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Dr. Cynthia Hedricks, Chief Analytics Officer at SkillSurvey, to Speak at the Annual Fall Conference of the Texas Association for Healthcare Recruitment (TAHCR)

To Discuss the Science Behind Pre-hire Assessment Tools

Wayne, PA. -- (October 31, 2009) – Dr. Cynthia Hedricks will be discussing the science behind personality and other assessment tools used for selection at the Texas Association for Healthcare Recruitment (TAHCR) annual Fall conference on Friday, November 6, 2009. The conference is being held at the Wyndham St. Anthony Historical Hotel in San Antonio, Texas. SkillSurvey's presence at TAHCR underscores their continued commitment to sharing best practices and thought leadership to healthcare leaders across the country.

The theme for this year's conference is "Bridging the Gap: Recruitment Past, Present and Future." The conference sessions will focus on recruitment, retention, behavioral interviewing, and social networking. Best practices in these areas will be shared among the attendees.

As part of her presentation, Dr. Hedricks will discuss the 'science triad' that should underlie any assessment that is used to evaluate and select job candidates. Furthermore, she will provide evidence on how adherence to some basic scientific principles can result in improved quality of hire and reduced legal risk to the employer.

Dr. Hedricks has diverse experience collecting, analyzing, and presenting behavioral and biological data gathered in the applied setting. In her role as Chief Analytics Officer at SkillSurvey in Wayne, PA, Dr. Hedricks integrates market demands and technological HR innovations with OD client consulting and psychometric research principles. Dr. Hedricks has both national and international consulting experience, helping to improve quality of hire at organizations such as Poudre Valley Health System, Penn Medicine, Kohl's, CH2M HILL, GlaxoSmithKline (US, UK), Reebok, Johnson-Diversey, and Wal-Mart (Canada, Mexico, US, Japan). Before joining SkillSurvey in June of 2007, Cynthia was Senior Vice President of Research & Development at Caliper, in Princeton, NJ, a firm that provides a personality assessment for employee selection and development to companies in 31 different countries.

Cynthia's most recent projects have included: building talent communities in healthcare; combining 'high tech' with 'high touch' in healthcare talent management; and the psychometric integrity of online reference checking. She serves as an expert advisor on Measuring Quality of Hire, a learning track offered by the Human Capital Institute. Her affiliations include ASHHRA, NAHCR, SHRM, and the Society for Industrial and Organizational Psychology (SIOP). Prior to her corporate experiences, she published research in the fields of nursing (College of Nursing, Univ. Illinois-Chicago) and occupational therapy/occupational science (Univ. Southern California). Cynthia has a Ph.D. in Biopsychology from The University of Chicago.

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About SkillSurvey:

SkillSurvey is the leading provider of online reference assessment solutions that increase quality of hire and improve recruiting efficiency. Using SkillSurvey, organizations improve the quantity and quality of information they collect regarding a candidate's past work performance, providing better information to recruiters and hiring managers as they make decisions on new hires. More information is available at www.skillsurvey.com.

For more information concerning the TAHCR Fall Conference, please visit: www.tahcr.org