

THEORIES OF PERSONALITY
PSYC 340-001 (3 credit hours) – Spring 2021
Online – Asynchronous

CONTACT INFORMATION

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Please Read: Students, I look forward to working with you this semester! To maximize productivity, your first assignment is to read this syllabus and the Email Policy and FAQs document – and complete the **Syllabus Quiz** about these documents. If you have questions about the content of the syllabus or the Email Policy and FAQs document, please ask during the first week of the semester. Continued enrollment signifies agreement to adhere to the policies presented herein. – Dr. Murphy

I. TEXTBOOK/READINGS

A. Required Textbook/Readings

- Schultz, D. P., & Schultz, S. E. (2017). *Theories of personality* (11th ed.). Cengage Learning.
- Other readings posted on Blackboard

II. COURSE DESCRIPTION

Welcome to Theories of Personality! This course is designed to review and evaluate major theories of personality and their supporting evidence. We will examine the constructs, assumptions, and validity of major personality theories. We will also explore how the lives and backgrounds of the theorists have influenced the theories they developed. Some theories will be applied to organizational behavior and interpersonal dynamics in the workplace.

III. COURSE OBJECTIVES FOR STUDENTS

1. Describe major personality theories and theorists
2. Discuss the theoretical constructs associated with major personality theories
3. Identify and describe key instruments used by psychologists to assess personality
4. Apply personality theories discussed in class to real life, including the workplace
5. Share professionally written critiques of personality theories and constructs
6. Apply personality theories in the analysis of organizational development and interpersonal dynamics in the workplace

IV. COURSE POLICIES AND PROCEDURES

A. Blackboard

This course will use Blackboard (<https://bb.siue.edu>) as the primary communication hub for our class. Announcements, updates, grades, and other important course information will be posted to Blackboard.

B. Class “Attendance” and Expectations

Although we won’t meet in-person, I encourage you to schedule regular time each week to complete work for this course. Two or three sessions per week of 90 to 120 minutes are encouraged. Between watching video lectures, completing assignments, studying for exams, and reading the textbook, you should spend, on average, **three to six hours on this course each week**.

Take notes while watching video lectures. Exams are written to emphasize material discussed in lecture; watching the lectures is critical to your success.

You are encouraged to actively participate in our class. Please email questions or to schedule virtual office hours.

I expect you to demonstrate respect and professionalism toward me and your fellow students. In turn, you should expect that I will treat you with respect and act professionally in our interactions.

C. Department of Psychology Policy on Incomplete Grades and Withdrawal

All withdrawals must be completed by the end of the 13th week of classes during fall and spring, and by a similarly late date (i.e., before 82% of class meetings have occurred) in any summer term. Grades that apply to students who initiate a withdrawal and grades that apply when a student fails to officially withdraw within established deadlines are determined by university policy (see <http://www.siue.edu/policies/1j1.shtml>). The granting of a grade of I (Incomplete) is not automatic. It is available only in cases when a student has completed most of the work required for a class but is prevented by a medical or similar emergency from completing a small portion of the coursework before the deadline for grade submission. An I must be approved by the instructor with appropriate documentation provided by the student. If an instructor agrees to give a student an I, the instructor will fill out a Memorandum of Incomplete Grade to be kept with the student's records. If the work is not completed by the time specified on the Memorandum, the student's grade will be changed from I to F.

D. The Psychology Department's Policy on Plagiarism

Plagiarism includes presenting someone else's words without quotation marks (even if you cite the source), presenting someone else's ideas without citing that source, or presenting one's own previous work as though it were new. When paraphrasing from another source or your own work, at the very least, the student should change the wording, sentence syntax, and order of ideas presented in the paper. Additionally, you should not submit a paper, or parts of a paper, written to fulfill the requirements of one class for the requirements in another class without prior approval of the current instructor and appropriate citation. Ideally, the student will integrate ideas from multiple sources while providing critical commentary on the topic in a way that clearly identifies whether words and ideas are those of the student or are from another source. Plagiarism is one type of academic misconduct described in SIUE's Student Academic Code (<http://www.siue.edu/policies/3c2.shtml>). University policy states that "Normally a student who plagiarizes shall receive a grade of F in the course in which the act occurs. The offense shall also be reported to the Provost." (<http://www.siue.edu/policies/1i6.shtml>). The University policy discusses additional academic sanctions including suspension and expulsion from the University. To insure that you understand how to avoid plagiarism, we encourage you to review the information on plagiarism provided on the referenced websites.

E. Statement on Disabilities

Students with documented disabilities should notify the instructor regarding any needed accommodations at the beginning of the course. To request accommodations, please contact Accessible Campus Community & Equitable Student Support (ACCESS), Student Success Center, Room 1270 (phone: 618-650-3726, website: <http://www.siue.edu/access/>).

V. ASSIGNMENTS, EXAMS, AND GRADING

A. Exams

Students will complete three exams consisting of multiple choice, true/false, and/or short answer questions on scheduled date ranges during the semester (see Course Schedule). Exams are not

cumulative. Students may use readings and notes during exams (i.e., exams are open-book); however, they must take exams alone, without help from others.

Each exam will be open for a three-day window listed on the Course Schedule. During each three-day window, you choose when to begin the exam. Once you begin the exam, you must complete it in one session (i.e., you are not able to close and then resume the exam). You have 60 minutes to complete each exam. Although you are allowed to use your textbook and notes while completing the exam, it is unlikely you will have enough time to look up the answer for each question. At the end of 60 minutes, your exam will automatically submit if you have not yet submitted it yourself.

Please ensure that you have a reliable computer and Internet access when you choose to begin the exam. **If an exam “reset” is required for any reason, please email me while the exam is open. If the exam is reset, your final grade will be reduced by 10 percent of the exam value** (i.e., 6 points will be subtracted from your final score). The reduction is because 1) a reset extends the time of a timed exam and 2) students are responsible for ensuring their computer and Internet access are reliable. I can't guarantee I will see your email in time to reset an exam, so please do everything you can to ensure your computer and Internet access are reliable. **Email exam reset requests at least 24 hours before an exam is due; requests sent less than 24 hours before a deadline may not be seen in time for a reset. Once the exam deadline has passed, the exam cannot be made up or reset.**

B. Assignment Policy

Before students can access other Week 1 material, they must pass a **syllabus quiz**. This quiz will be available on Blackboard on the first day of the course. **Students should complete the quiz by 11:59 p.m. CST on Saturday, January 23.** To view other Week 1 content, students must earn a passing score (i.e., 70% or greater). While the quiz is open (see Course Schedule), you may take it as many times as you like (i.e., you can improve your score if you do not earn a perfect score the first time). Successful completion of the quiz signifies agreement to the course content, assignments, grading rubrics, deadlines, etc. described in the syllabus.

Web quizzes will be used to reinforce topics discussed in lecture and help familiarize you with the type and style of questions you may encounter on exams. See the Course Schedule for web quiz open and close dates. Students have one attempt to complete each quiz. Once a web quiz deadline has passed, it cannot be made up. You may reference your textbook, notes, and peers while completing the web quizzes. There are 13 quizzes throughout the semester.

Some units have **“Try It” participation exercises**. Each exercise asks you to complete a short online activity and answer questions or upload a screenshot to verify your participation. Read [“Using Snipping Tool to capture screenshots”](#) for Windows screenshot instructions or [“Take a screenshot on your Mac”](#) for Mac screenshot instructions.

The **group project** is designed to help students learn about an assessment instrument used by psychologists to measure personality. Students will be assigned group members and an assessment instrument by the professor. Groups are encouraged to schedule regular (weekly) meetings to work on the project. More information will be provided on Blackboard.

No late work is accepted for credit in this course. An assignment is late if it is not turned in by the deadline specified in the Course Schedule, on Blackboard, or by the professor. Since students have 24/7 access to the course and multiple days to complete assignments, no exceptions will be granted for the late work policy. Students are encouraged to complete assignments as soon as they are available.

An important note about web quizzes, exams, and anything else you are asked to “complete” on Blackboard: Please use [Firefox](#) (or [Chrome](#)) on a desktop or laptop computer and visit <https://bb.siu.edu> to complete all Blackboard work.

- Do not use the downloadable Blackboard app for iOS, Android, and Windows. The app may improperly display and/or submit assignments.
- Do not use the Safari browser. Safari may improperly display and/or submit assignments.
- Do not use a cell phone or tablet. Mobile browsers may improperly display and/or submit assignments.

This is really important: Keep every point you earn! If you have tech questions, please [ask ITS](#) before beginning Blackboard work. Students who use the Blackboard app, Safari, a cell phone, or a tablet and experience technical difficulties while completing Blackboard work may not resubmit or “redo” the impacted assignment(s). Missing or erroneous submissions will be graded as-is, which could mean a student receives 0 points for an assignment.

C. Grading

Your grade is based on the total number of points you earn during the semester while completing the following course requirements:

1. **Syllabus Quiz (10 points)**
2. **Exams (3 exams, 60 points each)**
3. **Group Project (60 points)**
4. **Web Quizzes (13 quizzes, 10 points each)**
5. **“Try It” Participation Exercises (5 exercises, 5 points each)**

Grades will be determined by the following point allocations; percentages are listed only for reference. Grades will not be rounded up or curved.

		<u>Percentage</u>	<u>Points</u>
Syllabus Quiz	10 points		
Exam 1	60 points	A 100-90	405-363
Exam 2	60 points	B 89-80	362-322
Exam 3	60 points	C 79-70	321-282
Group Project	60 points	D 69-60	281-241
Web Quizzes (13)	130 points	F 59-0	240-000
“Try It” Exercises (5)	25 points		
Total Points	405 points		

Students should regularly monitor their grades on Blackboard. If a student has questions about a grade, believes a grade is incorrect, or discovers that a grade is missing, he or she should contact the instructor as soon as possible. In these instances, the student is responsible for providing proof of an error that is satisfactory to the instructor. If more than one week has passed since the grade(s) were posted to Blackboard, no modifications to the grade(s) in question will be made.

VI. COURSE SCHEDULE

All material, assignments, and deadlines are subject to change with prior notice. It is your responsibility to stay in touch with your professor, review the course site regularly, or communicate with other students, and to adjust as needed if assignments or due dates change.

Notes:

- S & S = Schultz & Schultz (our textbook). Other readings posted on Blackboard.
- Each week (except Week 1) begins Sunday at 12:01 a.m. CST and ends Saturday at 11:59 p.m. CST. All times CST.
- Unless otherwise noted, open time for *assignments* is 12:01 a.m. CST and close time is 11:59 p.m. CST. *Exams* have unique open and close times.

Dates	Topics	Readings	Assignments/Exams
Week 1 1/19- 1/23	Welcome Syllabus Email Policy and FAQs What Is Personality? <i>Note: Week 1 content is hidden until you pass the Syllabus Quiz.</i>	Syllabus Email Policy and FAQs S&S Ch. 1	Syllabus Quiz , opens 1/19 12:01am, due 1/23 11:59pm Web Quiz 1, What Is Personality? , opens 1/19 12:01am, due 1/23 11:59pm
Week 2 1/24- 1/30	Sigmund Freud	S&S Ch. 2	Web Quiz 2, Sigmund Freud , opens 1/24 12:01am, due 1/30 11:59pm
Week 3 1/31- 2/6	Group Project Introduction and Assignment to Groups Carl Jung	Group Project S&S Ch. 3	Web Quiz 3, Carl Jung , opens 1/31 12:01am, due 2/6 11:59pm Try It: Open Extended Jungian Type Scales , opens 1/31 12:01am, due 2/6 11:59pm Email Your Group Members and schedule weekly virtual meetings to work on the project
Week 4 2/7- 2/13	Alfred Adler	S&S Ch. 4	Web Quiz 4, Alfred Adler , opens 2/7 12:01am, due 2/13 11:59pm
Week 5 2/14- 2/20	Exam 1 (open Wed. 12:01am to Fri. 3:00pm) Spend Extra Time Working on Group Project		Exam 1 (Ch. 1, 2, 3, 4) opens Wed. 2/17 12:01am, due Fri. 2/19 3:00pm Spend Extra Time Working on Group Project
Week 6 2/21- 2/27	Erik Erikson	S&S Ch. 6	Web Quiz 5, Erik Erikson , opens 2/21 12:01am, due 2/27 11:59pm
Week 7 2/28- 3/6	Gordon Allport	S&S Ch. 7	Web Quiz 6, Gordon Allport , opens 2/28 12:01am, due 3/6 11:59pm
Week 8 3/7- 3/13	Cattell, Eysenck, & Other Trait Theorists	S&S Ch. 8	Web Quiz 7, Cattell, Eysenck, & Other Trait Theorists , opens 3/7 12:01am, due 3/13 11:59pm Try It: IPIP-NEO Original Version , opens 3/7 12:01am, due 3/13 11:59pm
Week 9 3/14- 3/20	Abraham Maslow	S&S Ch.9	Web Quiz 8, Abraham Maslow , opens 3/14 12:01am, due 3/20 11:59pm Try It: Maslow's Hierarch of Needs Exercise , opens 3/14 12:01am, due 3/20 11:59pm
Week 10 3/21- 3/27	Carl Rogers	S&S Ch. 10	Web Quiz 9, Carl Rogers , opens 3/21 12:01am, due 3/27 11:59pm

Week 11 3/28- 4/3	Exam 2 (open Wed. 12:01am to Fri. 3:00pm) Spend Extra Time Working on Group Project		Exam 2 (Ch. 6, 7, 8, 9, 10) opens Wed. 3/31 12:01am, due Fri. 4/2 3:00pm Spend Extra Time Working on Group Project
Week 12 4/4- 4/10	B. F. Skinner Group Project Submitted This Week	S&S Ch. 12 Ayllon & Azrin (1965)	Web Quiz 10, B. F. Skinner , opens 4/4 12:01am, due 4/10 11:59pm Group Project Submission , opens 4/4 12:01am, due 4/10 11:59pm
Week 13 4/11- 4/17	Albert Bandura	S&S Ch. 13	Web Quiz 11, Albert Bandura , opens 4/11 12:01am, due 4/17 11:59pm
Week 14 4/18- 4/24	Mini-theories	S&S Ch. 14 Langer (1976)	Web Quiz 12, Mini-theories , opens 4/18 12:01am, due 4/24 11:59pm Try It: Rotter's Locus of Control Scale , opens 4/18 12:01am, due 4/24 11:59pm
Week 15 4/25- 5/1	Personality in Organizations	Hough & Dilchert (2010)	Web Quiz 13, Personality in Organizations , opens 4/25 12:01am, due 5/1 11:59pm Try It: Open DISC Assessment Test , opens 4/25 12:01am, due 5/1 11:59pm

Finals Week:

Exam 3 (Ch. 12, 13, 14, Personality in Organizations) opens Mon. 5/3 12:01am, due Wed. 5/5 3:00pm

COVID-19 Pandemic Policies Related to Classroom Instruction (Fall 2020-Spring 2021)

Health and Safety

Consistent with the Illinois Board of Higher Education guidance contained in “Safely Launching Academic Year 2020” released on June 23, 2020 and guidelines established by Governor J. B. Pritzker and *Restore Illinois*, Southern Illinois University Edwardsville has implemented a new policy to help ensure the safety of all students, faculty and employees during the pandemic. The measures outlined below are required and any student who does not comply may be in violation of the *COVID-19 People-Focused Health and Safety Policy*, as well as the University’s *Student Code of Conduct*.

The full text of the *COVID-19 People-Focused Health and Safety Policy* can be found here: <https://www.siu.edu/policies/Covid.shtml>.

Classrooms, Labs, Studios, and Other Academic Spaces

While in the classroom, lab, studio, or other academic spaces, students shall practice social distancing measures by maintaining a distance of at least six feet from others in the classroom and wearing a face covering. Extra care should be taken upon entering and leaving the classroom spaces. Classroom furniture should not be rearranged, and furniture that has been taped off or covered should not be used.

Students who forget to wear a face mask or face shield will be reminded of their obligation to comply with SIUE’s *COVID-19 People-Focused Health and Safety Policy* and temporarily asked to leave the class until they are able to conform to the policy. Students who forget or lose their face coverings may be able to obtain replacements from a friend, a faculty member, or a nearby departmental office. Face coverings are also available for purchase in the Cougar Store (MUC).

Students who refuse to wear a face covering will be asked to leave the classroom and referred to the Dean of Students for non-compliance with community health and safety protocols. Repeated non-compliance may result in disciplinary actions, including the student being administratively dropped from an on-ground/face-to-face course or courses without refund if no alternative course format is available. If a student has a documented health condition which makes wearing a face covering medically intolerable, that student should contact ACCESS to explore options with the understanding that ACCESS will not grant accommodations which excuse the need for a face covering while on campus or in the classroom. ACCESS will work with qualifying individuals to find reasonable alternatives, whenever such solutions are available. Please call or contact the ACCESS Office via email to schedule an online appointment to discuss potential alternatives. ACCESS office (Student Success Center, Room 1203, 618-650-3726, and myaccess@siue.edu).

General Health Measures

At all times, students should engage in recommended health and safety measures, which include:

Conducting a daily health assessment. If you have COVID-19 symptoms, but not yet tested positive, have had COVID-19 close contact exposure, or are COVID-19 diagnosed as presumptive or confirmed positive, stay home and contact your health provider or SIUE Health Service at cougarcare@siue.edu or 618-650-2842. More information is available on the [SIUE COVID-19 website](#).

- Frequent washing or disinfecting of hands.
- Social distancing by maintaining a distance of at least six feet from others.
- Face masks or face coverings that cover the nose and mouth are required in indoor public spaces regardless of the ability to maintain social distance. Indoor public spaces include common spaces or community settings that anyone can access, such as reception areas with walk-in access, restrooms, hallways, classrooms, teaching and research laboratories, as well as common spaces in residence halls, conference rooms, lobbies, and break rooms.
- Adhere to directional signs and traffic flow patterns in buildings and offices. Doors for entering and exiting buildings will be designated. Where multiple doors exist, in and out doors will be marked with “Entrance” and “Exit” signs. Plans that consider traffic flow in and out of buildings, and within buildings (i.e. stairs, hallways, etc. where possible) will be marked.

Academic Integrity

Students are reminded that the expectations and academic standards outlined in the Student Academic Code (3C2) apply to all courses, field experiences and educational experiences at the University, regardless of modality or location. The full text of the policy can be found here: <https://www.siu.edu/policies/3c2.shtml>.

Recordings of Class Content

Faculty recordings of lectures and/or other course materials are meant to facilitate student learning and to help facilitate a student catching up who has missed class due to illness. As such, students are reminded that the recording, as well as replicating or sharing of any course content and/or course materials without the express permission of the instructor of record, is not permitted, and may be considered a violation of the University’s Student Conduct Code (3C1), linked here: <https://www.siu.edu/policies/3c1.shtml>.

Potential for Changes in Course Schedule or Modality

As the COVID-19 pandemic continues, there remains a possibility that planned classroom activities will need to be adjusted. Depending on circumstances and following state-issued recommendations, potential changes include changes in course modality (e.g., transition from face-to-face to online) or in course scheduled meetings. These changes would be implemented to ensure the successful completion of the course. In these cases, students will be provided with an addendum to the class syllabus that will supersede the original version.