

Psychology 417		Test & Individual Differences		Fall 2018
Instructor:	Yannick Griep	Lecture Location:	MS 319	
Phone:	403-210-7344	Lecture Days/Time:	MWF 11:00 – 11:50AM	
Email:	yannick.griep@ucalgary.ca	[Lab and/or TA info in remaining cells (delete if N/A)]	TBD	
Office:	EDT 1206			
Office Hours:	Appointment only			

Course Description

An introduction to the theory and practice of psychological measurement. Topics include the following: introduction to testing and individual differences; the evaluation of reliability and validity in psychological tests; factor analysis; psychometric principles of test construction and evaluation; contemporary issues related to the use and usefulness of psychological tests; challenges and biases in testing.

Course Learning Outcomes

The Department of Psychology is committed to student knowledge and skill development. The table below lists the key learning outcomes for this course, the program-learning outcomes they facilitate (see psyc.ucalgary.ca/undergraduate/program-learning-outcomes), and the expected level of achievement.

Course Learning Outcomes	Assessment Methods	PLO(s)	Level(s)
Discuss research methods used in testing and individual differences	Exam, group presentation	1,4, 6	A
Evaluate reliability and validity in psychological tests	Exam, group presentation, lab project	3, 1, 4	A, C
Apply (exploratory and confirmatory) factor analysis to answer psychological questions	Exam, Lab project	3, 1,4, 7	A, C
Discuss theory and applications of psychometric principles of scale development	Exam, group presentation	3, 4	A
Examine commonly used tests of personality, mental abilities, and interests	Group presentation, lab project	1, 2, 4	A, C
Discuss contemporary issues related to the use and usefulness of psychological tests	Group presentation	2, 7, 4	A

Notes. PLOs = Program-Learning Outcomes: 1 = demonstrate knowledge of psychological sciences, 2 = think critically and solve problems, 3 = conduct research and analyze data, 4 = communicate effectively, 5 = demonstrate information literacy, 6 = understand and implement ethical principles, 7 = apply psychological knowledge and skills. Level of PLO achievement facilitated by this course: I = introductory, C = competency, A = advanced.

Prerequisites

PSYC 312 - Experimental Design and Quantitative Methods for Psychology

Required Text

A pdf copy of the required readings (See the required reading list appended in this course outline) is available from the U of Calgary library. Additional readings will be made available throughout class.

Assessment Methods

This class will be evaluated by means of two mid-term exams, a final exam, a group presentation, and a lab project.

1. Mid-term exam (30% of final grade). The first mid-term exam will take place on October 27th and will cover all lecture and reading materials from September 13th to October 20th. The exam will comprise a combination of multiple choice and short answer questions. You are not allowed to use computers, iPods, iPads, smart watches, cellphones, notes, or books during this exam.

2. Final exam (20% of final grade). The final exam will take place at the end of the fall term (December 10th – December 20th) and will cover all lecture and reading materials from September 10th to December 5th. The exam will comprise a combination of short- and long answer questions. You are not allowed to use computers, iPods, iPads, smart watches, cellphones, notes, or books during this exam.

3. Group presentation (20% of final grade). In teams, you are required to deliver a 50-minute lecture on one of the topics relevant to individual differences and their assessment. A more elaborate explanation of this group presentation will be given during class. You and your team are required to register for this group presentation. Presentations will take place during class (November 29th, December 1st, December 6th, and December 8th). Missed presentations will result in 0% of the final grade.

4. Lab project (30% of the final grade). This lab project will deal with test construction and item analysis. Your task in this assignment is to use the data set provided, in order to construct self-report scales that measure the personality characteristics of the “Five-Factor Model” of personality structure. You will be required to write a 15-page report in which you are required to provide statistics that will allow an evaluation of your scales (and the items of the scales) and appropriately interpret them. A more elaborate explanation of this individual project (paper report) will be given during class (November 17th). Reports are due on December 8th and should be handed in during class. Electronic assignments will not be accepted. Failure to hand in the report on the given due date will be penalized by a 10% reduction in grades per day (including weekends).

Students must achieve a passing grade on both the class and lab components to pass this course. Failure on either the class (mid-term exam, final exam, and group presentation) or the lab component (lab project) will result in a failure for the entire course.

Department of Psychology Criteria for Letter Grades

Psychology professors use the following criteria when assigning letter grades:

A+ grade: *Exceptional Performance.* An A+ grade indicates near perfect performance on multiple choice and short answer exams. For research papers/essays/course projects/presentations, an A+ grade is awarded for exceptional work deserving of special recognition and is therefore not a common grade.

A, A- Range: *Excellent Performance*. Superior understanding of course material. Written work is very strong in terms of critical and original thinking, content, organization, and the expression of ideas, and demonstrates student's thorough knowledge of subject matter.

B Range: *Good Performance*. Above average understanding of course material. Written work shows evidence of critical thinking and attention to organization and editing but could be improved in form and/or content.

C Range: *Satisfactory Performance*. Adequate understanding of course material. Knowledge of basic concepts and terminology is demonstrated. Written work is satisfactory and meets essential requirements but could be improved significantly in form and content. Note: All prerequisites for courses offered by the Faculty of Arts must be met with a minimum grade of C-.

D range: *Marginally meets standards*. Minimal understanding of subject matter. Written work is marginally acceptable and meets basic requirements but requires substantial improvements in form and content. Student has not mastered course material at a level sufficient for advancement into more senior courses in the same or related subjects.

F grade: *Course standards not met*. Inadequate understanding of subject matter. Written work does not meet basic requirements. Student has not demonstrated knowledge of course material at a level sufficient for course credit.

Grading Scale

A+	96-100%	B+	80-84%	C+	67-71%	D+	54-58%
A	90-95%	B	76-79%	C	63-66%	D	50-53%
A-	85-89%	B-	72-75%	C-	59-62%	F	0-49%

As stated in the University Calendar, it is at the instructor's discretion to round off either upward or downward to determine a final grade when the average of term work and final examinations is between two letter grades. To determine final letter grades, final percentage grades will be rounded up or down to the nearest whole percentage (e.g., 89.5% will be rounded up to 90% = A but 89.4% will be rounded down to 89% = A-).

Tentative Lecture Schedule

Ideally in table format with date of class, topics to be covered, and chapters/readings to be read. Due dates for tests/exams and assignments should be included in this schedule as well.

Date	Topic/Activity/Readings/Due Date (revise and add columns & rows as necessary)
F Sep 7	University Lectures begin.
M Sep 10	Introduction to psychometrics
W Sep 12	APA style – class by TA
R Sep 13	Last day to drop full courses (Multi-term) and Fall Term half courses. No refunds for full courses (Multi-term) or Fall Term half courses after this date.
F Sep 14	Last Day to Add Classes

	Ethics in testing – class by TA
M Sep 17	Scaling
W Sep 19	Scaling & Individual differences, and correlation
F Sep 21	Fee payment deadline for Fall Term full and half courses. Individual differences, and correlation
M Sep 24	Individual differences, and correlation & Reliability – conceptual basis
W Sep 26	Reliability – conceptual basis
F Sep 28	Empirical estimates of reliability
M Oct 1	Empirical estimates of reliability
W Oct 3	Empirical estimates of reliability
F Oct 5	Mid-term exam 1
M Oct 8	Thanksgiving Day, University closed (except Taylor Family Digital Library, Law, Medical, Gallagher and Business Libraries). No lectures.
W Oct 10	Importance of reliability
F Oct 12	Importance of reliability
M Oct 15	Validity – conceptual basis
W Oct 17	Validity – conceptual basis
F Oct 19	Validity – conceptual basis
M Oct 22	Convergent and discriminant validity
W Oct 24	Convergent and discriminant validity
F Oct 26	Convergent and discriminant validity
M Oct 29	Mid-term exam 2
W Oct 31	Test dimensionality and factor analysis & Introduction to lab project
F Nov 2	Test dimensionality and factor analysis
M Nov 5	Test dimensionality and factor analysis
W Nov 7	Confirmatory factor analysis
F Nov 9	Confirmatory factor analysis
Nov 11-17	Reading Days. No lectures.
M Nov 12	Remembrance Day (Observed). University Closed (except Taylor Family Digital Library, Law, Medical, Gallagher and Business Libraries). No lectures.
M Nov 19	Test bias
W Nov 21	Student group presentations
F Nov 23	Student group presentations
M Nov 26	Student group presentations
W Nov 28	Student group presentations
F Nov 30	Student group presentations
M Dec 3	Student group presentations
W Dec 5	Recap lecture & preparation for the final exam
F Dec 7	Fall Term Lectures End. Last day to withdraw with permission from Fall Term half courses.
Dec 10-20	Fall Term Exam Period.

Readings

Burisch, M. (1984). Approaches to personality inventory construction: A comparison of merits. *American Psychologist*, 39(3), 214–227. DOI: 10.1037/0003-066X.39.3.214

DeVellis, R. F. (2012). *Scale development: Theory and applications*. Thousand Oaks, CA: Sage Publications Inc.

Jackson, D. N., Wroblewski, V. R., & Ashton, M. C. (2000). The impact of faking on employment tests: Does forced-choice offer a solution? *Human Performance*, 13(4), 371–388. DOI: 10.1207/S15327043HUP1304_3

Vantilborgh, T., Bidee, J., Pepermans, R., Griep, Y., & Hofmans, J. (2016). Antecedents of psychological contract breach: The role of job demands, job resources, and affect. *PlosOne*, 11(5), e0154696. DOI: 10.1371/journal.pone.0154696

The Burisch (1994) article and selected chapters from the DeVellis (2012) book will be used to explain test construction and item analysis.

The Jackson and colleagues (2000) article will be used to explain response set and response style.

The Vantilborgh and colleagues (2016) article will be used to demonstrate the basic principles of confirmatory factor analysis.

Reappraisal of Graded Term Work <http://www.ucalgary.ca/pubs/calendar/current/i-2.html>

A student who feels that a piece of graded term work (term paper, essay, test, etc.) has been unfairly graded, may have the paper re-graded as follows. The student shall discuss the work with the instructor **within fifteen days** of being notified about the mark or of the item's return to the class. If not satisfied, the student shall **immediately** take the matter to the Director of Undergraduate Studies who will arrange for a reassessment of the work **within the next fifteen days**. Students in faculties without a departmental structure should take the matter to the dean or the associate/assistant dean (Academic/Student Affairs) of the faculty offering the course. The result of that reassessment should be given to the student in writing. ***The reappraisal of term work may cause the grade to be raised, lowered or to remain the same.***

Reappraisal of Final Grade <http://www.ucalgary.ca/pubs/calendar/current/i-3.html>

In the reappraisal of a final grade, the only element that will be considered is the grading of the final assessment that makes up the final mark (e.g., final examination, final project, final paper). An exception may occur when the Instructor of Record evaluates a piece of graded term work at the end of the term; that grade may also be considered in a reappraisal of final grade.

A student wishing a reappraisal of a final grade should first attempt to review the final assessment with the department or faculty offering the course. After which, the student shall obtain a Reappraisal of Final Grade form from ucalgary.ca/registrar (under Student Forms). Students must indicate exactly what error was made in marking the final assessment and/or in computing the final grade. The reappraisal will only be considered if the student provides a detailed rationale that outlines where and for what reason an error is suspected.

Students wishing a reappraisal of a final grade (excluding Law courses) must submit their request by the following dates:

Fall Term – March 1

Winter Term – June 30

Spring Intersession – August 15

Summer Term – October 15

Supplemental Examinations: 30 calendar days from the date the examination was written

The reappraisal form shall be submitted to Enrolment Services who will forward it to the department head or dean of the faculty offering the course. Reappraisals of final grades are dealt with by the head of the academic unit in consultation with members of academic staff. Normally, the department/faculty will respond to a reappraisal request within thirty calendar days of its initiation. After the reappraisal is completed, the department shall return the form to the Registrar's Office who shall inform the student in writing of the decision. ***Students should be aware that the grade being reappraised may be raised, lowered or remain the same. A student may request a reappraisal of final grade only twice in one academic year (September 1 – August 31).***

Plagiarism and Other Academic Misconduct

Intellectual honesty is the cornerstone of the development and acquisition of knowledge and requires that the contribution of others be acknowledged. Consequently, plagiarism or cheating on any assignment is regarded as an extremely serious academic offense. Plagiarism involves submitting or presenting work in a course as if it were the student's own work done expressly for that particular course when, in fact, it is not. Students should examine sections of the University Calendar that present a Statement of Intellectual honesty and definitions and penalties associated with Plagiarism/Cheating/Other Academic Misconduct <http://www.ucalgary.ca/pubs/calendar/current/k-5.html>.

Academic Accommodations

The student accommodation policy can be found at: ucalgary.ca/access/accommodations/policy.

Students needing an Accommodation because of a Disability or medical condition should communicate this need to Student Accessibility Services in accordance with the Procedure for Accommodations for Students with Disabilities ucalgary.ca/policies/files/policies/student-accommodation-policy. Students needing an Accommodation based on a Protected Ground other than Disability, should communicate this need, preferably in writing, to the instructor.

Seating During Exams

Instructors and exam invigilators are free to ask students to move seats before an exam begins or even during an exam. Students must comply with this request and refusal to do so may warrant a charge of academic misconduct.

Absence From A Test/Exam

Makeup tests/exams are **NOT** an option without an official University medical excuse (see the University Calendar). A completed Physician/Counselor Statement will be required to confirm absence from a test/exam for health reasons; the student will be required to pay any cost associated with this Statement. Students who miss a test/exam have up to 48 hours to contact the instructor and to schedule a makeup test/exam. Students who do not schedule a makeup test/exam with the instructor within this 48-hour

period forfeit the right to a makeup test/exam. At the instructor's discretion, a makeup test/exam may differ significantly (in form and/or content) from a regularly scheduled test/exam. Except in extenuating circumstances (documented by an official University medical excuse), a makeup test/exam must be written within 2 weeks of the missed test/exam during exam make-up hours provided by the department <http://psychology.ucalgary.ca/undergraduate/exam-and-course-information#mues>. If a student cannot write their final exam on the date assigned by the Registrar's Office, they need to apply for a deferred exam http://www.ucalgary.ca/registrar/exams/deferred_final.

Travel During Exams

Consistent with University regulations, students are expected to be available to write scheduled exams at any time during the official December and April examination periods. Requests to write a make-up exam because of conflicting travel plans (e.g., flight bookings) will NOT be considered by the department. Students are advised to wait until the final examination schedule is posted before making any travel arrangements. If a student cannot write their final exam on the date assigned by the Registrar's Office, they need to apply for a deferred exam http://www.ucalgary.ca/registrar/exams/deferred_final. Students with an exceptional extenuating circumstance (e.g., a family emergency) should contact the Department of Psychology (psyugrd@ucalgary.ca).

Freedom of Information and Protection of Privacy (FOIP) Act

The FOIP legislation disallows the practice of having student's retrieve tests and assignments from a public place. Therefore, tests and assignments may be returned to students during class/lab, or during office hours, or will be made available only for viewing during exam review sessions scheduled by the Department. Tests and assignments will be shredded after one year. Instructors should take care to not link students' names with their grades, UCIDs, or other FOIP-sensitive information.

Acknowledgments and Respect for Diversity

Our classrooms view diversity of identity as a strength and resource. Your experiences and different perspectives are encouraged and add to a rich learning environment that fosters critical thought through respectful discussion and inclusion. The Department of Psychology would also like to acknowledge the traditional territories of the people of the Treaty 7 region in southern Alberta. The City of Calgary is also home to Métis Nation of Alberta, Region III.

Wellness and Mental Health Resources

The University of Calgary recognizes the pivotal role that student mental health plays in physical health, social connectedness and academic success, and aspires to create a caring and supportive campus community where individuals can freely talk about mental health and receive supports when needed. We encourage you to explore the excellent mental health resources available throughout the university community, such as counselling, self-help resources, peer support or skills-building available through the SU Wellness Centre (Room 370, MacEwan Student Centre, <https://www.ucalgary.ca/wellnesscentre/services/mental-health-services>) and the Campus Mental Health Strategy website (<http://www.ucalgary.ca/mentalhealth/>).

Course Credits for Research Participation

Extra Research Participation Course Credit is Not Offered for this Course.

Evacuation Assembly Point

In case of an emergency evacuation during class, students must gather at the designated assembly point nearest to the classroom. The list of assembly points is found at

<http://www.ucalgary.ca/emergencyplan/assemblypoints>

Please check this website and note the nearest assembly point for this course.

Student Organizations

Psychology students may wish to join the Psychology Undergraduate Students' Association (PSYCHS). They are located in Administration 130 and may be contacted at 403-220-5567.

Student Union VP Academic: Phone: 403-220-3911 suvpaca@ucalgary.ca

Student Union Faculty Rep.: arts1@su.ucalgary.ca

Student Ombudsman's Office

The Office of the Student Ombudsmen provides independent, impartial and confidential support for students who require assistance and advice in addressing issues and concerns related to their academic careers. The office can be reached at 403-220-6420 or ombuds@ucalgary.ca

(<http://www.ucalgary.ca/provost/students/ombuds>)

Safewalk

The safewalk program provides volunteers to walk students safely to their destination anywhere on campus. This service is free and available 24 hrs/day, 365 days a year.

Call 403-220-5333.

Important Dates

The last day to drop this course with no "W" notation and **still receive a tuition fee refund** is **September 13, 2018**. Last day to add a course is **September 14, 2018**. The last day to withdraw from this course is **December 7, 2018**.