal Employment Opportunity Act, and yet not to be expensive.

Oliva, Max.
Pelosi, John William.


Preparing for the Federal Service Entrance Examination.

Prien, Erich P.

Psychological testing perils: seniority, negotiators warned.

Raubenheimer, I. van W.

The relation of literacy tests to voting in the north and west.
"For Negroes who had a ninth grade education or more, 69% were registered in States with literacy tests and 75% in those without these tests. The representation for white persons was: 78% in States with literacy tests; and 81% in those without literacy tests."

Riess, B. F., E. K. Schwartz, and Alice Cottingham.

Rosen, Doris B.
Employee selection practices used in three local government units, with special emphasis on tests and their likely impact on the employment of black personnel. Publication unknown.

Rosenbaum, B. L.  

The Flanagan Tests of General Ability were given to several classes, K-5, and later the teachers were 'informed' by the testors that a certain five (picked at random by the experimentors) were the top ones in their class. The article seems to support, in reverse, the old saying, "treat a person like he were a monster, and he will become one." Four months later, each class was re-tested and, in fact, the five did score the highest. One can conclude that on the basis of the teacher's treatment of them, the students received a more positive self-image, thus strove harder, thrived under the more conducive tutelage from the proud teacher, and consequently actually did better. Thus, even though the students had a fake halo planted on them by the test administrators, they improved because someone believed in them and taught them supportively.

Rubin-Rabson, Grace.  

Ruda, Edward S.  

Ruda, E. and L. E. Albright.  
Report on a study of the Wonderlic Personnel Test and a weighted application form which are currently used to predict turnover and job performance for all employees, but separately for white and Negro subgroups. The conclusion of the experimentors is that the Wonderlic test is being used incorrectly for whites and irrelevantly for Negroes.

Rundquist, Edward A.  

Salvendy, Gavriel, and others.  
Scheiber, B.

Schaefer, Earl S.

Schever, William.

Schorling, R., J. R. Clark, and M. A. Potter.

Schuh, A. A.

Schultz, R. S.

Science Research Associates.

Shealy, Floyd Milton.

Shuey, Audrey Mary.
This book has created a controversy, as has Arthur Jensen's writings, since the author concludes that there seems to be a genetic basis for intelligence differentials between Negroes and whites.

Smith, S.

Sparks, Charles P.

Stablein, J. E., D. S. Willey, and C. W. Thomson.
Stricter standards for personnel tests.  
**Business Week,** March 20, 1971, p. 34.

Tales and truths about psychological testing: a business management interview with King Whitney, Jr.  
**Business Management,** vol. 22, no. 6, September, 1962, pp. 49-92.

Taylor, Vernon R.  

Thumin, Fred J.  

Thumin, Fred J.  

To test or not to test.  

U. S. Civil Service Commission.  

U. S. Civil Service Commission.  


U. S. Dept. of Labor. Manpower Administration.  
By Jesse E. Gordon, Testing, counseling, and supportive services, pp. 61-116. Topics covered, amongst many others:  
Tests used (such as Wechsler, Adult Intelligence Scale, General Aptitude Test Battery; AA Testa Comprehension, Mechanical, etc.). 
Trainee response; client preparation; use of tests and results; test-retest uses; test findings; test validity; clinical assessment; homemade tests (Work-Experience Ratings); How to take tests for jobs; Evaluation of 3 & D experience; counseling, individual counseling, interventionism.
U. S. Dept. of Labor. Manpower Administration.
Contains a clear and concise sociological background to each major minority group, with a few pertinent statistics. There is a section on testing, pp. 55-57, which discusses the problems which arise in testing minorities' abilities. They lack literacy skills, conventional expressability, are anxious, and they cannot comprehend the highly verbally-oriented test. "The Nonreading Test of Aptitude G (General Ability) and the newly-developed Nonreading Aptitude Test Battery were developed to provide more meaningful measures of the abilities of such applicants."

U. S. Dept. of Labor Wage and Hour and Public Contracts Division.

U. S. Employment Service.


Vincent, Norman L.

Vitola, Bart M.

Wallace, Phyllis, Beverly Kissinger, and Betty Reynolds.


Wiener, S.


Wonderlic, E. F.
A cooperative research study of minimum occupational scores for the Wonder-

Wonderlic, E. F.

Wright, E. N.

Yeager, Joseph C.
"A return to basics of pre-employment test validation."

Young, Richard A.
Chapter 6: - Employment testing, pp. 87-97.

Interviewing


Black, James M.

Campbell, David P.

Delahanty, David.

Fleiss, Joseph L.

Freeman, Don M.

In table form, subjects on interviews such as religion, birthplace, national origin or ancestry, and relatives are taken up with lawful and unlawful approaches and questions which may be asked about these factors.


Lewis, John E.

Magee, Richard H.

Testing and Interviewing the Disadvantaged; Discrimination in Testing.

Marcus, Edward E.

Oliva, Max.

Pickens, William, III.

Pyron, H. C.

Webster, Edward C.
Decision making in the employment interview. Montreal, Canada, McGill University, Industrial Relations Center, 1964.
III — Discrimination in Testing

Anastasi, Anne.

Barclay, James R.

Barrett, Richard S.


Carlson, Elliot.
Scoring the tests: measurements of IQ draw mounting fire from minority groups: blacks claim questions are keyed to the middle class: some schools limit use. Wall Street Journal, vol. 173, June 12, 1969, p. 1+.

Cleary, Anne T.

Cleary, Anne T. and T. L. Hilton.

Coupland, D. E.

An overview of what aptitude tests are comprised of, how they can be discriminatory, and basic approaches to creation of non-discriminatory tests.

Cowen, Robert C.

"Those widely respected IQ ratings used to separate the smart from the dumb may be cheats...When it comes to children with other backgrounds, IQ (intelligence quotient) ratings reflect social-economic and ethnic background — not inherent ability to think...Jermor Kagan of Harvard University...pointed out that to ask a Mexican-American child in what way a piano and violin are similar is quite different from asking the same question about a tortilla and a frijole..."

Erras, Robert O.
Fair Employment Practice Commission guide to unlawful pre-employment

Delaney, Paul.
A class action suit filed by 8 black Federal workers at the Chicago regional office of the Dept. of Housing and Urban Development, who claimed that a key Federal Service Entrance exam, given perennially since 1883 by a law that established the Civil Service Commission and stipulated comparison-ranked tests given to the public at large, was "culturally and racially discriminatory". They asked for a ban of the test, which had already been criticized by the Equal Employment Opportunity Commission. As an example of the problems which the tests had brought about, the plaintiffs cited the situation of those who took them in 1969, that of these there was an unstated but definite lower percentage proportionately of minority members who passed. The suit also claimed that blacks in general had gotten the lowest job grade levels, in contrast to whites, who in general got upper level jobs. The suit contended that because of their background, upbringing, sociology, and education, the tests tripped up blacks, who are handicapped in discerning between subtle differences in word meaning and English usage, interpreting language arts questions more closely related to white American culture, and answering quantitative questions placed in the descriptive setting as in the Federal entrance examination." Because of the construction of the tests and their general intellectual orientation and format of phrasing and pointing of questions, the group contended that many other desirable characteristics and skills were glossed over by the tests, especially in the light of what was required by the demands of the job on the various grade levels.

Dicks, Robert H.
Of interest is part II, Intelligence, race and cultural bias.
"For example, in the Atlanta Civil Service Region (1964), out of 2499 examinees in predominantly black colleges taking the Federal Service Entrance Examinations, only 86, or 3.5% passed, whereas the passing rate for all examinees in that region was 25%." (p. 8)

Doppelt, Jerome E., and George K. Bennet.
The article criticizes the criticisms of current test methods and stresses that "discrimination is a social ailment... discrimination against disadvantaged groups will not be resolved by improved psychometrics alone."

Eells, K.
Exam questions ruled faulty.


Black police officers who were taking a test for promotion purposes felt discriminated against due to its emphasis on grammar, which had little to do with their job and which militated against their success due to their education.

Fandell, Todd E.

Foster, P. B.

French, Robert L.

Gordon, J. E.

Griner charges Uncle Sam ravaging employe rights.

*Labor*, October 1, 1966, p. 3.

Guion, Robert M.

Accidental discrimination can occur variously; writer cites places it can happen. The need for research on what constitutes good test grades and what makes actual excellence on the job, is stressed.

Hiring tests wait for the score: Myart vs. Motorola.


Hunt, J. McVicker.

"Intelligence tests measure learned performance not innate capacity."

Jensen, Ollie A.

Job bias and the 'invisible minority'.


The writer relates the typical things that can happen to militate negatively on the disadvantaged groups, and the parade of events that make up either placement or continued unemployment.

Kovarsky, Irving.
Apprentice training programs and racial discrimination. *Iowa City, Iowa, The University of Iowa, Bureau of Labor and Management, 1965.*
At this time, Negroes still could not get into many trades or unions. State action and legal changes and the 14th amendment are discussed.

Krug, Robert E.

Leibowitz, Arnold H.

Manpower Report of the President, including a report on manpower requirements, resources, utilization, and training. *U. S. Dept. of Labor, transmitted to Congress, April, 1968.*
*Barriers to employment, pp. 86-94.*

Morrison, Donald R.
Written tests and the charge of cultural bias—implications for civil service agencies. *Local Government Personnel Association of the Washington-Baltimore area publication no. 3. Virginia, County of Fairfax, Personnel Division, no date, 15 p.*
Test by test the writer takes the question of fairness to minorities on the criterion of whether each could be biased for those with different backgrounds. He sets up some ideas about tests which by-pass cultural bias.

Peddicord, Thomas Lee.

Pocock, P.
Immigrants— to test or not to test. *Personnel Management, November, 1969, p. 5.*

Psychological tests in jobs criticized as invalid, unfair. *AFL-CIO News, April 20, 1968, p. 5.*

Race Relations Reporter.
In the matter of Leon Myart and Motorola, Inc. *Vanderbilt University School Law, Winter issue, 1964, pp. 1911-1921.*
Svetlik, B.

Taylor, Benjamin J. and Dennis J. O'Connor.
Indian manpower resources in the southwest: a pilot study. Tempe, Arizona, Arizona State University, College of Business Administration, 1969. 373 p. tables.
This clearly written and exceptionally balanced work deals with the sociology, income problems, education, and employment record situations pertinent to the general topic of Indian manpower. The Fort Apache Reservation and the San Carlos Reservation are highlighted. An immense number of short, easily-read tables back up the interviewers' questions on a wide span of relevant questions with statements from the respondents.

"The first question on the Indian Manpower Resource Study questionnaire asks the respondent about his usual activity during the year prior to the survey. This question attempts to ascertain the level of employment, labor force participation, and unemployment on the basis of the respondent's recollection of his usual activity over a one-year span. Bias can enter into the response to this question due to the interpretation of the question... Another example of difference in interpretation arises from the meaning of looking for work most of the year..."

Thomas, Charles W.
2nd section, Chapter 2:
The misuse of a so-called psychological examination for the selection of jurors, by Charles D. and Rita M. Boags. Pp. 48-64.
Delineates investigations first looked into by virtue of the fact that few blacks served on California juries, but also goes into the problem of the mechanisms and administration of the tests used to select jurors. The authors contend that minorities and the poor are discriminated against.

Thompson, Helen.

Travaglio, Ray F.
Some black testees do come off badly due to a projection of a weak self-image. Then, too, interviewers seem to reward those with 'test intelligence' — i.e., savoir faire about where the interview and its format is going, and how to capitalize on this. The sex and race of the test administrator can affect the testee, too; black test administrators have a more deleterious effect than any, for all applicants, and female whites create the least damaging psychological overhang effect of all.
Section by Joseph Seiler:

"Volunteers Rejected for Military Service —

NCCY recruited volunteer military rejectees through cooperative arrangements with Armed Forces recruiting stations. Eligible youth were those (usually school dropouts) who failed either the Armed Forces Enlistment Screening Test (EST) on the Armed Forces Qualification Test (AFQT). Generally, success on the EST is followed by success on the AFQT, the final screening device. The majority of youth in the project had failed the EST, an instrument for assessing vocabulary, mathematics, abstract reasoning, and tool recognition."
IV - Remedial Action and Equal Employment Opportunities

AEC panel bars use of unproved job tests.


American Management Association.

Aptitude testing, training, and employee development, with a section on the employment of minority groups. New York, American Management Association, 1949. 23 p.


Anastasi, Anne.


Anderson, Betty R. and Martha P. Rogers, eds.


One of the best of the recent short works on the subject, with a complete bibliography and numerous cites.

Arnstein, Sherry.


Aronson, Albert H.


Ash, Philip.


A fourteen-state study concluded that caution should be used with stiff lines of demarcation when applying test scores, but that more problems arose with test applications than with tests themselves.

Ash, Philip.


Psychologists' roles in handling tests are taken up, as is the Tower amendment to Title VII, plus a history of legislation and various implications of the new law.
Barrett, Richard S.  
The author describes a host of methods for dealing with minority group employees in the personnel selection process, since mere test improvement is only part of the story. Many managers in various fields should find this to be valuable.

Bartlett, C. J. and Brian S. O'Leary.  
Author urges tests for measuring potential, not necessarily present level. Multiple tests are needed for various minorities.

Bayroff, A. G.  
Also: F. M. Lopez and R. D. Dugan, current problems in test performance of job applicants; and R. E. Krug, Some suggested approaches for test development and measurement.

Benjamin, Hazel C., compiler.  
Employment testing and Title VII: Selected References no. 141. Princeton, New Jersey, Princeton University, Industrial Relations Section, 1968. 4 p.  
A short but comprehensive bibliography with excellent annotations.

Bennett, George K.  
This article is a warning to test users of the difficulty of producing validity studies which will affect selection policy in industry. It examines the factors influencing correlation coefficients and test criteria.

Bias in jobs - tighter rules in sight.  

Biddle, R. E. and L. M. Jacobs.  
Under what circumstances can a unionized company use testing for promotion? *Personnel Psychology*, vol. 21, no. 2, 1968, pp. 149-177.

Black, J. M.  
The option of a company to use tests to evaluate a candidate's potential for a more difficult job, or to ascertain entrance level appropriate for him, is traced.
Breakthrough in testing job potential of disadvantaged. 


Bureau of National Affairs. 


Campbell, Joel. 

Cattell, R. B. 
A culture free intelligence test, I. *Journal of Educational Psychology*, vol. 31, March, 1940, pp. 161-179.

Civil rights — educational and testing requirements — employment tests not to be given controlling force unless they are demonstrably a reasonable measure of job performance. (Griggs v. Duke Power Co., 401 U. S. 424, 1971.) 

Civil Rights Commission. 


Part II: Job assignments, every occupation is listed, and statistics on 345 different jobs held by minorities in Connecticut out of 1,856 possible occupational breakdowns. The Psychiatric Aide II group, mostly female blacks, had the biggest single cluster of employed: 144 individuals.
on Human Rights and Opportunities, April, 1970.


The 58 agencies covered—30 departments and 28 institutions—were asked to reply to a questionnaire of about 11 items; a selected number of these responses are given. New Careers are touched on briefly in a part dealing with the Connecticut State Welfare Dept.: "No formal screening tests will be required of enrollees for the entry positions."

The reports included, for example, Univ. of Connecticut, Labor Dept., State Welfare Dept., Personnel Dept., Commission on Human Rights.

Cooper, G. and R. B. Sobol.

Court forbids job tests that screen out Negroes; rules 8 to 0, that 1964 rights law bars examinations that do not relate to qualifications to perform work.


Culhane, Margaret M.

Deutsch, Martin, J. Fishman, L. Kogan, R. North, and M. Whiteman.

Critical Issues in Testing Minority Groups:
I. Reliability of Differentiation.
II. Predictive Validity; includes "Culture Fair" and "Unfair"—in the Test and in Society.
III. The Validity of Test Interpretation.


Contents: I. Permissible standards for hiring, firing and promotion. II. Sex discrimination. III. Procedure under Title VII-IV. The Executive Order Program. Appendix: Title VII and Executive Order 11246.

Dugan, Robert D.

Dvorak, Beatrice J.

Dvorak, Beatrice J.
Enneis, William H.

"Designed to assist employers to conform with Title VII of the Civil Rights Act of 1964."

Ertl, John.
Inventor of the evoked potential method of testing "neural efficiency" (which tests the electrical activity of the brain) compares it to current IQ testing.

"Indicates that selection tests used by Federal contractors must be appropriately validated."

Fair employment practices; equal good employment practices: guidelines for testing and selecting minority job applicants.

Fishman, J. et al.

Fincher, Cameron.

For them a second language means a first job.

Fraser, C. Gerald.
"Linguistics experts, teachers and college students yesterday discussed the issues surrounding the use of black English, and they agreed they don't be solvin' the problem."
The session was entitled "Black English: myth or reality."

Freeberg, N. E.
Garfinkel, Herbert and Michael D. Cahn.

GATB: a progress report on improving the validity of general aptitude testing.

Gordon, Jesse E.

Green, James S.

Guidelines on employment testing procedures.

Hampton, Robert E.

Harris, Chester R, and Reinald C. Heise.
Tasks, not traits - the key to better performance. *Personnel*, vol. 41 (3), 1964, pp. 60-64.

Holton bans race bias in Virginia jobs.
Virginia's new Republican governor, Linwood Holton's first official act was an order banning racial discrimination in state employment.

IAM leaders schooled to fight unfair tests.
*Machinist*, vol. 23, October 24, 1968, p. 5.

Iowa Institute explores use of job tests.

See also:

Irvine, Sidney H.
Itkin, W.  

Job testing and the disadvantaged: APA task force on employment testing of minority groups.  

Kandel, Myron.  

Ketcham, Warren A.  

Ketcham, Warren A.  

Kheel, Theodore W.  
The author, in conjunction with Dr. Jacob Seidenberg in the case studies, presents a full spectrum of information about manpower personnel composition. Legislation on the state, local, and federal levels are given, and the history of eleven national companies' experience with equal employment opportunities is traced. It was found by the writer that the companies who adopted a special, head-on policy in regard to integrated employment achieved the greatest measure of social equity the soonest.

This is one of the few books entirely on the topic. It covers five studies on tests for selection purposes, from the ethnic viewpoint. It was found that what worked for one minority group was not necessarily transferrable to another. Training apparently worked positively for all the various groups; nonverbal tests are not always helpful in making prognostications about job success; and that untried tests need to be checked out individually on each minority group for its possible negotiability. The book is "A revision of the authors' Differential selection among applicants from different socioeconomic or ethnic backgrounds, issued in
1967 as the report of a project financed by a grant from The Ford Foundation to New York University."

Kovarsky, Irving

Krislov, Samuel
The Negro in federal employment; the quest for equal opportunity. Minneapolis, Minn., Univ. of Minnesota Press, 1967.

Krock, Arthur

Krug, Robert E.

Krug, Robert E.

Lambert, Nadine M.

Lennon, R. T.

Liggett, Malcolm H.
The efficacy of state fair employment practices commissions: attempts to show that state fair employment practices (FEP) commissions have made a difference in the occupational standing of Negro men relative to all other men. Industrial and Labor Relations Review, vol. 22, July, 1969, pp. 559-567.
This article stresses relative social position especially as exemplified by "market segregation" rather than income comparison.

Lockwood, Howard C.
Critical problems in achieving equal employment opportunity. Personnel Psychology, Spring, 1966, pp. 3-10.
Lockwood, Howard C.
Reviews the Motorola case and Title VII of the Civil Rights Act of 1964, which drew attention to the difficulty of testing minority group members. Discusses nine proposed actions toward solution of the problem.

Luthans, Fred.

MacArthur, R. S., and W. B. Elley.


Marshall, Patricia.
To help test those without reading ability, the U. S. Training and Employment Service (USTES) of the Manpower Administration, has introduced the Nonreading Aptitude Test Battery (NATB), the questions for which are read out by the administrator, cites the U. S. Supreme Court decision on Griggs vs. Duke Power Co., in which the Court ruled that the interest and mechanical aptitude tests not only would have barred the lower half of the country's high school graduates, but failed to measure the candidate's inherent ability to learn to do a specific job or to fulfill ultimately the requirements of a certain job category. The author traces the history of adult tests since the 30's, and especially since 1963.
The NATB contains, amongst other features, sections on money involving coin matching and coin series tests, a 42-question picture word matching test, and an oral vocabulary part with 45 pairs of words to test verbal, numerical, and intelligence.

Marshall, Ray.

Mayfield, H.

McLain, G. A.

McMurrin, Sterling M., ed.
In section Seven Strategies for Success is 'Eliminating Tests', pp. 67-69.
Miller, Brian P.
A study was made to see if subjects who had lower nonverbal abilities than usual could benefit from basic education. The groups - Chippewa Indians and whites - were schooled for three months with weekly counseling. Both groups improved on the Revised Beta Examination, and it could not be ascertained if one group improved more because of native ability or due to effects of training.

Miller, M. L.

Miller, Richard B.
The work includes listings of various Urban League offices and higher institutions for minority groups. The outreach employment techniques include the overhaul of promotion services, careful examination of hiring procedures, more thorough-going recruitment measures, and inquiry into present working conditions.

Mitchell, M. D., L. E. Albright, and F. D. McMurray.

National Civil Service League.
See, especially, Chapter 5, Improvement in Selection Procedures (pp. 19-27).
Chapter 3, Revision of Entrance Requirements (pp. 11-14).
Section 2 - Case Studies. The one on "Seattle's Job Trainee Program" is especially relevant.

National Civil Service League.

Neucomb, M. R.
Problems, research, and recommendations in the employment testing of minority group applicants. Ann Arbor, Michigan, Univ. of Michigan-Wayne State University, Institute of Labor and Industrial Relations, 1966. 29 p.

New tests encourage industry to train the hardcore unemployed.
Nicholas, Phoebe.

Noll, V. H.

Norgren, Paul H. and Samuel E. Hill.


The Scholastic Aptitude Test places Negroes and other minorities in a bad position.

O'Neil, Robert M.

Palomo, Jean M.

Pearson, David W.

Peskin, Dean B.

Powers, N. Thompson.


One quote is:
"Requirements of formal education and experience need to be reassessed and in some cases eliminated. For positions where basic literacy is not pertinent, tests of oral directions, nonverbal tests and structured interviews will be more appropriate than written tests." – from a letter to State Personnel Directors from the Director, Office of State Merit Systems, Department of Health, Education, and Welfare.

Minority groups and merit system practice. Chicago, Illinois, Public
Regarding the City of Berkeley's employment practices. Information about Negro firemen, who usually pass the physical agility test, and flunk the written.
There is a good bibliography, pp. 29 to 43, by Barbara J. Hudson.


Rosen, Doris B.


Ross, Arthur M. and Herbert Hill.

Ruling on bias in testing practices.

Rusmore, Jay T.

Schnedler, Jack.
"Integrating a work force isn't as easy as most companies think, according to William Karp....Most tests now being used were designed for the white man's world..."

Schwarz, Art.

Seiler, Joseph.
It has been evident since about 1963 that people from disadvantaged groups score badly on employment and recruiting tests, not necessarily
because they lack native ability but because they have had little formal education and test-taking expertise. Though some compensatory advances with culture-fair, culture-free, nonlanguage oriented tests have been developed to offset this factor, the fact remains that some tests—such as the Army entry test—have remained standardized, thus penalizing the uneducated, the minority citizen, and the drop-out. For this group, one of the most crucial areas in successful test-taking is language, and thus far it seems to be harder to compensate for than either the applicant's fear of test-taking, or his maladroitness with test procedures themselves.

The various remedial programs by the U. S. Dept. of Labor—called the E & D (experimental and demonstration) projects—have assisted wide numbers of people throughout the country to obtain jobs, as well as to make it possible for young men 17-22 to pass the written qualification test for the Army. Usually if the applicant is especially weak (below the fifth grade literacy level), remedial education in not only reading, but also in language, writing, and general information is brought into play to orient the potential candidate towards satisfactory scores.

Society for the Psychological Study of Social Issues.

Spater, George A.

Taylor, Vernon R.

Test ban in New York city schools: IQ testing is out.

Tests that sharpen work skills.

U. S. Commission on Civil Rights.

U. S. Conference of Mayors.
Especially, preparing the client for testing and interview procedures by the company, by Louis A. Ferman.

"The only models for these experiences were negative... many of the trainees — particularly minority group members — viewed interviewing and tests as discriminatory mechanisms to deny them jobs; consequently, tests, and interviews were regarded with suspicion and hostility." (p. 185)


Sample practice tests.


Labour letter, item: "Job-bias fighters adopt guidelines to halt discrimination because of national origin. Use of English language tests and establishment of height and weight specifications may illegally exclude job-seekers of certain nationalities, the Equal Employment Opportunity Commission indicates." (this is the whole item.)
Validation of employment tests by contractors and subcontractors subject to the provisions of Executive Order 11246.

Reprinted from Federal Register, Tuesday, September 24, 1968, vol. 33, no. 186. Part II: Dept. of Labor, Office of the Secretary, pp. 14392-14394.

Wallace, Phyllis, Beverly Kissinger, and Betty Reynolds.
Chronology of the Motorola case, 1963-1965; Glossary of special terms, Ideas for changes; antidotes to culture bias. A thoroughly researched, clearly presented article, in a comprehensive work.

Wallace, Phyllis, et al.


Wellman, David.
The wrong way to find jobs for Negroes. Trans-action, vol. 5, April, 1968, pp. 9-18.
Relates program events with young blacks in West Oakland, California in a federally-sponsored training period.

Wimer, R. W.

Yeager, Dennis R.

Zeman, Ray.
County's gains in recruiting of minorities told: modified requirements and revised tests aid in placements, advancements. Los Angeles Times, Thursday, Nov. 27, 1969, p. 2.
County Personnel Director Gordon T. Nesvig reported to the Board of Supervisors about the new "affirmative action program" including modified requirements and revised tests. "Tests having a high cultural load will be replaced...Negro and Mexican-American consultants are being utilized to provide us with technical assistance on this project."

County Personnel Director Gordon T. Nesvig reported to the Board of Supervisors about the new "affirmative action program" including modified requirements and revised tests. "Tests having a high cultural load will be replaced...Negro and Mexican-American consultants are being utilized to provide us with technical assistance on this project."

Specifications for the new testing program include:

1. The emphasis of motor values is reduced.
2. The test is made more comprehensive.
3. The test is more culturally unbiased.
4. The test is easier to administer.
5. The test is more reliable.

The new test, which will be administered to all county employees, is expected to have a significant impact on the recruitment and advancement of minorities in the county workforce.
Adkins, Winthrop R.

Alexander, Richard D. and others.

Arbeiter, Solomon.

Asherman, I. and N. Clapp.

Banks, George P.

Black, A. M.
A kind of role reversal enables the management sector to see things from the other side of the fence.

Blocker, J. Lester.
An innovative technique allowed the candidates to work and train for fifteen weeks before being tested. The subjects were adults and the bank sponsored another experiment for high schoolers also.

Briggs, Vernon M., Jr.

Callender, Eugene S.
The attack of the Street Academy in New York City is to find dropouts and to give them hope by education for work. The poverty milieu is traced, with emphasis on the Negro's continuing position.

Calvert, Robert.
Employing the minority group college graduate: recruiting, evaluating qualifications and retaining employees. Garret Park, Maryland, Garret

Calvert, Robert, Jr.

Discussion of advocates and merit systems. Testing, hiring, and recruitment, philosophical idealism and what happens in practice.
"...Of more than 800 entries on the regular mailing list of the Personnel Dept., only 18 were identifiably Negro institutions or persons... Methods of advertising employment opportunities do not reach substantial portions of the Negro population."

Carter, Eugene Philmore.

Chamber of Commerce of the United States.

Champagne, J. E.

Crane, Donald P.

Crossland, Fred E.

De Santo, John F.


Dill, Monroe V.
Doriot, Georges F., ed.

Drennan, William D., ed.

Drotning, John E., and others.

Dyer, H. S.

Educational Testing Service.

Ennis, Thomas W.
"Mrs. Eleanor Holmes Norton, chairman of the city's Commission on Human Rights...asserted that industry and employment agencies would have to take a hard look at what had not been done, in spite of fair employment laws, to bring minorities further into the white collar business world... "or the nineteen seventies might well bring consequences none of us would like to envision."

"Most of the fair employment progress to date, Mrs. Norton said, has been at the level of bringing minority workers into companies for the first time, or expanding their representation to more than token numbers for the first time." She added that "precious little--and this goes to the question of the growing economic gap between whites and other Americans--has been done beyond this effort to bring minority people into so-called 'entry-level,' otherwise known as low-paid positions."

Fisher, Suzy.


Ganier, Merle.

Gassler, Lee S.
How companies are helping the undereducated worker. Personnel, vol. 44,

"Eastman Kodak's plans for easing the formerly non-useables into the workstream. The Bureau of Fundamental Education helps to offset the problem of functional illiteracy."

Gourley, Jack G.
Covers the hiring of Negroes in all manner of positions from blue-collar and clerical to managerial and professional. Some good statistical tables illuminate this study, an outcome of a questionnaire-interview set.

Grier, Eunice S.

Habbe, Stephen.


Hecht, R. M. and others.

Henderson, J. W.

Hess, Wendell.

Hiestand, Dale L.

Housman, K. A.
To give their students at least an eighth grade education, to enable them to work part-time in the Post Office, was the goal of this project. Later the students will take High School Equivalency certificates.

Iacobelli, John L.
Delineates briefly the social background to the composition of Cleveland's labor supply. Most of the employees thought that the federal government should shoulder costs for training the disadvantaged; 69% thought the aid should come to the employer for him to dispense as he saw fit.

Institute for Local Self Government.

Interviewing minority group applicants.


Job broker for the poor: Urban League helps employers and the disadvantaged find and understand each other.

Johnson, L. A.
Employing the hard-core unemployed. New York, American Management Association, 1969. (Research Study no. 98.)

Killingsworth, Charles C.
Jobs and income for Negroes. Ann Arbor, Michigan, Univ. of Michigan-Wayne State University, Institute of Labor and Industrial Relations, May, 1968. 92 p. A joint publication with the National Manpower Policy Task Force.

King, Albert S.

Kizer, Elisha Barksdale.

Kovarsky, Irving.

Kovarsky, Irving, and William Albrecht.
Black employment: the impact of religion, economic theory, politics, and
Lewis, Morgan V., Elchanan Cohn, David N. Hughes.
Details a study in Columbus, Ohio - Concentrated Employment Program. It includes a sociological background to the poor. There are interviews with the hard-core described, with their attitudes to work.

Lubin, Shami.

Macy, John W., Jr.

McFarlane, A. N.

Martin, C. Virgil.
The president of Carson, Pirie, Scott & Company in Chicago writes about the effect of his department store's Double E Program (Education and Employment) on 186 Negro and white employees. In the first class they were about equally distributed, racially, and aged 15-17. Usually after testing and remedial education, typically in English, they wind up in sales (or stock, food services, or wrapping) with not only a job - tailored to their particular skills and interests - but sometimes with the desire to finish high school.

Mayfield, Harold.

Meinen, K. L.

Mercer, William A.
A meaningful program requires two things: 1) that companies set up short-term prevocational, prehiring programs to enable the hard-core employed to pass entrance requirements; and 2) community people must be utilized in ghetto recruitment.
Miller, S. M., and Marsha Kroll

Morrison, James H.

Myers, Charles Andrew.

New York, State. Department of Labor, Division of Employment.
In quite concise form, the booklet covers Placement Service Programs, including aid to apprentices, veterans, placement service information. Manpower and Community Services are a major section, with New Careers, Job Corps, youth groups, Work Incentive Program, and Human Resource Development highlighted. Multi-Jurisdictional Programs conclude the work.

Norgen, Paul H., A. N. Weberster, R. D. Boregson, and M. B. Patten.
Employing the Negro in American industry. New York, Industrial Relations Counselors, Inc., 1959. (Industrial Relations Monograph no. 17.)

Northrup, Herbert R. and Richard L. Rowan, eds.

Odiorne, George S.
Green power: the corporation and the urban crisis. New York, Pitman Publishers Corporation, 1969. 196 p. The author urges personnel managers to "hire the hard-core unemployable, ex-convicts, drop-outs, those who have already flunked your tests and interviews."

Ohio Civil Rights Commission.
Counseling minority group youth: developing the experience of equality through education. Columbus, Ohio, Ohio Scholarship Tests, 1962. 139 p. 50c. Includes the testing of potential; and how to improve teaching relationships with minority youth.

Owens, William A. and Donald O. Jewell.

Contains articles by:

- F. M. Lopez, Jr., who gives information on toll collectors by the New York Port Authority;
- R. D. Dugan, who writes on black and white college grads in the insurance field; and
- R. E. Krug, who describes the work of the American Institute of Research on the topic of culture fair tests.

Phelps, Doris and Adele Kravitz, compilers.


Section III: Personnel practices; Fair employment Selection process; Training.

Generally, this is a well-researched and comprehensive work with carefully worded, descriptive annotations. There are four major parts to the bibliography: 1) Sources 2) General Description, including Social problems and New Careers 3) Personnel Practices 4) Specific Programs.

Public Personnel Association.


Purcell, Theodore V.


Rhodes, Harvey B.

Retraining the undereducated adult: the development and implementation of a retraining program for undereducated and unemployed adults by a community college. D.Ed. dissertation in Education. Berkeley, California, Univ. of California, 1968. xv + 628 p.

Rezler, Julius.


Rogers, David.

Inter-organizational relations and inner city manpower programs. New York, New York University, Graduate School of Business Administration, October, 1971. Various pagings.

Rosen, Hjalmar.

Rutledge, Aaron L. and Gertrude Z. Goss.
This book traces the case history of 19 deprived Negro men from the hard-core ranks who were retrained to work as practical nurses. Not only the sociological background is traced, but the testing necessary, the drop-out psychological threat, and the course of the training are covered. This is a brief, but penetrating and well-written volume which brings many aspects of vocational rehabilitation into play on the subjects of the study.

Schrank, Robert.


Shostak, Arthur.

Steel companies and union agree to lower hiring standards and extend probationary period for new employees. Business Week, May 11, 1968, p. 71.

Sullivan, John F.


U. S. Dept. of Labor. Manpower Administration.
Especially: Recruitment and community penetration, by John M. Martin.

U. S. Dept. of Labor. Manpower Administration.

U. S. Dept. of Labor. Manpower Administration.
This documents the various characteristics peculiar to various minority groups which sometimes makes it difficult for whites to 'read' their actions. Their special skills are brought out.
Univ. of Detroit. Center for Continuing Education
Research-report on a basic education demonstration program. Detroit, Michigan, Univ. of Detroit, October, 1965. 215 p.
Teaching literacy skills to non-reading adults and other illiterates.

Vontress, C. E.

Watson, John H., III, and Grace J. Finley.

Weinstein, Burton.

Wilson, Herbert B.
Evaluation of the influence of educational programs on Mexican-Americans. Las Cruces, New Mexico, New Mexico State University, ERIC Clearinghouse on Rural Education and Small Schools, March, 1968. 22 p.
Deals with the educational program and its effect on Mexican-Americans. Possible diagnostic alternatives to verbal and written standardized tests include role-playing and commentary on specific situations.

Young, Richard A.

Zimpel, Lloyd, editor.

Zimpel, Lloyd and Daniel Panger.
Section 4: Selection and Testing.
VI - Citations of Related Interest


Awareness training.

Baer, L. J.

Brayfield, Arthur H.

Beacham, Herbert C.

Berg, I.


Bloom, Richard Donald.

Bonner, Mary W. and Bernard R. Belden.

Brimmer, Andrew F.

Brody, E. B., editor.

Cameron, Howard K.
Nonintellectual correlates of academic achievement. *Journal of Negro
The Michigan M-scale, measuring nonintellectual traits, was used with the School and College Ability Test, on female Negro university students to predict academic success.

Campbell, Angus and Howard Schuman.

Campbell, Angus.
White attitudes toward black people. Ann Arbor, Michigan, Univ. of Michigan, Institute for Social Research, 1971. Samples were obtained between 1964 and 1970. Amongst other tables, are racial attitudes, for age groups, men and women, on such questions as ' Favor interracial contact,' 'Perceive much discrimination,' 'Sympathetic to black protest,' ' Favor federal aid to cities,' etc. Attitudes about antipoverty programs, and police, are statistically analysed.

Carter, Thomas P.

Cazden, Courtney B. and Vera P. John.
Discusses the American Indian child's, apparently typical non-disadvantaged status, relative to slum children, upon going to school in first grade. Describes various tests used with pre-schoolers and the use of other analytic tools such as interpreting photographs, and free drawings, as well as language learning.

Coleman, James S. and others.

Coleman, James S., Zahava D. Blum, and Aage B. Sorensen.
Occupational status change for blacks and nonblacks during the first ten years of occupational experience. Baltimore, Md., The Johns Hopkins University, Center for the Study of Social Organization of Schools, August, 1970.

Committee for Economic Development.
Coro Foundation Internship in Public Affairs.

Cosby, Arthur.

Cramer, M. Richard.

Deutsch, Martin, and Bert Brown.

Dworkin, Anthony G.

Educational Testing Service.
Sources of funds, such as fellowships, scholarships, etc., and loan programs are listed;
Addresses (by state) for the above;
Major breakdown is arranged alphabetically by field of proposed study, i.e., divinity, engineering, music, pharmacology, social work. There is a special section on Graduate Study.
Bibliography on general support programs as well as for individual fields.

Edwards, Ozzie L.


Feldman, Penny H, David M. Gordon, and Michael Reich.
"This paper consists of selection from a larger report prepared for the U. S. Department of Labor under Research grant no. 91-23-68-50. 41 p. + p. 105-127 + 7 p.

Fromkin, Howard L. and others.
Race and competence as determinants of acceptance of newcomers in success
and failure work groups. Lafayette, Indiana, Herman C. Krannert Graduate School of Industrial Administration, Purdue University, 1970. 31 p.

Ginzberg, Eli.

Greening, T. C.

Goodman, Paul S.
Hiring, training and retaining the hard core. Industrial Relations, October, 1969, pp. 54-66.

Grigg, Charles M. and others.

Gurin, G.

Harbison, Frederick H. and Joseph D. Mooney, editors.
Especially Frank H. Cassell, Jobs for the hard-to-employ in private enterprise, pp. 77-94.

Hathaway, Starke R. and Elio D. Monachesi.
Analyzing and predicting juvenile delinquency with the MMPI. Minneapolis, Minn., Univ. of Minnesota Press, 1953.

Hayes, Glenn W.

Herzog, Elizabeth.

Hilaski, Harvey J.

Holland, Jerome H.
Preparation of the Negro college graduate for business. In Selecting and training Negroes for Managerial Positions, Proceedings of the Executive

Hodge, R. W. and D. J. Treiman.

Kapel, David E.

Katz, Irwin, Thomas Henchy, and Harvey Allen.

Katz, Ervin.


Keeney, Eugene Adams.
What's ahead for employers under the Civil Rights Act? Delivered on October 21, 1965, before the Univ. of Texas, 27th Annual Personnel and Management Conference, Austin, Texas. Unpaged.
Appendix: 'Executive Order of the President on Equal Employment Oppor unity, (Official text), Ex. Order 11246. Contains:
1. Nondiscrimination in government employment.
2. Nondiscrimination in employment by government contractors, and subcontractors.
3. Nondiscrimination provisions in federally assisted construction contracts.
4. Miscellaneous.

King, Martin Luther, Jr., James Baldwin, Whitney M. Young, Jr., Kenneth B. Clark, John O. Killens, Carl T. Town, Louis E. Lomax, and the editors of Ebony on race and racism in America.

King, Donald B.

Leland, Wilfred C., Jr.
We believe in employment on merit, but... Minnesota Law Review, vol. 37,

Levitan, Sar A.

Littig, Lawrence W.

Maynard, Peter E. and James C. Hansen.

McCord, J., ed.

Meeks, D. E.

Mercer, Jane R.

Miller, S. M.

Miner, John B.

Minority hiring under new attack.

Naor, Gideon.

Neal, Ronald.
AVCO's experiment bury. In Industrial Relations Research Association. Proceedings of the 1969 annual spring meeting, Des Moines, Iowa, May 2 and 3,
Negroes rate preferential treatment in many employers' hiring, promotion plans.


Nieburh, Herman, Jr.

Novack, Stanley R.

Nieburh, Herman, Jr.

Novack, Stanley R.

Office of Economic Opportunity. Civil Rights Division.
The Negro veteran: a report comprising the study and analysis of problems resulting from the return of Negro veterans to the hard-core ghetto population in the city of Baltimore, Maryland. Prepared by Clifton R. Jones. Washington, Programming Services Corporation, 1968. 60 p. + appendices, $50. (May also be ordered on micro-opaque cards from the Clearinghouse for Federal, Scientific and Technical Information, Springfield, Virginia, for $3.)

O'Neill, Dave M.

Palacios, Arturo, ed.

Patten, Thomas H. and G. E. Clark.
Analysis of the effects of literacy training on employability of hard-core unemployed in Detroit; also gives good background of socioeconomic factors on the unemployed. Study gives a realistic picture of poverty.

Pelosi, John William.

Perry, Charles R.
Testing, pp. 103-104.
Princeton University. Industrial Relations Section.

Rivera, Carlos.

Roberts, Gene, Jr.


Schranko, Linda Fowler.

Sirota, David.

Springer, Philip B.

Stanley, J. C.

Strauss, Robert P.

Tenopyr, Mary L.

Transport Workers Union of America, AFL-CIO.
TWU and the fight for Civil Rights, 1934-1963. New York, Transport Workers
Unions back civil service 'privacy' bill.

Against privacy invasion by the utilization of psychological tests and lie detectors.

The social and economic status of Negroes in the United States, 1970.


Contents: Negro women in the population; Negro women workers; child care arrangements; occupations; unemployment; educational attainment; wage or salary income; coverage by minimum wage.

Vontress, Clemont E.

Walls, Richard T., and Tennie S. Smith.

A study with 90 disadvantaged and average children on test behavior using delayed gratification: immediate, smaller rewards vs. deferred, larger ones.

Weber, George, and A. G. Motz
School dropouts "fugitives" from coercive system. Education Technology, June 30, 1968, inside cover.
Covers the feelings by black dropouts towards their guidance counselors and teachers. Review of a study.

Werts, C. E.

Why "they" don't learn.
ADDENDUM, 1973

I - Background to the Discriminated Testee

American Institutes for Research.


American Vocational Journal.

...Hard-core unemployed problems and attitudes. Vol. 43, no. 8, November 1968, pages 30-32.

Anderson, James G.

Socio-cultural determinates of achievements among Mexican-American students. Las Cruces, New Mexico State University, ERIC, 1968. 29 pages +.

Arrow, Kenneth.


Auld, Frank, Jr.


Bachman, Jerald C.


Baldwin, Thelma L., McFarlane, Paul T., and Garvey, Catherine J.

Children's communication accuracy related to race and socioeconomic status. Baltimore, Md., Johns Hopkins University, Center for the Study of Social Organization of Schools, February 1970. 23 pages. (Report no. 62.)

Barnett, M. K.


Baxter, B., et al.


Bergmann, Barbara R. and Jerolyn R. Lyle.

Berzen, Abraham H.

Bluestone, Barry, William Murphy, and Mary Stevenson.

Blum, Zahva D., and Coleman, James S.

Bowles, Samuel and Herbert Gintis.

Buder, Leonard.
In Harlem, poor reading score is viewed as a sign of change. New York Times, November 21, 1972, pp. L45, 57.

Two articles highlight middle class and deprived learning milieus.

Burkey, Richard M.

Carpenter, Francis A.

Carter, Thomas P.

Chess, Stella, et al.

Clift, Virgil A.

Cohen, Rosalie.
Implications for "culture conflict" from a semantic feature analysis of the lexicon of the hard core poor. Pittsburgh, University of Pittsburgh, Learning Resources and Development Center, Spring 1967. Mimeo. 15 pages.
Cohen, Rosalie.

Cohen, Rosalie, Fraenkel, Gerd, and Brewer, John.

Cole, Michael and Jerome S. Bruner.

Collins, Robert H.

Almost 700 employers were scrutinized in a survey by a labor-management group from the Chamber of Commerce of St. Louis. A third replied to the survey. The feeling of the survey group was that better liaison between the schools and the work world was needed and that a testing system for the industrial system would be recommended.

Comanor, William S.

"This study is a statistical analysis of the pattern of discrimination in employment throughout metropolitan areas in the United States."

Daniels, Roger.

Darnton, John.

This appears to be so because the Civil Service lists have names ranked according to scores made on open competition tests. 4,730 new jobs will open.

Deutsch, Martin.

Deutsch, Martin.

Deutsch, M. and Brown, B.
Dicks, Robert H.
Public employment and the disadvantaged: a close, hard look at testing.

Dreger, Ralph Mason, and Miller, Kent S.

Factors not having to do with race which influence scores on test are discussed in this survey which takes up the literature on studies dealing with Negroes and whites' psychological background, published 1959-1965.

Duncan, Otis Dudley, David L. Featherman, and Beverly Duncan


Epps, Edgar G.

Epstein, Erwin H.

ERIC Clearinghouse on Vocational and Technical Education.

Farber, Bernard.

Feinstein, Otto; ed.

Ferman, Louis A., and others.

Flaim, P. O.
Fogel, Walter.

Galvan, Robert Rogers.

Gilpatrick, Eleanor G., and Corliss, Paul K.

Gordon, Edmund W.

Haggard, Ernest A.

Halasa, Ofelia.

Hansen, Niles M.
The Mexican Americans. In Urban and Regional Dimensions of Manpower Policy, June 1969, pp. 276-319. (Supplied by the U. S. Dept. of Labor, Manpower Administration, Washington, D. C.)

Heider, Eleanor Rosch.

Henderson, Edmund H. and Barbara H. Long.

Henderson, Ronald W. and Merritt, C. B.
Hicks, Robert A. and Robert J. Pellegrini.

Hilaski, Harvey J.

Hoffman, Martin L., Spiro B. Mitsos, and Roland E. Protz.

Hollister, C. David.

Hooper, Frank H.

Hunt, J. McVicker.

Hurley, Rodger.

John, Vera P.
A brief survey of research on the characteristics of children from low-income backgrounds. Research prepared for the U. S. Commissioner on Education, August 1964. 13 pages.

John, Vera P.

Jones, J. Quentin.

Juarez, Rumaldo and Kublesky, William P.
Kamerschen, David R.
Literacy and socioeconomic development. *Rural Sociology*, vol. 33, no. 2, June 1968, pp. 175-188.

Kaun, David E. and William Lentz
Formulas and analysis regarding the work mix in central city areas of 20 largest Standard Metropolitan Statistical Areas.

Kee, Daniel W.
Learning efficiency in four ethnic groups. *Integrated Education*, vol. 10, no. 6, November/December 1972, pp. 29-32.

Keig, Norman G.

Kirkpatrick, J. J.
Differential selection among applicants from different socioeconomic or ethnic backgrounds. New York, New York University, Dept. of Psychology, May 1967. 100 pages.

Knowles, Louis and Kenneth Prewitt

Kroger, R. O.

Kuvalsky, William P., and Upheim, W. Kennedy

Lewis, Robert B.

Lockwood, Howard C.

Marjoribanks, Kevin
Two of the four purposes covered in the study were directed towards
discerning 1) "the relationship between ethnic group membership and mental ability test scores." and 4) "To what extent is the learning environment of the home related to ethnic group differences in mental ability test scores?"

Martin, Walter T.

Mason, Evelyn P.

Masters, Stanley H.
Are black migrants from the south to the northern cities worse off than blacks already there? The Journal of Human Resources, Fall 1972, pp. 411-423.

Mathis, Harold I.

McNamara, Robert S.

McPartland, Janes

McPike, Charles Milton

Mestre, Eloy R.

Chapter 6: Economic minorities in the manpower development revolution, pp. 67-85.

Traces the history of the struggle for equality in the work market via legal attainment landmarks and other related developments in the anti-poverty strategy.

Mobilization of Youth, Inc.

Moore, C. L., and Osburn, H. G.
Nam, Charles B., Rhodes, A. Lewis, and Herriott, Robert E.

Naremore, Rita C.

Nelson, Jack E.
The problems of minorities, especially blacks and women, are given in an interesting section, The Occupational Pocketing of Minorities and Women, pp. 16-22.
Chapter 3 is: Evidence of Systemic Discrimination, pp. 38-54.

Nickeson, Steve

Noel, Donald L.

Offner, Paul
Labor force participation in the ghetto. The Journal of Human Resources, Fall, 1972, pp. 460-481.

Ohlendorf, George W., and William P. Kuvlesky
The article brings out the degree of career alteration which goes on for 1) girls and 2) blacks in the process of anticipation. Also, "Both Negro boys and girls express higher educational aspirations and expectations than white boys and girls."

Okada, Tetsuo and D. S. Stoller

Olson, John W.

Osborn, Lynn R.
Language, poverty, and the North American Indian. In Language and Poverty:

Pascal, Anthony H., ed.


Psychologist challenges I. Q.-Heredity link-up; enters national debate at SRC-sponsored conference.
A story about Prof. Leon Kamin of Princeton's Dept. of Psychology, and the objections he has for tying intelligence to inheritance.

Public Personnel Association.

Puerto Rican Forum, Inc.

Taken as a group, Puerto Ricans suffer worse from unemployment than any other minority. Part of this is due to their difficulty with English. The BOLT enrichment program was begun to help language problems be surmounted and to pass tests in English.

Read, Merrill S.

The relation of literacy tests to voting in the north and west.

Rhodes, Lewis

Ribich, Thomas I.

Rist, Ray C.
Roberts, Markley

Rosen, R. A.

Ross, Arthur M.

Rowan, Helen

Ruark, Roger D.

Rutledge, Aaron L., and Gass, Gertrude Zemon

Ryan, William F.

Saslow, Harry L., and Narrover, May J.

Equal opportunity as it applies to education, and in particular to gerrymandering, is taken up.

Schiller, Bradley R.

Chapter 9: Discrimination in Education.
Statistics developing this thesis are presented. Page 115: "While only 20% of white students fail to complete high school, 40% of all black students fail to do so. Indeed black educational attainments are so low that one out of four black males, as opposed to one out of twenty whites, fails even the Armed Forces Qualification Test."

Equal opportunity as it applies to education, and in particular to
Shulman, Lee S.

Siller, J.

Simpson, George Eaton, and Yinger, J. Milton

Singh, Surendra Pratap

Snyder, Peter Z.

Solkoff, Norman

Sweet, Roger Charles

Travaglio, R. F.

Tulkin, Steven
Race, class, family, and school achievement. *Journal of Personality and Social Psychology*, vol. 9, no. 1, May 1968, pp. 31-37.


U. S. Civil Service Commission.
The statistics are broken down for the following groups: Negro, Irish surnamed, American Indian, Oriental, and all others.
Racial and ethnic enrollment data from institutions of higher education:  
fall, 1970. Compiled by Erma Barron and Gloria Hugh. Washington, D. C.,  

A very good sourcebook for ascertaining the actual numbers, and per-  
centages of American Indian, Negro, Oriental, Spanish surname and total  
minority enrollees in centers of higher learning. The book is entirely  
made up of alphabetical listings of colleges with numerical breakdowns.  
There is a large section on undergraduate schools, and sections on graduate  
education, medical, dental, and law schools.  


A statistical type of survey revealed that most children attend schools  
mostly segregated.  

Vaughn, Abb Rhodes  
A Study of the Effects of Cultural Disadvantage on Six Problem-Solving  
Abilities of Ninth Grade Students in General Science. St. Louis, St. Louis  

Vernon, P. E.  
Ability factors and environmental influences. The American Psychologist,  

Vernon, Philip E.  

One relative part is the application of tests to the disadvantaged,  
and the applicability of test scores.  

Weaver, C. N., and Glenn, N. D.  
Job performance comparisons: Mexican-American and Anglo employees.  

Weiss, Randall D.  
The Effect of Education on the Earnings of Blacks and Whites. Cambridge,  
Mass., Harvard University, April 1969. 38 pages. (Program on Regional and  
Urban Economics - Discussion Paper no. 44.)  

Wilcox, Roger C.  
The psychological consequences of being a black American; a sourcebook of  

The work centers on education, and aspects of intelligence testing are  
enumerated. Herman G. Canady has written "The problem of equating the en-  
vironment of Negr-white groups for intelligence testing in comparative  
studies." James S. Peters has supplied "A study of the Wechsler-Bellevue  
verbal scores of Negro and white males."  

Wilhelm, Sidney M.  
Equality: America's racist ideology. In Radical Sociology, edited by

Winegarden, C. R.

Winthrop, Henry

Wolfle, Dael

Wolters, Raymond

Zobel, Jan
II - Tests and Testing

Ace, Merle E.

Aiken, Lewis R., Jr.

American Psychological Association.

Berkley, Charles S., Sproule, Charles F.

Bowles, Samuel and Herbert Gintis

"We have here attempted to speed up the process of demystification by showing that the purportedly "scientific" empirical basis of credentialism and I. Q.-ism is false." - page 93.

Brown, Frederick G.

Broadley, Margaret E.

Caldwell, Mark B., and Knight, David

California Fair Employment Commission

Cattell, Raymond B.

Cenci, Louis, Weaver, Gilbert G.

Many types of tests are illustrated and described, pp. 151-178.
Clark, Kenneth B. and Laurence Plotkin

The role of discrimination in employment, especially since World War Two, is traced historically.

Brief but telling statistics on the rate of retardation for Negro schoolchildren, for arithmetic, reading skills, and word knowledge as well as general intelligence.

Discussion of Florida whites and nonwhites on the School and College Ability Test (1962).

Takes up illiteracy in the South.

Mention and description of Klineberg's Negro Intelligence and Selective Migration, 1935.

Work of Sherman and co-workers in early 30's cited regarding apathy and intelligence.

The chapter is like a bibliographic essay in that it brings the various important studies of the past 40 years into play in miniature form. From the nineteen sixties are thoughts in the role of cultural disadvantage and the consequent effect I. Q. testing and "intelligence levels" as studied by people like Martin Deutsch, Lipton, Machler and Giddings, and Benjamin Bloom.

Comptroller General of the United States.

Tests used, page 10 and 17-18,21,22.

Cronbach, Lee J., and Gleser, Goldine C.

Cusano, Bernard E.


Daniels, Robert I.

Dudley, David A.
Eisenberg, Leon

The writer feels that the testing process itself can be a learning aid but only if a child's mental capacities are aroused. The middle class child is more test-oriented, and understands its implications; the lower class child is more likely to work towards getting an unpleasant task finished, in a testing period.

Ethical forum: I. Q. and race.

Three major experimentors expound on the reasons not to use tests, while four other experts give reasons why testing is acceptable. Jerome Kagan, H. J. Eysenck, and Kenneth E. Clark are among those who take sides.

Flaugher, R. L., Campbell, J. T., and Pike, L. W.

Foster, J. M., and Danskin, D. G.

Furcon, John
Some questions and answers about police officer selection testing. Chicago, University of Chicago, Industrial Relations Center, 1972. 49 pages. Diagrams.

A list of six sources for obtaining tests is given. The book includes sample tests. The problem of making these tests fair to minority members is central to the author's thesis.


Gorham, W.

Goslin, David A.


One of the earliest complete summaries of the place of tests in the worlds of employment, school, and ability appraisal.
Grimsley, Glen, and Jarrett, Hilton F.


Hasler, Kermit R.
Validation of tests is a critical area in personnel choice. Usually this validation process was centered around employee clusters, or similars. Thus the solitary person's integrity was glossed over. The idea of descriptively corroborating a person's worth can be substituted in those personnel hiring situations where tests are being used as a kind of vocational guidance analysis.

Healas, Donald V.

Helwig, Andrew A.

Herrnstein, Richard
I. Q. Atlantic, vol. 228, no. 3, September 1971, pp. 43-58, 63-64.

Hestwood, Diana

Hills, J. R., and Klock, J. A.

Hoffman, Banesh

Holmen, Milton G., and Doctor, Richard

Hopson, Barrie
The uses of psychological tests in educational and vocational counselling. London, Social Science Research Council for the Vocational Guidance Research Unit, January 1968. 76 leaves.
Excellent bibliography, spotlighting both American and British sources published up to 1968, pp. 68-76.
Horst, Paul

Industrial Relations News.
Some questions and answers about testing and validation. Industrial Relations News – Special Report, September 1970. 2 pages.

I. Q.: find no racial differences.

John Erth, University of Ottawa, does an electrically calibrated measurement of reactions of the brain to various light stimulations.

Karp, W.

Katz, Irwin, Hency, Thomas, and Allen, Harvey

Klein, Freda and Trione, Verdeen

The Lingering Infatuation with I. Q.

Manpower, December 1972, p. 10-12.
Tests win a vote of confidence.

Martin, Jeremy.

Maslow, Albert P.


Miller, Brian P.

Miller, Robert B.

Mustafa, H.

Nelson, Paul D.

Nellum, A. L. and Associates

A survey of thirteen cities which had summer programs that catered primarily to the non-disadvantaged. The tests which were given seemed to be met with rejection by the enrollees; however, guidance procedures seemed good.


O'Leary, L. R.

The writer believes that tests cannot be merely given up, but must be found to have a proper bearing on what they purport to reveal.

Palmer, Michael

Passow, A. Harry

Pelosi, John William
Pennsylvania Civil Service Commission.
A little manual to help people, especially those without a high school diploma, get ready for tests without anxiety.

Pine, Patricia
Discusses the historical background of testing, beginning in the early 1900's and substantiating present-day use of tests. The Educational Testing Service people with their vested interests in perpetuating the pass-out printed tests philosophy are quoted, and naturally come through with the usual justifications for tests and more tests for their profit. The author does the culture-fair route up brown, too, by citing various testing supervisors' views on the hang-ups in trying to create an entirely culture-fair testing device.
The author concludes, "Perhaps the best answer to test abuse lies in better teacher training in pupil evaluation."

Psychology Today


Rees, Joseph S.

Roberts, Harold S.
Ability tests - p. 2. Source references are given regarding applicancy to the specific job.
Test - p. 529. (Has many 'see also' references listed with it.) About 20 bibliographical references to prototypical books and articles on the topic.

Rock, D. A., Campbell, J. T., Evans, F. R.

Rosen, Howard
Guidance counselor - a new activist role. Reprinted from The Occupational Outlook Quarterly, Fall, 1970 (vol. 14, no. 3) Part 3 = Aptitude or other selection tests.
Rosenthal, Robert and Lenore Jacobsen

Describes the test erected to disprove the validity of certain psychological "sets" on the part of teachers who then passed on these attitudes. The students chosen to have praise lavished on them, and who the teachers were told were the most promising academically (because they allegedly scored high on the "Harvard Test on Inflected Acquisition"), thrived and did well grade-wise by these teachers at the end of the year. This was merely because the teachers thought they were superior due to the phoney imprimatur of excellence given by the ability test, and thus treated them that way. It had nothing to do with their actual aptitude in fact.

Also, the chapter on "The Disadvantaged Child." (pp. 47-60.)
The IQ tests color the teachers' thinking regarding their charges' potentials. Ultimately, these same bugaboo scores track down individual students later, due to the teachers' influence and attitudes which, on the part of the student, results in lowered self-esteem, and sometimes even lower scores than ever on tests, due to apathy and helplessness. It is illuminating on the subject of the havoc which IQ scores can bring to the lives and outlooks of students.

Rulon, P. J. and W. D. Brooks

Rusmore, Jay T.

Schwarz, Paul A., and Robert E. Krug

There are 28 figures showing many sample items from tests. The problems of standardization, test constructors' viewpoint, adaptation, and test administration deportment are taken up.

Selig, Ernst S.

Sharp, Evelyn
The IQ cult. New York, Coward, McCann & Geoghegan, 1972. 154 pages. ($5.95.)

An easily-read, short and somewhat popularized account of the history and the development of intelligence tests. The testing of minority groups is discussed on pages 88-90. A few tests of different nature are reproduced. The author discloses how various types of questions may be interpreted variously, thus making for scores which may not accurately reflect the taker's ability.

Testing of English as a Foreign Language (TOEFL) - adopted by CEEB and ETS; Transfer occurs July 1 [1965].

This 270 item exam is given three times yearly internationally. The College Entrance Examination and Educational Testing Service are the co-administrators.

Thumin, F., Goldman, S.

Toole, David L., Gavin, James F., Murdy, Lee B., and Solls, Saul B.

U. S. Civil Service Commission, Standards Division, Test Development Section.


U. S. Dept. of Labor

U. S. Dept. of Labor
Validation of employment tests by contractors and subcontractors subject to the provisions of executive order 11246. Federal Register, vol. 33, no. 186, September 24, 1968, Part II. N. P.


The set of two gives a wide number of facsimiles of sample tests. Many graphs and tables. Comprehensive bibliographies on many phases of testing, though not specifically on discrimination. Certain of the test questionnaires ask applicants to identify which minority group they are a member.

U. S. District Court. District of Columbia.

The Court reached the decision that the Federal Service Entrance Examination was legally acceptable insofar as it accurately measured what skills and potential abilities it purported to be able to assess.

Walker, Wanda

Many samples of the test itself, with accompanying dialogue for the teacher to ask. This is given in French and Spanish in addition to English. The use and administration of the test is made clear.

Walston, Elaine, Cleary, T. Anne, and Clifford, Margaret M.
Figures.

Wechsler, David
Arguments on behalf of putting back into use the old intelligence tests in the New York City schools.

Weinstein, Burton

Wesman, A. G.

Willie, Charles V., and Arline Sakuma Mc Cord.
Chapter 7: Tests and "relevance." Pp. 17-185. The author takes pains to deny that tests are at fault in the testing of minorities; it is in the application of test results that trouble starts.

II (B) - Interviewing

Asher, James J.

Austin, David

Bachr, Melany E., and Burns, Frances M.

Baker, D. K.

Balinsky, Benjamin, and Burger, Ruth

Banks, George P.

Barocas, Ralph, and Vance, Forrest L.

Bradburn, Norman M.

Buros, Oscar Krisen, ed.
Personality tests and review; including an index to the Mental Measurements Yearbooks [first to sixty, 1938-1965]. Highland Park, New Jersey, Gryphon Press, 1970. 1659 pages. ($35)

Butcher, Harold John
Human intelligence: its nature and assessment. London, Methuen, 1968. 343 pages. (Methuen's manuals of modern psychology.)

Bylund, H. Bruce

Results of a follow-up of 117 Navajo graduates; about one-third responded. Their difficulties in interviewing were clear; at least three aspects emerged: language problems, inability with open-ended questions, and difficulty in writing out the blanks on a questionnaire.
Carlson, Robert E., and Maryfield, Eugene C.

Clarke, Walter V.
Includes interviewing.

Diamond, Daniel E., and Bedrosian, Hrach

Farr, James L., O'Leary, Brian S., and Bartlett, C. J.

Fenlason, Anne F.

Fleiss, Joseph L.

Graber, R. K.

Green, James A.

Grimshaw, Allen D.

Gross, Edward

Grove, Gene

Haase, William
Hakel, Milton D., and Schuh, Allen J.

Hamilton, G. S., and Roessner, J. D.

Hoppock, Robert
How to get the job candidate to talk about himself. Personnel Administration, vol. 23, no. 3, May-June 1960, pp. 51,64.

Industrial Relations News.

Kadushin, Alfred

Kahn, Robert L., and Cannell, Charles F.

Keefe, John E.
How to present the most complete and compelling picture in the job applications.

Ledvinka, James David
Problems blacks have; their anxiety in facing white interviewers.

Maier, Norman R. F.

Management Review.

Mandell, Milton M.
Marien, Michael

Mayer, R.

Mindlin, A.
The designation of race or color on forms. Public Administration Review, June 1966, pp. 110-118.

Mutuality: redefining client and counselor.

There is a section by Henrietta Tolson entitled, Counseling the "disadvantaged."

Palacios, M. H., and others

Peskin, Dean B.

Rose, Harriett A.
The effect of the preadmission interview on students of doubtful academic ability. College and University, Fall 1965, pp. 80-83.

Schmalzried, Beverly Lynn

Shaw, Edward A.

Smith, Leland

Strauss, A., and Schatzman, L.
Survey Research Center. (Univ. of Michigan, Ann Arbor, Michigan.)


Some precise and pertinent observations came out of a number of interviews with employed men, blacks and whites who were from 18 to 34 in one group and 35 to 64 in another. The interviewer was a white woman from the middle class.

Taylor, V. C.

Travalgio, Ray F.

An interesting article which brings up the aspect of test-taking which amounts to test-taking sophistication, or test talent. It was found that blacks who had this talent were helped considerably in presenting themselves favorably in an interview; in addition, the ability to think of oneself in a good light is important and when this comes across, it aids an interviewer be persuaded that the applicant is better than average. Another reason which puts interviewers off pertains to the amount of introjection which the applicant puts into the interview — that is, how much does he warm up to the subject of the employment and the middle-class, primarily white, work setting.

U. S. Civil Service Commission.

Testing is seen as an adjunct to promotion. One section is of particular interest, "Evaluation and Research in the Selection Process." Some rather interesting supplementary ways of selecting are bibliographically outlined, and some unusual material about how to reveal suitable candidacy is covered. The citations generally date from the 50's and early 60's.

U. S. Dept. of Labor

U. S. Dept. of Labor. Manpower Administration.

Young, R. A.

Zelan, Joseph
III - Discrimination in Testing

Arvey, Richard D., and Mussio, Stephen J.

Baratz, Stephen S.
"...standardized...tests reveal nothing about the knowledge and aptitudes of blacks within their own cultural world and their potential or desire for being absorbed into the mainstream."

Berg, Ivar

Bias in personnel test.

Robert Sadacca, at the Urban Institute, discovered that black candidates were winnowed out rather grievously from the Federal Service Entrance Exam, which is given each year to about 100,000 candidates for junior executive-level type jobs in government.

Brooks, Thomas R.

Campbell, J. T., Pike, L. W., and Flaugher, R. L.

Chauncey, H., and Hilton, T. L.

Amongst quite superior students, some tests may be rather unsuccessfulty used as analytical vocational-guidance instruments. This is because some aptitude tests do not really show fine-line variations among the relatively top echelons of ability: they are only designed to be given to a much broader range of students ranging from dull to highly superior. If they are given to the top groups, some students who are in fact really very intelligent may not come off too well according to the "blunt" test.

Chomsky, Noam

Richard Herrnstein and Arthur R. Jensen are discussed.
Crossland, Fred E.

In the third section, entitled *Barriers to Higher Education*, subsection one is:

The Test Barrier and the Barrier of Poor Preparation. (pages 55-61.)

In a very short chapter, the author covers much territory. It appears that minority students usually score one Standard deviation below the mean of the remaining population. There is a revealing table which shows how this ratio would work for 1, 2, and 3 standard deviations for 10,000 18-year olds, of which 1,500 would be of the four major minority groups.

Page 61: "Psychometricians point out that their tests are no more responsible for inequitable distribution than is the thermometer responsible for fluctuations in temperature. They both just measure what is, but they don't create it. Nevertheless, the criticism continues and testers are blamed for the bad news they report."

The section "Efforts to Lower the Barriers" includes chapters on
Reaching Out to a New Population.
Bending Admissions Standards.

Dailey, Charles A.

The writer suggests that instead of rigidly using credentialism which is sometimes backed up with discriminatory tests, employers and others should assess clients on their work histories and past experiences.

Dexter, Lewis Anthony
The Tyranny of Schooling: an inquiry into the problem of 'stupidity.' New York, Basic Books, Inc., 1964. 182 pages. ($4.50)

Dillin, John

The blacks and Mexican-Americans across the country are mobilizing their forces with such agencies as the American Civil Liberties Union for the purpose of investigating cases where almost across the boards, black candidates fail their state bar boards.

Edson, Lee
*jensenism*, n. — the theory that I. Q. is largely determined by the genes.


Eells, K.

Einhorn, Hillel J., and Bass, Alan R.
Employment Service Review (U. S. Dept. of Labor)


Enneis, W. H.

Feldman, Shirley, and Weiner, Max

Fellows, Brian John

Frank, John P., and Kagan, Gretchen

Garcia, John

Goodacre, Daniel M., III.

Goslin, David A.

Greene, Karen

In 1969, about 3,000 professions required licenses. Penalized are the minorities, especially those in Spanish Harlem, who must test in English yet are going to actually practice their police work with Spanish.

Green, Robert L.

Flanagan, John C.
Haase, William

Hirsch, S. Carl
Chapter 6: The Nineteen Sixties: "White racism is responsible." The chapter covers misused I. Q.'s and testing.

Jacobson, Robert L.
The article covers the effects of testing in colleges: the results of verbal tests produce a kind of segregation.

Jenkins, Mercilee M.

Kirchner, Wayne K., and Lucas, June A.
In spite of lower scores on certain tests, it is found that ultimately some older workers do better than their younger, higher rated counterparts. Also, sometimes minority members do better on the job than the whites who tested better. Consequently, it is felt that the hard-core person is actually a person who through lack of application does not carry off a job successfully, rather than a person who scores lower on tests.

Kovarsky, I.

Larson, E. Richard
Some of the antiquated ways of choosing employees are herein described as well as a run-down on contemporary legal guidelines which all public employers must follow.

Leibowitz, Arnold H.

Lopez, F. M.
Lovell, Malcolm R., Jr.

Macias, Ysidro Ramon

One of the aspects covered here is the problem of Chicano children being tested; their unfamiliarity with the subtleties of English militates against their optimal showing. The author pleads for bilingual tests.

Margolis, Richard J.

Quite frequently blacks only pass the police tests at a rate of 10%. It is more often than not a modification of the Army General Classification Test or another standard intelligence sorter. The kind of test which minorities do the worst on is the multiple guess type, because the subtleties of language of the two best answers usually stymie the applicant.

Mauch, James E., and Denenmark, Frieda

Educational background is shown to be a discriminating factor in employment of black young people.

McKissick, Floyd B. and Young, Whitney M., Jr.

Mercer, Jane R.

Mobilization for Youth, Inc.

Examines four of the biggest hurdles that the disadvantaged typically experience in taking tests, including a treatment on motivation and examination jitters.


Peterson, Ivor

Prof. Kenneth Clark laid the brunt of the blame to society and teachers rather than to the families of deprived children.
Riessman, Frank, and Miller, S. M.

Some of the typical personality tests like the Rorschach and the TAT—when given to the disadvantaged groups—actually reveal their inability to relate to any other cultural reverberations but their own. Thus the tests usually call attention to the fact that these people do not understand the white-middle-class world—whereas what they hope to analyze is a personality construct.

Rosen, Ned A., and Serino, Gustave

Sadacca, Robert, and Brackett, Joan

Schrank, Robert

Some tests may not be intentionally discriminatory, but may in fact work against the success of minority groups.

Sheblak, Vernon

Silverman, Leslie J.
Follow-up of Project Uplift, the MDTA E & D project conducted by Florida A & M University. Washington, D. C., Bureau of Social Science Research, Inc., July 1967. 74 pages, mimeographed.

The outcome of the program seemed to be somewhat gloomy, as the trainees who went through, although some were placed, failed the federal civil service test.

Society for the Psychological Study of Social Issues

Staples, Robert E.

U. S. Dept. of Labor.

A re-telling of an article from the October 1966 American Education. The Armed Forces Qualification Test showed 383,000 scores nationally, with 19% of all whites taking it failing it and 68% of all Negroes. The South had the greatest preponderance of failure; the west and midwest, the least.

Watson, Peter

Weaver, Charles N.

Wilson, Herbert B.
Evaluation of the influence of educational programs on Mexican-Americans. Las Cruces, New Mexico, New Mexico State University, ERIC Clearinghouse on Rural Education and Small Schools, March 1968. 22 pages plus notes.

When Mexican-Americans are compared with Anglos on tests, the results are dismal. The author suggests testing in the native tongue, more oral testing, and more objective-type testing, as well as testing with role-playing techniques.

Wrightstone, J. Wayne.

In his letter he takes to task things which he feels are inaccurately reported by Mrs. Miriam Wasserman in her story with a theme on the use of reading tests, which was published in the January 1969 Urban Review. He feels that there are many misconceptions and half-truths, and he goes on at great length to substantiate that the reading tests used in New York City do nothing to impair the general educational outlooks of the blacks and Puerto Rican children.

The reply to this letter by Miriam Wasserman is contained on page 47 of the same Urban Review.
IV — Remedial Action and Equal Employment Opportunities

Amos, William E., and Grambs, Jean D., editors

Arnstein, Sherry

Aronson, Albert H.

Arvey, Richard D.

Bader, Barry S.

Barrett, Richard S.

Boehm, Virginia R.

Buel, William D.

Byham, William C., and Spitzer, Morton E.

Selection procedures and the testing involved is highlighted.

Byham, William C., and Spitzer, Morton E.

Part of a section of the above listed book. The Griggs case, the role of unions in presenting nondiscriminatory tests, and company adherence to the letter of the law.
California. Dept. of Employment.

Campbell, D. T.

Campbell, Joel T.
Tests are valid for minority groups too. Public Personnel Management, January/February 1973, pp. 70-73.

Canan, James W.


Four cases, at least, involving discriminatory tests, are discussed in this issue:
Third Circuit Upholds Minority Quota System in Police Hiring Procedures; Obtain Stipulated Injunction Against City in Employment Discrimination Suit; Broad Affirmative Action Ordered to Remedy Continuing Effect of Past Racial Discrimination in Qualification and Selection of Sheet Metal Workers; Court Bans Use of Discriminatory Employment Test for Policemen; orders increase in minority numbers at all ranks.

Clements, Hubert M., Duncan, Jack A., and Taylor, Wallace M.

Coffman, William E.

Coleman, Francis T.

Columbia Law Review
Cooper, G.

Countryman, Vern, ed.

This book is about discrimination generally: an easily-read short volume which traces landmarks in the history of 19th and 20th century discrimination and palliative legislation to offset it. "The volume is based on a conference held at the University of California Law School sponsored by the Law School and the Anti-Defamation League of B'naï B'rith.

Discrimination is discussed as it relates to Employment, Education, Public Accommodations, and Housing.

Couturier, Jean

Couturier, Jean
Court attacks on testing; death knell or salvation for civil service systems? Good Government, vol. 88, no. 4, Winter 1971, pp. 10-12.

The way in which tests have been used in the civil service are traced; the influence which the Griggs-Duke case has had is likewise superimposed on the court of the development of civil service employment policies.

Crowell, M.

Derryck, Dennis A.
Minority youth can be apprentices. Occupational Outlook Quarterly, December 1967, pp. 7-10.

Deutsch, Martin

Educational Testing Service

The authors support the use of tests if the tests are valid for the groups being tested and if the testees are familiar with the test-culture. The two main problems with tests are the scientific (methodologic) aspect and the moral issue (ethical dilemma) of testing when discrimination can be occurring.

Farrell, James E., Jr.  
Racial discrimination — education and testing requirements — relation to job performance — educational and testing requirements must be significantly related to the successful performance of the job for which applicants are being considered. Industrial Relations Digest, vol. 14, no. 4, April 1972, pp. 94-102. (Originally in longer form in Notre Dame Lawyer, December 1971, pp. 367-81.

Gael, Sidney, and Grant, Donald L.  

The Bell Telephone Co. was given two tests which seemed fair to Blacks and to nonminority careerists to be combined into a single test for the position of service representative.

Haldane, Bernard  

Hampton, Robert E.  

Hebert, Stanley P., and Charles L. Reischel  

Herzog, Stephen J.  

Page 9 (introduction): "One recent administration of an IQ test to Mexican-American students in Spanish produced an average increase in IQ of 28 points."

Chapter Four, Section 14 = Discrimination in Employment.

Hess, Robert D., and Tapf, June L.  
An evaluation of the effectiveness of a community-based manpower training program. Chicago, Univ. of Chicago, no date, 215 pages.

The Woodlawn Organization of the Chicago suburb of Woodlawn, attempted to try experimental methods at getting rather hard-core personnel into the workforce. Although many of the people they recruited scored mediocrely on the GATB, they still made satisfactory trainees, and finished the course of training though their accomplishment was not as high.

Hicks, Robert A., and Pelligrini, Robert J.  
Hunt, I. C., Jr., and Cohen, B.


Jenkins, Timothy L.


There are many reasons for filing for redress with EEOC, and some of the points revolve around: discharge, seniority, advancement, and testing, amongst others.

Jensen, Arthur R.


Since the time of publication, this argument has become something of a classic with a tinge of notoriety. Jensen surveys the results of various techniques designed to buttress the capacities of culturally deprived preschoolers. The later IQ change proves that only a certain alteration is possible, thus suggesting a certain inborn incapacity.

Jewett, Arno; Mersand, Joseph, and Gunderson, Doris V., editors.


Johnston, William Elbert, Jr., and Scales, Eldridge, E.

Counseling the Disadvantaged Student. New York, Selected Academic Readings, April 1968. 115 pages. ($3.00)

Katzell, R. A.


Kirkwood, John H.


Kranz, Harry


These youths — nationally about 400,000 strong — were assisted between February and December of 1965 on a national scale. Described are the need for temporary work, counseling, testing, and work development programs.

Krugman, Morris


One of the six areas discussed is the need for special tests for the
culturally deprived: without them, the teacher may not know the true potential and thus fail to spark what is there.

Kulhavy, Raymond W.  

Labor Month in Review.  
The general problem of countering discrimination with fair employment practices for minorities and women is briefly summarized.

Larson, E. Richard  


Macy, John W., Jr.  

Mayhew, Leon H.  
The author emphasizes that the problem of race is handled better by employers who construe discrimination as an economic loss. If there is no loss, his handling of racial mix may be thought to be satisfactory. Yet, there are many forms of inadvertent, passive discrimination. These are described. Combative legislation, especially as was enacted in Massachusetts, is traced.

McCarthy, J. James  
The author applies the meaning of the classic case to private employers.

McCord, John H.  
The legislation behind most civil rights re-alignment is discussed in an introduction by the Board of Student Editors of the University of Illinois Law Forum. Voting rights of Negroes are taken up — with attention to literacy tests — on pp. 16, 17, and 45.  
A whole major section is devoted to the Equal Educational Opportunity for Negroes, pp. 56-84, by Robert L. Carter. This is set down in an exposition of the history of important court decisions including the classics such as Brown v. Board of Education, and Briggs v. Elliott.
McVeigh, E. J.

Mindlin, Albert

Nader, Ralph
'In the public interest' - syndicated column: Students must push changes in colleges' biased testing. Printed nationally, and in The Capital Times, Madison, Wisconsin, December 11, 1972, p. 3.

Nathan, R. P.


An explique of the services offered by this department, and the ways in which interdepartmental cooperation can result in aid to the disadvantaged.


Norfolk Division of Virginia State College

The report scrutinizes the treatment of hard-core men who were trained according to four methods. The way in which they were brought into the program was unorthodox in that personal contacts in social centers were used instead of ads; then, even though the General Aptitude Test Battery - which is usually used for a lot of Manpower Development and Training Act programs - had been failed by 72 of them. It was felt that most of the men involved had had a great sense of unworthiness about them, and thus became or were jobless: it was decided to make a break in the circle for them. The report describes the job skill building techniques used and the educational program.


Pittsburgh. University. Graduate School of Business.
The law the personnel testing; proceedings of a conference, May 26, 1971, sponsored by the Graduate School of Business. Pittsburgh, Univ. of Pittsburgh Graduate School of Business, 1971. 48 pages.

Topics covered, among others: The Griggs case as it now applies to employers; EEOC suggestions; How to comply with EEOC suggestions; and the more technical aspects of testing personnel.

Powers, Thompson, editor

Testing is taken up in Chapter IV, from pages 41-56. The book gives a fine overview of the law and what needs to be done by companies in order to overcome employment discrimination.

The Potomac Institute, Inc.

A number of rather positive programs by business firms are described so that the dismal picture of too-little black employment which is obvious elsewhere seems to be no quite so unrelieved. Quoted are specific but unnamed managers who enunciate their actual policy, most of which seems to be 'hire the blacks, given the fact of two equal candidates for a job, that is, until the inequality is erased.'

Price, Robert N.

There are four sections; the second deals with employee testing.

Reeves, Earl J.

"Republic" defends literacy test.
Voice of the City, June 18, 1970, p. 2. (Published by Double D Community Newspapers, Inc., P. O. Box 8117, Phoenix, Arizona 85040.)

A state of embroilment was touched off by a voter reform bill, the Arizona literacy test for voters, HB-4. Some felt that many sensible, but non-reading - people would now be disenfranchised, as well as...
people who badly needed representation but who had never been educated.

In rebuttal, The Arizona Republic of June 16, 1970, carried an editorial: "Literacy tests, when properly and impartially administered, do not attempt to stigmatize citizens for not speaking English. They merely try to insure that voters are familiar with the language of government."

Reeves, Earl J.

Rosen, Ned A., Goodwin, Nina P., and Lawrence G. Graev

Rosenbloom, David H.

Rutgers University. Institute of Management and Labor Relations. Research Program.
The area covered is the Newark Labor Market Area, with Newark, New Jersey, the largest center; the training program was a result of the Manpower Development and Training Act of 1962. "The purpose of the present project was to study the selection criteria and mechanisms by which applicants are accepted or rejected for training."

Santos, Beatriz N.

Schreiber, George

Schreiber, Daniel

Schroeder, Wayne G.

Sexton, Patricia Cayo

One topic covered is the compensatory techniques which are used to
bring youths who do not read or read badly up to par, and the efforts made in getting the students ready for high-school equivalency tests or job entrance examinations.

Shealy, Floyd Milton

Shekib, Aida A-H.

Society for the Psychological Study of Social Issues.

Some ways of remedying cultural bias and methods for adjudicating scores on tests.

Sovern, Michael I.

Taylor, John E., Michael, Eugene R., and Brenpan, Mark F.

Taylor, V. R.

Taylor, Vernon R.

Tenopyr, Mary L.

Tests win a vote of confidence: study finds written exams can predict job performance fairly for all groups. Manpower, December 1972, pp. 10-12.

U. S. Civil Service Commission.

In brief style, a total picture of the legal machinations behind and about investigations of discriminatory complaints. Contains the history of the bills on equal employment opportunity, and reproduces in facsimile the forms one would need to fill out in order to successfully file an appeal.

U. S. Commission on Civil Rights.


U. S. Dept. of Labor.
Validation of employment tests by contractors and sub-contractors subject to provisions of executive order 11246. Federal Register, 1968, 33, no. 186.

U. S. Equal Employment Opportunity Commission

U. S. Dept. of Labor. Manpower Administration

Vanagunas, Stanley

Veil, Fred W.

White, L. R.

Deals with testing in the recruitment process.
Willard, Louisa S.

Williams, P. S.

Wright, George N., and Butler, Alfred J.
V - Outreach Efforts by Industry and Other Agencies

Badhwar, Inderjit
OEO's plan helps employees rise to professional grades. Federal Times, vol. 8, no. 25, August 30, 1972, p. 4.

Various career ladders such as work study, crossovers, public service, and low income beginnings, are covered.

Bader, Barry S.

Benton, Lewis R.

How to compatibly work with the minority, hardcore, and disadvantaged is described as are a wealth of other activities including labor relations, selection, and testing.

Bergmann, Barbara R., and William R. Krause

Blumorsen, Alfred W.

Brandes, Paul D.

Business and Industrial Co-ordinating Council
Skills escalation and employment development: Project SEED (Skills Escalation and Employment Development.) 46 Branford Place, Newark, N. J. 07102, 1968. 88 pages.

In spite of stimulants to get workers into companies, the fact remains that even when they are trained, the hard core finds tests irrelevant.

"Can Today's 'unemployables' Become Tomorrow's Salesmen?"
Reprinted from Merchandising Week, March 29, 1965. 2 pages.

Reports on uplift programs in Detroit, where Federal Department Stores took on 16 people who had failed the usual tests, and trained them intensively for ten weeks so they could get continuing jobs.

Carbine, Michael E.
Communicating with the disadvantaged. Manpower, vol. 1, no. 9, October 1969, pp. 2-6.
Carrington, J. H.

Casavantes, Edward J.

Ling-Temco Vought's Aeronautics section has supportive training regime for Mexican Americans in Texas.

Chin, Robert, with L. Irving Pollitt and Herschel N. Hadley
Impact upon the organization of hiring the disadvantaged: report of a study of two companies. Boston, Boston University, Human Relations Center, November 1971. 258 pages. Tables.

"The present study is an attempt to describe how hiring, retention, and promotion of disadvantaged persons is affected by the patterns of organization, and how changes of these patterns is brought about." --From the preface.

Champagne, J. E., et al.
Employing the hard-core internal organizational effects. Houston, Texas, University of Texas, College of Business Administration, Center for Human Resources, 1970. 28 pages.

Corazzini, Arthur J.

Cowles, Arthur W.

Cribb, Herschel

Dailey, C. A.

Davenport, Lawrence, and Reginald Petty.

Dobkins, Sheldon H.

Dobkin, George F., ed.
Drabant, Richard M.

Since 1967, the Chrysler Corporation has been involved with outreach with the NAB/JOBS concept.

Drob, Judah
How successful can we be in manpower programs for the disadvantaged? Paper given at the annual meeting of the American Orthopsychiatric Association in Chicago, March 23, 1968. 20 pages.

Drotning, John, David B. Lipsky, and Myron D. Fottler

Eckstein, Otto

Educational Computer Corporation

Educational Testing Service - The Executive Study Conference.

Edwards, Harry

Chapter Ten: The Re-entry of Whites: from intruding samaritans to allies. This chapter shows the elitist character of the entering students, and supports this with family income statistics in tables.

In an appendix, there is a 4-year curriculum for Black Studies, and a listing for requirements for the undergraduate degree program in Black Studies at the State University of New York at Albany.

Fairbanks, Helen, compiler
Trade union programs for training the disadvantaged worker. Princeton, New Jersey, Princeton University, Industrial Relations Section, January 1970. 4 pages. No. 150 of 'Selected References.'

Twenty-three references with publisher's addresses, and annotations on the outreach efforts of unions to incorporate the hard-core, with the attempts of particular companies also highlighted.

Farr, James B., Brian S. O'Leary, and C. J. Bartlett

In 1969, Bartlett and O'Leary made a model whose function was to forecast correlations between pre-job profiles and on-the-job performance measures for ethnic groups. This was to be without eliminating test validity. The empirical model's efficacy was put to the test in applying it to the areas of prison officers and state civil servants, amongst others.
Fields, Charles

States the important difference in terms of the job market between 'equal employment opportunity' and 'equitable employment opportunity.' Even educated blacks sometimes have trouble landing jobs comparable to their education because there may be a lack of understanding in all-white companies about hiring minorities; the author calls this the 'lack of reference information.'

In order to get over this initial hump, both blacks and whites on all levels of the labor hierarchy will have to strive harder to become acquainted with each other's personal way of projecting — especially in interviews — a process which will depend on his own cultural milieu and his race's general social characteristics.

Fine, Sidney A.

Fisher, A. D.
White rites versus Indian rights: expanded educational opportunities for Indians may not be opportunities at all. Trans-action, November 1969, pp. 29-33.

Especially page 32.

Gavin, James F., and David L. Toole

Gilliland, Burl E.

Glaser, Edward M., and Harvey L. Ross

Contains an excellent 35-page bibliography on the development of manpower in the disadvantaged groups. Indexed.

Gordon, Jesse E., and Erfurt, John C.
Harris, Cynthia A.

Hendrix, Oscar R.

Holley, William H., Jr.

Horgan, Neil J.

Institute of Public Administration

Jaffee, Cabot L., Cohen, Stephen L., and Cherry, Robert
Rather than upset potential candidates by giving them tests they won't do well on anyway, a set of simulation exercises is administered.

Jaffee, Cabot L., and Friar, Lorene
The inter-personal characteristics used in adapting to co-workers are the emphasis in this training ploy which considers perceptions of others and work attitudes on a par with typing ability, as a hiring criterion.

Janger, Allen R.
The ultimate goal was not only to recruit and employ the disadvantaged, but to keep them on the job over a long period. In the analysis made of all the companies surveyed (25,000 companies were sent questionnaires and of these nearly 2400 were returned and analyzed), the greatest quit rate was 60% (i. e., 40% retention). These companies were the ones whose particularized supportive services for the disadvantaged were the most minimal.

Janger, Allen R.
Janger, Allen R.

Paradoxically, it seems that in a survey of 2400 companies, those who had training programs carried out off the job fared better than those done co-terminous with the work itself.

Jewish Employment and Vocational Service

Kolstoe, Oliver P., and Frey, Roger M.

Discussions on sheltered workshops, the mental outlook of the characteristics of this group, strategies for easing into jobs of temporary, then permanent nature, suggested daily schedule and work advancement scheme. Comprehensive listing of supplementary readings by chapter at back.

Kovarsky, Irving

Levine, Louis S.
Some observations pertaining to the socially handicapped. Journal of Rehabilitation, vol. 34, no. 6, November-December 1968, pp. 32-34.

Lewis, Morgan V., et al.
Recruiting, placing, and retraining the hard-to-employ: a study of factors influencing the retention of participants in a concentrated employment program and in their subsequent employment. University Park, Penn., The Penn. State University, Institute for Research on Human Resources, October 1971. 290 pages + various pagings.

Lipsett, Laurence

Posts ideas on how to accomplish employee choice in other ways than tests: work record and recommendations, the verbal interview and the work history and employee biography which is on the application blank.

Lockwood, Howard G.
Malone, John R. (Foundation for a Compatible and Consistence Alphabet)

To help the non-reader establish literacy, a special alphabet is used as a teaching device.

Mathews, Linda
Navahos chart their own education path. Los Angeles Times, June 1, 1969, pp. 1-3, section C.

History and philosophy of education of the new Navaho Community College in Arizona.

McVeigh, Edward J.

Mercer, William A.
Meaningful job development and training of the hardcore by business & industry. Given at the Race Relations and Industry 1968 Seminar, New York City, February 16, 1968. 11 pages.

Mercer worked in Newark, N. J., as coordinator for the Business & Industrial Council. One of the topics covered here is the problem of tests for the hardcore who are just getting into beginning jobs. There are all sorts of problems unique to the disadvantaged which mean that trainers helping them to get into employment must know how to cope with these characteristics.

Miller, S. M.

Miller, S. M.

National Committee for Careers in Medical Technology

Describes efforts to train 1,100 trainees, 400 of which were disadvantaged. There were many "minorities" such as mature women, dropouts, physically disabled, and so on, but with proper and concerted training, it was felt that all were trainable. Sometimes counseling and more specific orientation is necessary.

Nelson, R. C.
Oak Ridge Associated Universities

Odell, Charles E.

Offner, Paul
Labor force participation in the ghetto. The Journal of Human Resources, Fall 1972, pp. 460-481.

Pagano, Jules

Pierson, Frank C.

Purcell, Theodore V., and Cavanagh, Gerald F.

Includes subject index and a 3-page list of some 250 interviewees. Testing is discussed on pages 57, 112-113, and 282.

Purcell, Theodore V., and Cavanagh, Gerald F.

Rein, M.

Rempson, Joseph L.

In between 1964 and 1970, black college enrollment went from 234,000 to 470,000 students. Not only is more special training needed for minorities early in their academic careers as children, but the universities must make a conscious effort to absorb them.

Richardson, Bellows, Henry & Company, Inc.

On pages 94-96, there are descriptions of a system used in three cities in which the Biographical Information Blank (E13) is utilized to help the disadvantaged be considered as job risks worth taking.
Roberts, M., and Merkley

One hundred and ninety-five Negro youths were involved in a pre-apprenticeship outreach regime. The outcome was that with astute counseling, pointed training, and careful recruiting practices, that disadvantaged youths can be a viable manpower source.

Rowan, R., and Northrup, H.

There are now 30 volumes in this series, Racial Policies of American Industry Series.

Schmidt, F. H.

No screen-out procedures. They actually want over 45's and young drop-outs. Those speaking Spanish are taught in Spanish. The driver's licensing test (goal) was passed almost by all.

Schrank, R., and Stein, S.

The computer parts assembly plant is located in Brooklyn, in Bed-Stuy. Of about 400 employees, 75% are male. Tests are used only to get an idea about typing and secretarial abilities; in other instances, the work biography is substituted.

Shaeffer, R. G.

New Employee Selection Regulations is given play on pages 13-27. Not only the place of tests is taken up, especially pages 14 to 18, but the specific application, as well as the longer-ranged general application of appropriate and noteworthy legal cases, is presented. Also uniquely displayed are some interesting analyses of various selection modes which are illustrated by scatter diagrams patterns.

The writing of this whole work is of an exceptional, broad-minded nature, and the lay-out of the book helps buttress this great strength.

Skill Advancement, Inc. (New York)
Upgrading the low-wage worker: an ergonomic approach: September 1, 1966 through August 31, 1967. Volume III: The low-wage employee in his work

The volume, through a series of reproduced questions administered in the study to low-wage workers, graphs self-images, ideas of the worker towards the organization, interest in job, wages, etc.

Thieblot, Armand J., Jr., and Fletcher, Linda Pickthorne


U. S. Congress. Senate.

In Cheshire, Conn., a special busing program was set up in 1969-70 to help ghetto children. The California Achievement Test was being used to note differences before and after.

U. S. Dept. of Labor. Manpower Administration.

The low-income labor market; The Boston Manpower Program; Outreach

Matching social action programs with management needs; a manager's guide to the employment and development of the disadvantaged or underemployed, prepared by the Office of Civilian Manpower Management. Washington, D. C., U. S. Dept. of the Navy, January 1972. 30 + 12 pages. (OCMM Instr. 12300.1)

Page 18: High School Equivalency Test Program.
This is an excellent compilation of various kinds of set-ups which are organized to facilitate entry to work. Some of the programs described such as the Neighborhood Youth Corps or the Job Corps are well-known, but the author includes specific projects such as the Helper-to-Journeyman Program, the Shop Trainee Program, and general concepts like "Support to Self-Development."
Appendix A gives the statistics for all the standard programs such as the information on which U. S. department administers it, the age range, and per cent paid by Federal agency.

U. S. General Accounting Office.
Efforts to employ disadvantaged persons in the federal government: Report to the Congress by the Comptroller General of the United States. Washington,

Walkup, Betsy

A number of recent noteworthy studies, sources, and bibliographies are listed which have to do with nontraditional methods of academic study, such as by correspondence, equivalency examination, or other forms of adult education.

Weinstein, Burton

Wilson, Michael

WIN workers: the employer's view.
Manpower, vol. 4, no. 6, June 1972, pp. 30-32.

Discusses the performance of some 280 workers in Washington. Smaller settings seem to be better than large companies for WIN personnel.
VI — Citations of Related Interest

Bachman, Jerald G., Swayzer Green, Ilona D. Wirtanen.
Dropping out — problem or symptom? Volume III of Youth in Transition.

Bachman, Jerald G.
The impact of family background and intelligence on tenth-grade boys.

Benjamin, Helen C.

Blair, Philip M.

Blaustein, Arthur I., and Geoffrey Faux
The star-spangled hustle: white power and black capitalism. Garden City, New York, Doubleday, 1972. 289 pages. Tables. (Foreword by Congressman Ronald V. Dellums.)

The course of events, the politics, legislation, history of the gradual erosion of the black capitalism concept.

Bloice, Carl

The article traces the problems of black workers who get bounced when companies move to Asia or the South. The lowest-ranking workers are especially hit; conversely, black craftsmen make the best strides, especially in the big oil companies.

Botterbusch, Karl F., and Robert C. Droge

Burger, Henry G.
of Navajo high school graduates. Logan, Utah, Utah State University, January 1970. 41 pages +.

College Entrance Examination Board
A chance to go to college: a directory of 800 colleges that have special help for students from minorities and low-income families. Princeton, N. J. (P. O. Box 592), College Entrance Examination Board, 1972? 294 pages. ($3.00)

Comer, James P., M. D.

Court voids test over minority hiring.

In a very short but pertinent article, the idea of specially giving consideration in hiring to minorities was overturned as being unconstitutionally biased against majority groups. The test in question: "State Professional Careers Test."

Demman, Anne Smith
Cultural differences and attitudes toward employment. In The Social Sciences and Manpower Research. Published by Industrial Relations Center, Iowa State University, Ames, Iowa, 1969. Pages 83-94.

Duncan, Otis Dudley, David L. Featherman, and Beverly Duncan

Fendrich, James M.

The scene of the survey was Jacksonville, Florida, and 199 black vets were scrutinized. Of these, 35% were utilizing their new access to education while 46% were looking for work.

Ferguson, Jack, and David Grafstein

Fillenbaum, Gerda G.

Fottler, Myron D., John E. Drotning, and David B. Lipsky

Garcia, Angela B., and Barry J. Zimmerman
Goldstein, Jon H.

Greenhaus, Jeffrey H., and James F. Gavin

Hacker, Andrew
Even if they can't read, they should have the vote. New York Times Magazine, April 18, 1965, p. 26.

Hammond, Boone

Jones, James D., Edsel L. Erickson, and Ronald Crowell

Juston, Neal

Myers, Charles A.

Chapter 3: Hiring and training the disadvantaged, pp. 24-50.

O'Leary, Virginia E.

Ploski, Harry A., and Kaiser, Ernest, editors and compilers

Poussant, Alvin F.

Protheroe, Donald Wesley
Quinn, Robert, B. D. Fine, and Teresa Levitin.
Turnover and training; a social-psychological study of disadvantaged workers.
Ann Arbor, Michigan, The University of Michigan, Survey Research Center,

Rodriguez, Armando
The necessity of bilingual education. Wilson Library Bulletin, vol. 44,

Roessner, J. David
Employment contexts and disadvantaged workers. Washington, D. C., Bureau
of Social Science Research, 1971. 228 pages.

Shugar, Gershon J., and others
How to get into medical and dental school. New York, Arco Publishing Co.,
1972. 106 pages. ($4)

There is a section which is helpful to the disadvantaged students
and applicants from minority groups.

Sigel, Efrem, and Jonas, Gary F.
Metropolitan cooperation in education: the greater Boston case. Journal

Sowell, Thomas
black Education: myths and tragedies. New York, David McKay Company, Inc.,
1972. 338 pages.

The book takes up the idea of the problems confronting the better-
off Negroes who sometimes have a difficult time in college. There, they
are compared to their detriment with definite hard-core ghetto students
who are obviously disadvantaged, and with middle-class blacks, and are thus
passed over for scholarship aid and special minority consideration.

Chapter 11: Race and Intelligence,
Culture fair tests discussed, page 275. "The disinterest of lower-
income students when taking tests, and particularly their tendency to quit
cold when confronted with a difficulty are well established..."

Sproule, Charles F., and Edgar L. Yost, compilers
Selected bibliography: Tests. Harrisburg, Pa., Commonwealth of Pennsylva-
35 pages.

"This bibliography is intended as a training tool and a resource
device for entry level, journeyman and advanced personnel analysts in the
Penn. State Civil Service Commission's Bureau of Examinations."

There are sections on Measurement and Selection, Test Construction,
The Oral Examination, and others.

Taylor, Stuart A.
The black executive and the corporation—a difficult fit. In Blacks:
the roadblocks are still up! MBA, vol. 6, no. 4, January 1972.

Entire issue is on problems blacks have in employment.

The book lists hundreds of companies who have as one of their lines remedial materials which can help people overcome basic educational deficiencies. The type of material—whether booklet, casette, activity cards, etc., is indicated, and the grade level to which it is slanted.

U. S. Civil Service Commission.


U. S. Dept. of the Navy

What they tried to find out concerned what similarities could be found in pre-job tests in relation to job performance later, and also whether certain school tests taken by the navy men could be compared accurately with the 'personnelmen' ratings.

U. S. Office for Civil Rights.

Weaver, Charles N.

"Many researchers have sought to explain why the acculturation of Mexican Americans has been slow. One explanation is that the lack of preparation of Mexican Americans prevents them from securing good jobs. Their lack of preparation has been traced to a language handicap. Another barrier is thought to be their lack of knowledge of the ways of securing employment." — page 28.

Williams, Frederick

Three types of socio-economic classes of boys were examined as to their aspirations in the cities of San Francisco and Oakland.

Wolkow, George H.

Zigler, Edward, and Butterfield, Earl C.