Required Readings:


Course Overview:

Tests & Measurement can be viewed as an introduction to psychology as detective work. With your background in Stats & Methods, you already have many of the tools you will need. Armed with some additional knowledge of test theory, we will now begin to learn ways to provide answers to important and interesting questions about people. However, as we pursue the answer to these questions, whether from a clinical, educational or vocational framework, we must always keep in mind the limitations placed on us by our investigative techniques (our tests, interviews, etc.) Awareness of these limitations and constraints is what often differentiates the ethical from unethical use of psychological testing. This is a fascinating field. To the extent that I can convey even a bit of my excitement to you I will have succeeded in achieving my goal for the course.

Course Objectives:

(1) To build upon your knowledge in PS 211, adding important information on test theory.

(2) To enable you to evaluate a published test to determine for what, if any, applications it might be useful.

(3) To familiarize you with a variety of measures currently in use in clinical, educational and personnel applications.

(4) To demonstrate the wide range of options available for answering questions about people.

(5) To highlight and consider various ethical and legal dilemmas in the field of testing.

Students Please Note: I reserve the right to modify the class schedule/syllabus as needed to keep the course flowing smoothly. Only under extreme circumstances (e.g. multiple cancellations due to severe weather) will I change due dates for major assignments or exams.
# Class Schedule

<table>
<thead>
<tr>
<th>Class Meeting</th>
<th>Topic</th>
<th>Assignment Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Mon 8/29</td>
<td>Introduction to the Course Practice for Lab #1</td>
<td>None</td>
</tr>
<tr>
<td>(2) Wed 8/31</td>
<td>Necessary Statistics Practice: Item Writing</td>
<td>Text, Ch. 1, 2</td>
</tr>
<tr>
<td>(3) Wed 9/7</td>
<td>Necessary Statistics (cont.)</td>
<td>(2) Lab #1 forms (&gt;2 ex.cred.) (2) Lab #3 forms Text, Ch 3</td>
</tr>
<tr>
<td>(4) Mon 9/12</td>
<td>Lab #2 (in class) Norms</td>
<td>Items for practice exam (10%) DUE</td>
</tr>
<tr>
<td>(5) Wed 9/14</td>
<td>Reliability</td>
<td>Prepare for Exam</td>
</tr>
<tr>
<td>(6) Mon 9/19</td>
<td>Practice Exam (Ch 1-3)</td>
<td>Prepare for Exam</td>
</tr>
<tr>
<td>(7) Wed 9/21</td>
<td>Lab #4 (in class)</td>
<td>Text, Ch 4</td>
</tr>
<tr>
<td>(8) Mon 9/26</td>
<td>Lab #4 (cont.) Item Evaluation (Practice Exam)</td>
<td>Text, Ch. 5, pp. 130-144</td>
</tr>
<tr>
<td>(9) Wed 9/28</td>
<td>Validity</td>
<td>Text, Ch. 5, pp. 144-152</td>
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<tr>
<td>(10) Mon 10/3</td>
<td>Validity (cont.) Overview: Diagnostic Council</td>
<td>Review Diagnostic Council handouts</td>
</tr>
<tr>
<td>(11) Wed 10/5</td>
<td>Lab #5 (in class) (Sign up for Council)</td>
<td>Work on SPSS analysis</td>
</tr>
<tr>
<td>(12) Wed 10/12</td>
<td>Item Writing &amp; Analysis</td>
<td>Text, Ch.6 SPSS Analysis DUE</td>
</tr>
<tr>
<td>(13) Mon 10/17</td>
<td>Overview: Structured Tests</td>
<td>Items for Exam #1 (Ch 4-6) DUE</td>
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<tr>
<td>(14) Wed 10/19</td>
<td>NEO Interpretation</td>
<td>Scored NEO DUE Council Step #1 DUE</td>
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*Fall Break --- Enjoy!!*
<table>
<thead>
<tr>
<th>Class Meeting</th>
<th>Topic</th>
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<tbody>
<tr>
<td>(15) Mon 10/24</td>
<td>Exam #1 (Ch 4-6)</td>
<td>Prepare for Exam</td>
</tr>
<tr>
<td>(16) Wed 10/26</td>
<td>MMPI</td>
<td>Text, Ch. 13, pp. 345-381 Test Evaluation DUE</td>
</tr>
<tr>
<td>(17) Mon 10/31</td>
<td>Projective Testing: TAT</td>
<td>Text, Ch. 7 (Test Admin.)</td>
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<tr>
<td>(18) Wed 11/2</td>
<td>Projective Testing: Rorschach</td>
<td>Text, Ch. 14 Council Step #2 DUE</td>
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<tr>
<td>(19) Mon 11/7</td>
<td>Interviewing Skills</td>
<td>Text, Ch. 8 Items for Exam #2 (Ch. 7,13,14) DUE</td>
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<tr>
<td>(20) Wed 11/9</td>
<td>Interviewing Skills (cont.) Decision Theory</td>
<td>Council Step #3 Draft DUE Scored Myers-Briggs DUE</td>
</tr>
<tr>
<td>(21) Mon 11/14</td>
<td>Exam #2 (Ch 7,13,14)</td>
<td>Prepare for Exam Schedule consultation with me on Council Step #3, if needed</td>
</tr>
<tr>
<td>(22) Wed 11/16</td>
<td>Myers-Briggs</td>
<td>Text, Ch. 18</td>
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<tr>
<td>(23) Mon 11/21</td>
<td>Taylor-Russell tables WES Analysis</td>
<td>Scored WES DUE Council Testing Begins</td>
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*Thanksgiving Break --- Enjoy!!*

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<tr>
<th>Class Meeting</th>
<th>Topic</th>
<th>Assignment Due</th>
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<tr>
<td>(24) Mon 11/28</td>
<td>Overview: IQ testing</td>
<td>Text, Ch. 9. pp. 231-246</td>
</tr>
<tr>
<td>(25) Wed 11/30</td>
<td>IQ Testing</td>
<td>Text, Ch. 10, pp. 252-270</td>
</tr>
<tr>
<td>(26) Mon 12/5</td>
<td>Test Bias</td>
<td>Begin work on Council oral reports</td>
</tr>
<tr>
<td>(27) Wed 12/7</td>
<td>Test Bias (cont.)</td>
<td>Text, Ch. 19</td>
</tr>
<tr>
<td>(28) Mon 12/12</td>
<td>Diagnostic Council Presentations</td>
<td>Council Oral Report DUE Spy Journals DUE Final Exam Questions DUE</td>
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**Final Exam**  Ch. 8-10, 18-19 {Note: Only pages assigned}
**Course Requirements**

- “Practice” Exam 10%
- 2 Exams (15% each) 30%
- Test Evaluation Report 20%
- Diagnostic Council 10%
- Final Exam 15%
- Participation/Attendance/Homework 15%

**Explanation of Course Requirements and Grading**

(1) “Practice” Exam

This first exam is worth less than the other three exams: (1) it covers material you have already learned in PS 211, and is therefore largely review; and (2) it will give us an opportunity to practice writing exam questions and then reviewing their quality after the exam is graded. This exam, like the remaining exams in the course will consist of approximately 60% multiple choice questions and 40% essay. Since this is a course on tests, it makes sense to allow you to write the items which I will use to assess your knowledge of course content. Refer to the attached material “Procedure for Writing Questions for the Exams,” for additional details on the process.

(2) Exams

Both regular, in class exams will give additional opportunity for item writing by class members working in groups, and will consist of 30 multiple choice and 3 essay questions.

**Note:** Students are expected to be present for all exams. If you miss an exam for any reason you will be expected to take the Cumulative Final (described below). You may also elect to take the Cumulative Final to raise a low grade on an earlier test.

(3) Test Evaluation Report

A key component in the proper use of tests is your assessment of their utility for various purposes. Early in the semester you will be assigned a test to evaluate from the Department's testing files. Your task is to use the materials and information from class to evaluate the test assigned. An outline of the issues you should address is attached to the syllabus. Late reports will be accepted, but will be assessed a 3 point per day penalty.

(4) The Diagnostic Council

A Diagnostic Council is a group of people who are experts in the field of testing and measurement. Councils are expensive to run in the "real world" and so are usually only convened for very important decision-making. A classic case, which you as a class will emulate as your final class activity, was the Office of Strategic Service's Diagnostic Council which was convened during the Second World War. Their purpose was to put together a battery of measures to determine who would make the best spies during wartime. After their data were in, their difficult task was to put it all together to make a decision for each candidate. Your job will be identical to theirs.
your group will need to work on this task outside of class. For this reason, it will be difficult for me
to assess the relative contributions of individual members. Therefore, I will ask you to grade one
another on level and quality of participation ("peer grading"). Together with my overall assessment
of your group's final presentation, this will constitute your grade for the Diagnostic Council. A
complete description of the procedure that we will follow will be handed out and discussed in class
on Monday, October 3rd.

(5a) Final Exam (Regular)

The regular final will be the same in format as the earlier two exams and will cover the
material from the last third of the course. As with previous exams, students will generate the item
pool.

(5b) Cumulative Final

As noted above, anyone missing a regularly scheduled exam must take the Cumulative
Final. Additionally, any student wishing to raise a low grade on a previous exam may elect to take
the Cumulative Final. The grade received will count twice - once as the final exam grade and once
as a replacement for the low or missing grade on an earlier exam. This Final will consist of 50%,
identification of key terms and 50% short essay, and items will be contributed by the group of class
members who are taking this form of the exam.

(5) Participation/Attendance/Homework

This grade will be based upon timely completion of assignments, your attendance and
participation in class discussions. Late assignments will be accepted, but will result in a 3 point per
day deduction from your this grade. Assignments include such things as submission of test
questions, and completion of labs and psychological measures as assigned. Please be aware that
since attendance is a part of your grade, signing another student in, or asking another student to sign
you in, is a breach of Academic Honesty. The attendance portion of this grade will start at 100
points and will be reduced by 4 points for an unexcused absence, 2 points with a valid excuse (e.g.
doctor’s note, note from other professor or from Student Services).

Blackboard

Please logon to Blackboard for this course right away (password is validity). In addition to
posting my office hours and reminders, I will post the syllabus and other important handouts. I will
also post your grades (but please be forewarned that I can get up to a week behind with this due to
the volume of grades across all my classes. However, I will do my best to keep up with it!)

We will also be experimenting this term with posting exam questions on Blackboard, rather
than accessing them in paper format on reserve at the library. This will only work if groups writing
items select a very reliable person to send me their group submission as a Microsoft Word
attachment via e-mail. I will then post the items by chapter as documents on Blackboard.

Calculating your Grade

To calculate your final grade, I first add any extra credit points earned and then weight
each grade according to the percentages given above. For example, if an exam is worth 15% and
you score an 80 on it, I multiply (.15) (80) for a point total of 12. Adding these points together
for all the grading components listed above will give you your final grade for the course (out of 100 points). These points are then converted to a letter grade as follows:

<table>
<thead>
<tr>
<th>Points</th>
<th>Grade</th>
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<tbody>
<tr>
<td>92.6-100</td>
<td>A</td>
</tr>
<tr>
<td>89.6 – 92.5</td>
<td>A-</td>
</tr>
<tr>
<td>86.6– 89.5</td>
<td>B+</td>
</tr>
<tr>
<td>82.6 – 86.5</td>
<td>B</td>
</tr>
<tr>
<td>79.6 – 82.5</td>
<td>B-</td>
</tr>
<tr>
<td>76.6 – 79.5</td>
<td>C+</td>
</tr>
<tr>
<td>72.6 – 76.5</td>
<td>C</td>
</tr>
<tr>
<td>69.6 – 72.5</td>
<td>C-</td>
</tr>
<tr>
<td>66.6 – 69.5</td>
<td>D+</td>
</tr>
<tr>
<td>62.6 – 66.5</td>
<td>D</td>
</tr>
<tr>
<td>59.6 – 62.5</td>
<td>D-</td>
</tr>
<tr>
<td>less than 59.6</td>
<td>F</td>
</tr>
</tbody>
</table>

**Academic Honesty**

Moravian has an official policy on Academic Honesty. The policy appears in your student handbook and is also available from the Academic Dean's office. Be sure you understand the definition of plagiarism. The Psychology Department requires that APA format be used for referencing. I will be happy to clarify any points you may not understand.

**Students Please Note:** It is within the course instructor’s purview to use qualitative judgments in the assignment of grades. If at any time you have questions about where you stand in the course, please come see me.

**Office Hours:** Posted on Blackboard (including any necessary changes on a weekly basis).

(email: meljt01@moravian.edu) (Telephone 610-861-1565)

e-mail is the preferred means of contacting me. Phone messages will be returned via e-mail, except for special circumstances. If you are using an e-mail address other than your college address, please let me know what it is.
Criteria for Evaluating a Test

I. General
   (a) What is the stated purpose of the test?
   (b) Is the test based on any psychological theory (e.g. psychoanalytic; social learning) or is it atheoretical?
   (c) What type of item is used? Does it seem the most appropriate choice given the purpose of the test?
   (d) How were the items developed?

II. Administration
   (a) How is the test to be administered? Scored? Interpreted?
   (b) Are the instructions for administering the test clear to you? to your subjects?
   (c) What comments did your subject make about the test?
   (d) How much training/practice is needed to administer, score and interpret the test?

III. Norms
   (a) To whom does the test apply?
   (b) How clearly does the manual describe to whom the test applies?
   (c) Does the normative sample seem large enough?
   (d) Are subgroup norms available?

IV. Reliability
   (a) What types of reliability analyses are reported? (Note: Were both temporal and internal consistency assessments included?)
   (b) What were the average (or typical) coefficients?
   (c) Are the reliability coefficients reasonable? For what sort of decision making? (Note: for test-retest: Is length of time between testings reported? Does it seem reasonable for this construct?)

V. Validity
   (a) What sort of validity studies have been done (use terms from class: predictive, concurrent, construct)?
   (b) Describe several of those studies, giving typical or average coefficients.
   (c) The key Question: How confident are you that the test actually measures the construct it claims to measure? (consult notes and readings). Be sure to say why you believe this, and in what circumstances with what individuals (if any) this test could be useful.
Procedure for Writing Questions for the Exams

1. You will work in a group of between 5 and 7 people, depending on course enrollment. Groups will sign up to be responsible for writing questions for one chapter along with its corresponding labs, exercises & lectures.
2. Although you may elect to assign section of the text (notes, labs, etc.) to different group members, overlap is key! Not all group members will be equally good item writers and at least 2 heads are better than one. Remember your goal is to get as many of your items onto the exam as possible. This will only happen if you have good content coverage and good quality items.
3. If it is not possible to get all group members together to select the items that you will submit to me, I strongly suggest that at least a significant subset of individuals try to get together, communicating with the other members via e-mail.
4. Choose a reliable member of your group (in fairness, rotate this task) to send me the final set of items from your group via e-mail attachment of a Microsoft Word file. The file must reach me no later than the end of class on the day the questions are due.
5. Each group member is responsible to bring to class the set of questions which he or she submitted to their group for consideration.
6. I will post the questions as documents (by chapter) to Blackboard.
7. For at least the first (practice) exam, I will assess the quality of each member’s individual contribution to their group’s effort as part of the homework grade.
8. I will post to Blackboard as an Announcement the percentage of questions which will appear on the exam from class members at least 5 days prior to the exam.

Question Writing Tips and Suggestions

1. I recommend that each group submit no fewer than 15 multiple choice questions and 3 essays.
2. The submitted questions should represent the best of the questions submitted by members:
   - Multiple choice items (as practiced in class) should have 4 response options. Of these, at least one should be clearly correct, with at least one other option designed to confuse someone who doesn’t know the material well.
   - Multiple choice questions should be carefully edited to make sure the grammar of the phrasing of the options doesn’t give the answer away.
   - You may indicate the correct answer to multiple choice questions if you wish, but only as an attached key to facilitate studying by class members.
   - Essay questions should be written to cover aspects of the material where opinion, example or interpretation of the material is key to its understanding. Write essay questions that require the test taker to apply or interpret what he or she has learned rather than just listing facts.
   - Do not try to give answers for essay questions submitted. You may indicate where one might look for an answer to assist in preparation only.
3. Items should be typed into a Microsoft Word file by each group member to facilitate editing and submission to me of the final set of questions.