

**George Mason University
Department of Psychology**

**PSYC 320 – Psychological Tests and Measures
(4 credit hours)**

Instructor

Name: Annie Nottingham, M.A.
Office Hours: Tuesdays 5:00 – 6:00 PM EST and by appointment (please email to schedule)
Zoom Office: <https://gmu.zoom.us/j/93177590446>
Email Address: anottin@gmu.edu

Prerequisites

PSYC 300 Statistics in Psychology, or equivalent

Course Description

This course is a survey of tests and measurements used across the field of psychology. Psychological measurement, or psychometrics, is fundamental to social science research and application. This class will introduce you to the central concepts of psychometrics by reviewing the underlying theory and its applications. The overall goal of the class is for each of you to 1) understand basic psychometrics concepts, 2) gain the ability to critically evaluate existing psychological tests, and 3) critically evaluate a measure of your choice. This course includes a “lecture” section and a “lab” section, but both are asynchronous (no official meeting times). Thus, we will only use ONE combined section on Blackboard (PSYC 320-DL1) instead of separate lab and lecture sections.

Course Delivery Method

This course will be delivered online using an asynchronous (not “real-time”) format via the Blackboard learning management system (LMS) housed in the MyMason portal. You will log in to the Blackboard (Bb) course site using your Mason email name (everything before @gmu.edu) and email password. The course site will be available Monday morning on the first week of class.

Under no circumstances, may candidates/students participate in online class sessions (either by phone or Internet) while operating motor vehicles. Further, as expected in a face-to-face class meeting, such online participation requires undivided attention to course content and communication.

Technical Requirements

To participate in this course, students will need to satisfy the following technical requirements:

- High-speed Internet access with standard up-to-date browsers. To get a list of Blackboard's supported browsers see: https://help.blackboard.com/Learn/Student/Getting_Started/Browser_Support#supported-browsers
To get a list of supported operation systems on different devices see: https://help.blackboard.com/Learn/Student/Getting_Started/Browser_Support#tested-devices-and-operating-systems
- Students must maintain consistent and reliable access to their GMU email and Blackboard, as these are the official methods of communication for this course.
- Students will need a headset microphone for use with the Blackboard Collaborate web conferencing tool.
- Students may be asked to create logins and passwords on supplemental websites and/or to download trial software to their computer or tablet as part of course requirements.
- The following software plug-ins for PCs and Macs, respectively, are available for free download:
 - Adobe Acrobat Reader: <https://get.adobe.com/reader/>
 - Windows Media Player: <https://support.microsoft.com/en-us/help/14209/get-windows-media-player>
 - Apple Quick Time Player: www.apple.com/quicktime/download/

Expectations

- Course Week: Because asynchronous courses do not have a “fixed” meeting day, our week will start on Monday, and finish at 11:59pm Sunday.
- Log-in Frequency:
Students must actively check the course Blackboard site and their GMU email for communications from the instructor, class discussions, and/or access to course materials at least three times per week.
- Participation:
Students are expected to actively engage in all course activities throughout the semester, which includes viewing all course materials, completing course activities and assignments, and participating in course discussions and group interactions.
- Late Work Policy: All assignments are expected to be turned in or completed on Blackboard by the due date and time specified. You are strongly encouraged to submit your assignments on time or early to avoid any grade deductions. Students who will not be able to meet a deadline due to serious extenuating circumstances need to speak with the instructor at least 24 hours prior to the deadline to submit documentation and negotiate a later due date. Students who do not communicate with the instructor in advance and wish to submit late work will receive an automatic grade penalty of 10% deduction for each day late the assignment is submitted.

- Technical Competence:
Students are expected to demonstrate competence in the use of all course technology. Students who are struggling with technical components of the course are expected to seek assistance from the instructor and/or College or University technical services.
- Technical Issues:
Students should anticipate some technical difficulties during the semester and should, therefore, budget their time accordingly. Late work will not be accepted based on individual technical issues.
- Workload:
Please be aware that this course is **not** self-paced. Students are expected to meet *specific deadlines* and *due dates* listed in the **Class Schedule** section of this syllabus. It is the student's responsibility to keep track of the weekly course schedule of topics, readings, activities and assignments due.
- Instructor Support:
Students may schedule a one-on-one meeting to discuss course requirements, content or other course-related issues. Those unable to come to a Mason campus can meet with the instructor via telephone or web conference. Students should email the instructor to schedule a one-on-one session, including their preferred meeting method and suggested dates/times.
- Netiquette:
The course environment is a collaborative space. Experience shows that even an innocent remark typed in the online environment can be misconstrued. Students must always re-read their responses carefully before posting them, so as others do not consider them as personal offenses. *Be positive in your approach with others and diplomatic in selecting your words.* Remember that you are not competing with classmates, but sharing information and learning from others. All faculty are similarly expected to be respectful in all communications.
- Accommodations:
Online learners who require effective accommodations to ensure accessibility must be registered with George Mason University Disability Services.

Learning Objectives

1. Understand the core issues in psychometrics, including reliability, validity, and the application and use of tests and measurement
2. Conduct basic psychometrics testing, and accurately yet succinctly report the results both in writing and verbally
3. Review widely used databases of tests and measures, and be able to assess their quality and produce technical writing reports about their quality
4. Understand the use and misuse of tests and measures in applied settings (e.g., ability, personality, interest, clinical)
5. Develop proficiency APA-style scientific/technical writing

Professional Standards

American Educational Research Association, American Psychological Association, & National Council on Measurement in Education (Eds.). (2014). *Standards for educational and psychological testing*. American Educational Research Association.

Society for Industrial and Organizational Psychology (2018). [*Principles for the validation and use of personnel selection procedures*](#) (5th ed.)

Required Texts

Cohen, R.J., Schneider, W.J., & Tobin, R. (2021). *Psychological Testing and Assessment: An Introduction to Tests and Measurement* (10th ed.). McGraw-Hill Education.

You are required to have reliable access to the text throughout the semester. I understand that textbooks are expensive. If the price of the text is prohibitive, you may find it less expensive to rent the text (especially in the electronic form). Regardless of whether you rent or purchase the text, it is expected that you will have all readings completed prior to the class meeting in which they are discussed.

Course Performance Evaluation

Students are expected to submit all assignments on time in the manner outlined by the instructor (e.g., Blackboard).

Weekly Course Components

There is Blackboard page for every week in the course. Each week's page contains the following sections:

- **Overview:** Learning objectives, what to complete, due dates
- **Read:** The reading assigned for that week
- **Knowledge Check:** A quiz on the textbook chapter(s) assigned for that week
 - o 15 items, worth 1 point each
 - o 14 total quizzes
 - o 25% of total grade
 - o Must be completed by 11:59 PM, ET last day of each week (Sundays)
- **Go Deeper and Discuss:** A reading or video in Perusall for asynchronous discussion

- 14 total Perusall discussions (one each week, except during Spring Break)
- You are required to post two times to a single discussion.
- First post should be completed by 11:59 PM, ET, Thursday
- Second post should be completed by 11:59 PM, ET Sunday
- This schedule is carefully planned to allow you enough time to prepare your initial post so that your classmates will have time to prepare their responses. You can post more than two times in a given week if you wish. You must participate in discussions in a way that reflects your mastery of the assigned material. Diverse views are welcome as they enrich discussions. Discussions will follow a conversational flow with multiple responses to other students and to the instructor's entries. As such, you should be familiar with the required content (e.g. reading, video) prior to participating in discussions. Rather than simply expressing opinions, you should utilize resources from the course, as well as concrete examples to reinforce their points. Treat this as if you are at an important meeting and only have the chance to speak two times. Make each time count, making your points clearly and reflecting and supporting your responses to others' posts.
- Grading criteria (.67 point each)
 - First post
 - Shows mastery of material
 - Conversational style
 - Cites course materials
 - Provides concrete examples
 - Professional, readable (grammar, etc.)
 - Second post
 - Shows mastery of material
 - Conversational style
 - Cites course materials
 - Provides concrete examples
 - Professional, readable (grammar, etc.)
- **Watch:** A lecturette providing focused instruction/demonstration on a specific topic
- **Apply:** A lab exercise to gain experience on the specific topic introduced in the Watch section
 - 14 total lab exercises (one each week except for Spring Break)
 - 15 points each
 - Point distribution/grading criteria vary by assignment

Course Project

- See Course Project section of Blackboard for full guidelines and rubric
- Paper and video 1 due Week 7 (Sunday 11:59 PM, ET)

- Paper and video 2 due Week 15 (Sunday 11:59 PM, ET)
- Course project worth 25% of grade
 - o Paper 1: 60 points
 - o Video 1: 45 points
 - o Paper 2: 60 points
 - o Video 2: 45 points

Grading

Quizzes	210 points
Lab Exercises	210 points
Discussions	210 points
Course Project (Parts 1 and 2)	210 points
<i>Total</i>	<i>840 points</i>

A = 94-100%	B- = 80-82%
A- = 90-93%	C = 70-79%
B+ = 86-89%	F = 69% and below
B = 83-85%	

GMU Policies and Resources for Students

Policies

- Students must adhere to the guidelines of the Mason Honor Code (see <https://catalog.gmu.edu/policies/honor-code-system/>).
- Students must follow the university policy for Responsible Use of Computing (see <http://universitypolicy.gmu.edu/policies/responsible-use-of-computing/>).
- Students are responsible for the content of university communications sent to their Mason email account and are required to activate their account and check it regularly. All communication from the university, college, school, and program will be sent to students **solely** through their Mason email account.
- Students with disabilities who seek accommodations in a course must be registered with George Mason University Disability Services. Approved accommodations will begin at the time the written letter from Disability Services is received by the instructor (see <https://ds.gmu.edu/>).
- Please know your rights under FERPA pertaining to privacy: <https://registrar.gmu.edu/ferpa/>
- Mason prioritizes the creation of an inclusive learning experience to support your learning. The Mason University Life religious holiday calendar can be found at <https://ulife.gmu.edu/religious-holiday-calendar/>. It is your responsibility, within the first two weeks of the semester, to let your instructor or TA know the dates of major religious holidays on which you will be absent or unavailable due to religious observances.

Student Services

- Keep Learning, Learning Services (learningservices.gmu.edu/keeplearning/)
- University Libraries (library.gmu.edu)
- Writing Center (writingcenter.gmu.edu)
- Counseling and Psychological Services (caps.gmu.edu)
- More student services: <https://stearnscenter.gmu.edu/knowledge-center/knowning-mason-students/student-support-resources-on-campus/>

Course Calendar

Weeks	Topic	Assignments	Due Dates
Week 1 TU 01/16/24 - S 01/21/24 M 01/15 - Holiday	Overview	<ul style="list-style-type: none"> • Read Chapter 1 & 2 • Take Quiz • Review Supplementary Material • Complete Discussion Posts in Perusall • Watch Lecturette • Complete Lab Exercise 	Discussion Initial Post <ul style="list-style-type: none"> • due Friday 11:59 PM, ET All other work <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
Week 2 M 01/22 - S 01/28	Statistics	<ul style="list-style-type: none"> • Read Chapter 3 • Take Quiz • Review Supplementary Material • Complete Discussion Posts in Perusall • Watch Lecturette • Complete Lab Exercise 	Discussion Initial Post <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET All other work <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
Week 3 M 01/29 - S 02/04	Measurement Basics	<ul style="list-style-type: none"> • Read Chapter 4 • Take Quiz • Review Supplementary Material • Complete Discussion Posts in Perusall • Watch Lecturette • Complete Lab Exercise 	Discussion Initial Post <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET All other work <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET

<p>Week 4</p> <p>M 02/05 - S 02/11</p>	<p>Reliability</p>	<ul style="list-style-type: none"> • Read Chapter 5 • Take Quiz • Review Supplementary Material • Complete Discussion Posts in Perusall • Watch Lecturette • Complete Lab Exercise 	<p>Discussion Initial Post</p> <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET <p>All other work</p> <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
<p>Week 5</p> <p>M 02/12 - S 02/18</p>	<p>Validity</p>	<ul style="list-style-type: none"> • Read Chapter 6 • Take Quiz • Review Supplementary Material • Complete Discussion Posts in Perusall • Watch Lecturette • Complete Lab Exercise 	<p>Discussion Initial Post</p> <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET <p>All other work</p> <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
<p>Week 6</p> <p>M 02/19 - S 02/25</p>	<p>Utility</p>	<ul style="list-style-type: none"> • Read Chapter 7 • Take Quiz • Review Supplementary Material • Complete Discussion Posts in Perusall • Watch Lecturette • Complete Lab Exercise 	<p>Discussion Initial Post</p> <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET <p>All other work</p> <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
<p>Week 7</p> <p>M 02/26 - S 03/03</p>	<p>Test Development</p>	<ul style="list-style-type: none"> • Read Chapter 8 • Take Quiz • Review Supplementary Material • Complete Discussion Posts in Perusall • Watch Lecturette • Complete Lab Exercise • ***COURSE PROJECT PART 1*** 	<p>Discussion Initial Post</p> <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET <p>All other work</p> <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET

Week 8 M 03/04 - S 03/10	Spring Break!		
Week 9 M 03/11 - S 03/17	Intelligence and its Measurement	<ul style="list-style-type: none"> • Read Chapter 9 • Watch Lecturette • Take Quiz • Complete Lab Exercise • Complete Discussion Posts 	Discussion Initial Post <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET All other work <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
Week 10 M 03/18 - S 03/24	Assessment in Educational Settings	<ul style="list-style-type: none"> • Read Chapter 10 • Watch Lecturette • Take Quiz • Complete Lab Exercise • Complete Discussion Posts 	Discussion Initial Post <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET All other work <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
Week11 M 03/25 - S 03/31	Personality Assessment: Overview	<ul style="list-style-type: none"> • Read Chapter 11 • Watch Lecturette • Take Quiz • Complete Lab Exercise • Complete Discussion Posts 	Discussion Initial Post <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET All other work <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET

<p>Week 12 M 04/01 - S 04/07</p>	<p>Personality Assessment: Methods</p>	<ul style="list-style-type: none"> • Read Chapter 12 • Watch Lecturette • Take Quiz • Complete Lab Exercise • Complete Discussion Posts 	<p>Discussion Initial Post</p> <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET <p>All other work</p> <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
<p>Week 13 M 04/08 - S 04/14</p>	<p>Clinical and Counseling Assessment</p>	<ul style="list-style-type: none"> • Read Chapter 13 • Watch Lecturette • Take Quiz • Complete Lab Exercise • Complete Discussion Posts 	<p>Discussion Initial Post</p> <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET <p>All other work</p> <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
<p>Week 14 M 04/15 - S 04/21</p>	<p>Neuropsychological Assessment</p>	<ul style="list-style-type: none"> • Read Chapter 14 • Watch Lecturette • Take Quiz • Complete Lab Exercise • Complete Discussion Posts 	<p>Discussion Initial Post</p> <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET <p>All other work</p> <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET
<p>Week 15 M 04/22 - S 04/28</p>	<p>Assessment, Careers, and Business</p>	<ul style="list-style-type: none"> • Read Chapter 15 • Watch Lecturette • Take Quiz • Complete Lab Exercise • Complete Discussion Posts • ***COURSE PROJECT PART 2*** 	<p>Discussion Initial Post</p> <ul style="list-style-type: none"> • due Thursday 11:59 PM, ET <p>All other work</p> <ul style="list-style-type: none"> • due Sunday 11:59 PM, ET