

FOR IRB USE ONLY

IRB #: _____

Date Submitted: _____

Date Approved: _____

FORM A:

APPLICATION FOR REVIEW OF RESEARCH INVOLVING HUMAN SUBJECTS

This form should not be used if your research involves protected health information. Please refer to the HIPAA section of the website (www.utc.edu/irb) for the appropriate forms.

Investigator's Assurance: By submitting this protocol, I attest that I am aware of the applicable principles, policies, regulations, and laws governing the protection of human subjects in research and that I will be guided by them in the conduct of this research.

Title of Research: Personality Scale Comparison: Assessing the Relationships between the Big Five, Meyers-Briggs Type Indicator, and Hartman Values Profile

		Dept	Mail Code	Email
Principal Investigator	Michael Biderman	Psych	2803	Michael-Biderman@utc.edu
Other Investigator				
Other Investigator				
Faculty Advisor (for student apps)				

Please check that all of the following items are attached (where applicable) before submitting the application:

- Any research instruments (any tests, surveys, questionnaires, protocols, or anything else used to collect data)
- All informed consent documents (see www.utc.edu/irb for sample informed consent documents)
- Permission from applicable authorities (principals of schools, teachers of classrooms, etc.) to conduct your research at their facilities
- Appropriate permission and signatures from your faculty advisor (if applicable).
- Please be sure the entire application is filled out completely.

****All student applications must be either signed by the faculty advisor then scanned and submitted electronically, OR submitted directly by the faculty advisor.**

All applications should be submitted by email to instrb@utc.edu.

Anticipated dates of research project: October 15, 2010 through August 30, 2011

Please allow 2 weeks for IRB processing from date of submission.

Please be aware that you cannot begin your research until it has been officially approved by the IRB.

Type of Research:

Dissertation/Thesis

Class Project

Faculty Research (Please see information at the bottom of this form if this research pertains to a grant opportunity)

Other (please explain): .

Purpose/Objectives of Research: (Briefly state, in non-technical language, the purpose of the research and the problem to be investigated. When possible, state specific hypotheses to be tested or specific research questions to be answered. For pilot or exploratory studies, discuss the way in which the information obtained will be used in future studies so that the long term benefits can be assessed.)

The purpose of this project is to compare the validity of and relationships between three personality questionnaires - The Big Five, the Myers-Briggs Type Indicator (MBTI), and the Hartman Value Profile (HVP). Using computerized procedures to administer the questionnaires, our goals are to:

- Assess the criterion related validity of Big Five, MBTI, and HVP as predictors of UGPA.
- Assess the incremental validity of MBTI and HVP over Big Five in predicting UGPA.
- Investigate formulas to allow measuring the Big Five from MBTI and HVP profiles.
- Assess relationship of a Big Five method factor to measures of self concept, including depression and self esteem scales.
- Assess relationship of Big Five, MBTI and HVP to Cognitive Ability measured by Wonderlic Personnel Test (WPT).
- Assess and compare method factor influence on Big Five, MBTI and HVP data.
- Assess whether any of the predictors have adverse impact
- Assess whether a Big Five method factor assesses faking and therefore can serve as a control for effects of faking prediction of UGPA.

All of the above can be accomplished by one administration of the following instruments:

1. WPT
2. IPIP Big Five
3. MBTI
4. HVP
5. Depression scale
6. Self esteem scale

7. A second IPIP Big Five instrument.
8. The BIDR social desirability questionnaire.

Additionally, the Work Traits measure will be factored into this study to see the impact that it has within the context of the study.

Relevant Background and Rationale for the Research: (This section should present the context of the work by explaining the relation of the proposed research to previous investigations in the field. Include citations for relevant research.)

The importance of research on personality has increased considerably in the past 30 years among those psychologists involved in applicant selection. The identification of the Big Five personality dimensions (Goldberg, 1993) has given selection specialists a framework from which to predict applicant performance, and the general absence of adverse impact associated with personality tests has afforded protection of minority applicants from test bias in the selection process. Although the Big Five personality dimensions have been most frequently studied, other personality inventories have been used in organizations, including the Myers-Briggs Type Indicator and the Hartman Value Profile. One of the purposes of this study is to compare these three ways of measuring personality and to compare their validity at predicting a common criterion - Undergraduate GPA.

A second goal is to assess the efficacy of a newly developed "method factor" measure of faking to control for the effects of faking when personality tests are used to predict performance criteria. Traditional measures of faking, such as social desirability scales, have not been found to adequately control for faking. This study will assess the adequacy of the newly developed measure in that regard.

Methods/Procedures: (Briefly discuss, in non-technical language, the research methods which directly involve use of human subjects. Discuss how the methods employed will allow the investigator to address his/her hypotheses and/or research question(s).)

The investigators will schedule various times in order to collect the data. The informed consent and WPT (measure of cognitive ability) will be given in paper and pencil form. After these paper and pencil forms are completed, the participants will be directed to a computer so they are able to complete the other questionnaires.

Subject Population: (List the size of population to be used, and check if any of the populations listed apply to the study. Discuss criteria of selection or exclusion,

population from which they will be selected, and duration of involvement. *NOTE: Federal guidelines require selection of subjects be equitable within the exclusions, and subjects meeting the criteria cannot be discriminated against for gender, race, social or financial status, or any other reason.*)

Describe Sample: In order to assess the relationships between and validities of these personality tests, we will test a cohort of undergraduate students, varying in classification and major, from the University of Tennessee at Chattanooga. Participants will be given ID numbers in order to maintain their anonymity. Participants will ideally come from various demographic backgrounds as to be representative of the population to which we want to generalize. Ages of the participants will ideally range from 18-25. The students will self-select to participate in the study with the potential of receiving extra credit being the primary incentive.

Approximate Number of Subjects: 200 to 600

Subjects Include (check if applicable):

- Minors (under 18)
- Involuntarily institutionalized
- Mentally handicapped
- Health Care Data/Information

IF YOU HAVE CHECKED THE BOX PERTAINING TO HEALTH CARE DATA, BE SURE YOU HAVE COMPLETED ANY NECESSARY HIPAA FORMS AS WELL.

Informed Consent: Describe the consent process and attach all consent documents. See www.utc.edu/irb for sample informed consent forms and complete information regarding informed consent.

All research must be conducted with the informed consent (signed or unsigned, as required) **of all participants:**

Students will be asked to fill out a consent form prior to their participation in the study. (Consent form is attached)

Incentives: What incentives will be offered, if any? (Indicate whether or not subjects are to be paid, how and when they will be paid, amount, and the rationale for payment. The proposed payment should be commensurate with the time required for participation, travel expenses, and/or inconvenience assumed by the subject, but should not be so great as to constitute undue influence on an individual to assume risks of study participation that would not otherwise be undertaken.)

The participants will not be paid to participate in this study. However, student names will be entered into a drawing for three \$50 gift certificates at a local mall. Additional incentives that will be offered are extra credit points in courses in which students are enrolled. The number of points will be determined by the professors of the classes in which students are enrolled. For example, a given professor may decide to give

one point for participation and an addition point of extra credit for each additional half hour. Using this scheme, a student that completes the study in 90 minutes, they would receive 4 points for their participation in the study.

Risks/Benefits to Participants and Precautions to Be Taken: (This section should discuss all possible risks and discomforts from participation in the study, indicating both severity and likelihood of occurrence for each. Risks may range from the physical to the psychological. Inconvenience, travel, or boredom may also be considered risks of participation in the study. The methods that will be used to minimize these risks should also be discussed. Many studies hold the potential for loss of privacy and confidentiality. These concerns should be noted in this section. If subjects are vulnerable populations, or if risks are more than minimal, please describe what additional safeguards will be taken.)

There are no risks associated with this study. There are not any extrinsic benefits associated with participation in the study, outside of the potential to receive extra credit and a chance to win a gift certificate. However, there is a potential intrinsic benefit associated with participating in a research project and learning about future endeavors.

In your opinion, do benefits outweigh risks? Yes No

Privacy/Confidentiality: (Please describe whether the research would involve observation in situations where subjects have a reasonable expectation of privacy. If identifiable existing records are to be examined, has appropriate permission been sought, i.e. from institutions, subjects, and physicians? What provision has been made to protect the confidentiality of sensitive information about individuals? Are research records anonymous? If not, there should be discussion of how records will be coded, and where and how they will be stored. It should also note where and how signed consent forms will be maintained. If video or audio tapes will be made as part of the study, disposition of these tapes should be addressed. In general, the IRB recommends that research tapes be destroyed as soon as the needed data are transcribed, and that only restricted study personnel be allowed access to the tapes. List the names of individuals who will have access to names and/or data. If other procedures are proposed [for example, retaining tapes for future use, allowing individuals other than study investigators access to the tapes] justification should be presented and separate.)

The questionnaire will be completed in public setting, i.e., a computer lab. There will be no unobtrusive observation of participants.

We will need to access student records at the end of the semester of participation (e.g., in December of this year) for:

ACT scores

High School GPA scores

Current Attempted hours

Current Undegraduate GPA

All the information that provided will be kept confidential. The portion of the questionnaire that the participant will fill out paper and pencil will be assigned a number, to placed in the upper right corner of those pages. (This will be their ID number on ALL computerized surveys.) A single computer file with the participants' names and the questionnaire number will be created and kept on a UTC office computer. A separate file containing only data and the ID number will be kept in a separate file. This will insure that their names are not associated with their questionnaires, demographic information, and GPA or ACT scores.

Michael Biderman will have access to both files.. These individuals will also be responsible for the maintenance of the informed consent forms. These forms will be kept in a locked file in the office of Dr. Michael Biderman. All other individuals will be given access only to the data file.

Research records will be confidential. No video or audio tape of the participants will be made.

Signatures: ** If submitted by a faculty member, electronic (typed) signatures are acceptable. If submitted by a student, please print out completed form, obtain the faculty advisor's signature, scan completed form, and submit it via email. Only Word documents or PDF files are acceptable submissions.

Principal Investigator or Student

Date

Faculty Advisor (for student applications)

Date

If this research pertains to a grant opportunity:

Grant submission deadline:

Funding Agency and ID Number: