

# **An Examination of Criterion-Related Bias for Hebrew and Russian-Speaking Examinees in Israel**

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## **Abstract**

This paper focused on the question of whether scores on measures used to make decisions regarding admissions to universities in Israel have equal predictive meaning for both Russian-speaking and Hebrew-speaking examinees. An examination of bias was conducted using the two “contrasting” definitions suggested by Darlington (1971). Two criteria were used to check for bias: first-year grade point average and third-year grade point average. The results indicated that the Hebrew-speaking examinees performed better than the Russian-speaking examinees on both predictor and criterion measures. The difference between the groups decreased from the first year to the third year of studies. The number of cases for which bias in favor of Russian-speaking examinees was detected was similar to the number of cases for which bias against them was detected. The hypothesis of absence of bias could be confidently rejected, for only a small number of departments. It was also found that mastery of Hebrew is, as expected, of great importance in determining academic success, both in the first year and in the third year of studies.