**“Process Redesign of a Consent Decree-Based Police Promotional System”**

**Calvin Hoffman, Ph.D.**

Associate Professor, Alliant International University

Test Development Manager, Los Angeles Sheriff’s Department



Calvin Hoffman manages the development and validation of testing programs for sworn and civilian occupations at Los Angeles County Sheriff’s Department. He has worked as an internal and external consultant for both private and public sector organizations. He has held internal consulting and managerial positions at Southern California Gas Company and Southern California Edison. While spending the bulk of his career in practice, he has also published and presented on a variety of applied topics such as job component validity, utility analysis, assessment centers, 360 feedback, job analysis, statistical corrections to validity, and HR process improvement. He is the recipient of the 2010 *Innovations in Assessment Award* granted by the International Personnel Assessment Council.

**The Organizational Psychology Program**

**California School of Professional Psychology (CSPP) Los Angeles Campus *Presents…***

**Date:** **November 25, 2013**

**Time:** **4:30- 6:00 pm**

**Location:**

**Alliant International University, LA Campus**

1000 S. Fremont Ave. Building A7, Alhambra, CA 91803

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