A Motivated Panel on Motivating Subject Matter Experts (SMEs)

Panel Session Presented at IPAC 2018 Conference

Panelists: Amanda Allen, PhD (EEI)
Scott Bedwell, PhD (PDRI)
Tina Chang, MS (PTCB)
Kerrin Puente, PhD (HumRRO)

Facilitator: Taylor Sullivan, PhD (HumRRO)

July 31, 2018

We rely on SMEs…

- to facilitate the development of face valid, appropriate, and high-quality test content and materials.

- to provide initial buy-in to ensure the assessment will be well-received in the broader organization once deployed.

HumRRO.
HUMAN RESOURCES RESEARCH ORGANIZATION

SME involvement can take numerous forms.

- Item writing

- Item reviewing

- Defining test specifications and/or test blueprints

- Serving as raters in content validity reviews

- Giving feedback on potential bias or fairness issues

- Developing scoring keys

- Participating as sample test takers or pilot testers

- etc.

HumRRO.
HUMAN RESOURCES RESEARCH ORGANIZATION

Panelists

- Amanda Allen, PhD (EEI)

- Scott Bedwell, PhD (PDRI)

- Tina Chang, MS (PTCB)

- Kerrin Puente, PhD (HumRRO)

Question 1

- What criteria do you consider when selecting SMEs to participate in assessment development activities?

  – How does this vary by the type of activity?

  – What knowledge, skills, abilities, and other characteristics (KSAOs) have you found to be related to SMEs' likelihood of being motivated to provide high-quality input?

HumRRO.
HUMAN RESOURCES RESEARCH ORGANIZATION

Question 1 – Notes:

Question 2

- How do you "compensate" SMEs to do quality work? How about if they are volunteers?

  – Which "currency" is used to "pay" SMEs? Continuing education credits? Money? Time away from work? Stipend for resources? Something else?

  – Have you ever implemented contingencies such that the quality of SMEs' work impacts their level of compensation? What considerations are relevant in this case?

HumRRO.
HUMAN RESOURCES RESEARCH ORGANIZATION

Question 2 – Notes:

Question 3

- How do you "on-board" SMEs to the activity to ensure they are committed to and capable of performing the activity?

HumRRO.
HUMAN RESOURCES RESEARCH ORGANIZATION

Question 3 – Notes:

Question 4

- How do you prepare or design the activity itself to be engaging/motivating for SMEs?

Innovative. Responsive. Impactful.

HumRRO.
HUMAN RESOURCES RESEARCH ORGANIZATION

Question 4 – Notes:

Question 5:

- How do you evaluate the quality of SMEs' work once received?

  - What type of screen or data analysis is done prior to using SME ratings or input?

  - What indicators of quality input have you incorporated into the activity itself?

HumRRO.
HUMAN RESOURCES RESEARCH ORGANIZATION

Question 5 – Notes:

Questions?