

Table 5.6 z Score Calculations for Measures Used to Select an RA

	Candidate	
Data source	Barbara	Mareike
Interpersonal Skills	$\frac{8 - 5}{2}$ $z = +1.50$	$\frac{6 - 5}{2}$ $z = +0.50$
College GPA	$\frac{3.25 - 3.00}{1.00}$ $z = +0.25$	$\frac{3.85 - 3.00}{1.00}$ $z = +0.85$
Quality of Reference Letters	$\frac{8.5 - 8.0}{3.5}$ $z = +0.14$	$\frac{11.5 - 8.0}{3.5}$ $z = +1.00$

(Continued)