

Genius Newsletter

June 2021 Edition



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Professor John Rust

Founder Cambridge Psychometric Centre

Paper of the Month

Professor John Rust

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About IPCentre

The International Psychometric Centre (IP Centre) is a Strategic Research Network dedicated to research, teaching and product development in both pure and applied psychological assessment.

It is a joint institute set up by Capital 3 Limited and in a consultancy agreement with the University of Cambridge Psychometrics Centre to undertake training related to item response theory, computer-adaptive testing and the development of tests in the Concerto platform under the sponsorship of the partner bank- Access Bank Plc.

IPCentre is set up to research on cutting-edge developments in the theory and practice of psychological assessment with emphasis on the online environment.

Its primary focus is on the Tertiary Education sub-sector of the Nigeria Education Sector where it will design and integrate a detailed psychometric studies curricula as separate General Studies Courses into the existing Benchmark Minimum Academic Standards for all classes of Tertiary Institutions in Nigeria in a bid to train Nigerian Students and Graduates to get an understanding of their natural learning preferences and gain important insight into their personality, motivations, natural strengths and potential areas of growth.

Psychometric studies is taught by International Psychometric Centre online in partnership with all tertiary institutions in the country.

Vision

Our vision is to impart practical knowledge of psychometrics in different disciplines. To design, develop and validate innovative psychometric tools for accurate measurement of human behaviour.

Mission

Our mission is to ensure that International Psychometric Centre ranks top in the world in terms of excellent service delivery for betterment of humanity as we offer top notch consultancy services to individuals, educational institutions and organizational effectiveness.

Icon of the Month



John Rust is the founder of The Psychometrics Centre and an Associate Fellow of the Leverhulme Centre for the Future of Intelligence. He is also a Senior Member of Darwin College. John combines a huge academic and intellectual reputation in the field of testing and assessment with practical applications experience in a range of blue chips. He retired from his role as Director of the Centre in March 2019.

John has a very broad interest in all aspects of both pure and applied psychometrics, whether it be academic research or challenging business applications. His work ranges from the investigation of advanced statistical and computational techniques for use in test development, to the UK standardisations of widely used psychometric tests such as:

The Watson-Glaser Critical Thinking Appraisal (WG-CTA)
The NEO PI-R and the BIP personality tests the Wechsler scales of childrens' intelligence (WISC-IV, WPPSI-III, WIAT-II)
The Movement Assessment Battery for Children (MABC-II)
The Clinical Evaluation of Language Fundamentals (CELF-IV and CELF Preschool-II)
The Ravens Progressive Matrices (CPM and SPM+)
The Mill Hill and the Crichton Vocabulary Scales (MVS and CVS)

He has authored several well known tests, including

- Orpheus, a work based personality test
- Giotto, an integrity test
- RANRA, a test of numerical reasoning ability
- GRIMS and GRISS, assessments of personal relationships
- RISC, an assessment of clinical state

His interests range from the assessment of special educational needs in children to the assessment of personal integrity and team effectiveness in the workplace.

John has also been actively involved in professional and ethical aspects of testing and applied psychology through his work in the British Psychological Society. He is a Fellow of the British Psychological Society and the Royal Statistical Society. He has delivered assessment consultancy to a number of organisations, including Natwest Bank, the Cabinet Office and the DES, as well as major city institutions and pharmaceutical companies.

Read more about Professor John Rust in

The Enigma of Testing, The Psychologist, Vol 29, January 2016.

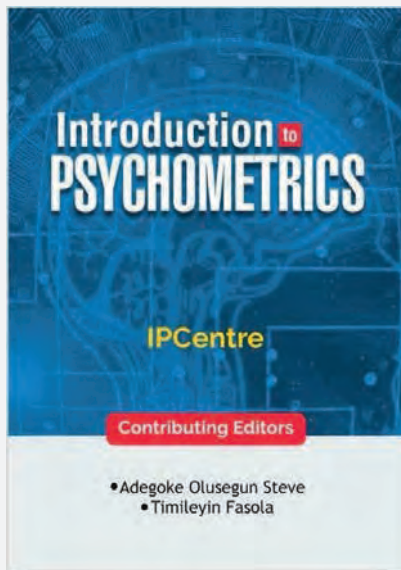
Meet the Expert in the October 2011 Pearson Assessment Newsletter.

Psychometric Tests used in the psychological professions, commerce, industry, the public sector and the Health Services as well as in research.

People Who Need People: Does psychometrics have a role in staff selection and development? City Insights Public Lecture by Professor John Rust, City University London, July 2005.

Psychometrics and Artificial Intelligence: Artificial intelligence systems such as neural networks and expert systems have an increasing role in test development. Presentation by Professor John Rust at the UK Test Users Conference, Brighton, December 2005.

The Book: Introduction to Psychometrics



Books & Sports brings you an Introduction to Psychometrics - a book on how to identify and quantify human behaviour. This book was written out of the quest to make psychometric concepts easier for non-professionals.

The book will be of great value to individuals, students, graduates seeking employment as well as professionals in various organizations.

The books' contents expose the reader to how best one can quantify human behaviour for various purposes. This includes and not limited to the assessment and development of needed skill to boost chances of being employed and know how best to relate with people across various situations determining the psychomotor ability and so on.

Why you need this book

There is no course without its textbooks. This is an all-in-one book developed specially for your entire course. Still the cheapest psychometric book you can get anywhere.

Some of the benefits of this book

1. The soft copy of the book costs N3,250 per copy.
2. A hard copy comes free with the soft copy.
3. Hard copy will be delivered to the School Desk Officers for distributions to students who purchased the soft copies.
4. The soft copy comes with the access code for your studies, Assessment and Examinations.
5. Students are expected to be using their soft copy pending the arrival of the hard copy.
6. Students who have already purchased the textbook shall have rights to refund or convert their refunds to deposit.
7. Scholarships for 3 (three) best students in each school.
8. Full Exchange Program finance to Cambridge Psychometric Centre in England for the best student in Psychometric per school.

Testimonials

I have received copies of the book and they are very good, my students are exited collecting their copies.
- Olusegun Are, DO Federal Polytechnic Ilaro

I have received my personal copy. It's really "Psychometrics made easy"
- Chinyere Ndata, Port Harcourt Polytechnic Rumuola, Port Harcourt."

I collected copies of the book on behalf of The Federal Polytechnioc, Bida students.
I flipped through & found the book very relevant for the course.
- Maryam Delee

Paper of the Month: People who need people

Professor John Rust, City Insights Lecture, London, July 2006

Introduction

Thank you for coming to this lecture "People who need people" I am delighted to have been invited by the Vice-Chancellor to talk on this subject because, since my appointment at City University, people have asked me no end of questions about what psychometrics is, what it does, whether it works, and is it ethical. I appreciate the opportunity to address some of these issues in public.

As you know, psychometrics has become an increasingly controversial subject in recent years, not just in human resources but in society generally. I would like to begin by viewing psychometrics as it might appear from the point of view of the man or woman in the street. What are their impressions and concerns likely to be? Well, there are several. First of all, their knowledge of psychometrics is likely to have come from several sources, some personal, some critical, and some esoteric. They will have read articles in the press and will probably have completed questionnaires in magazines. They will have seen quiz shows on TV. But, perhaps more importantly, their impressions will be based on their own experiences of being assessed. They will have sat examinations at school and possibly at University, and will very likely have completed psychometric tests when applying for jobs. All of these experiences will almost certainly have affected their lives in important ways. Hence, the proverbial man in the street is unlikely to be neutral about the use of psychometric tests.

On the basis of all this, how is he likely to react when invited to take a psychometric test as part of a recruitment programme? Well, he will almost certainly be apprehensive. If it is an ability test that he is about to take, he will worry about not doing well. First he will think back to previous tests that he has done, in particular his GCSE and A Level examinations taken at school. He will begin to consider how he should prepare for the test. Many sources are often available for such preparation although not all are helpful. I once read a book, an Almanac written in India, intended to provide useful advice to job applicants. To the question "What do I need to do to do well on an ability test?" the reply was "Ability tests are not difficult, all you need is a quick mind and a good intelligence". I think you would agree that this is not particularly helpful.

For the candidate asked to take a personality test, the concerns will be different. He may think "Does this mean that they will be able to read my mind, to know what I'm thinking?" He will think about aspects of his character that might make him unsuitable for the job. And he will wonder about how much they could actually find out. And, of course, his attention will turn to ways in which he might be able to cover some things up. He will ask himself what he should do to present himself in the best light, and what he should say or not say.

Once the whole assessment process has been completed, whether he succeeds or fails in his job application, he will be left with many questions unanswered. Did he fail because he was too honest? Can psychometric testing truly allow for his individuality?

Did the assessment fail to take account of the fact that English was his second language, or that he had a disability such as dyslexia? Did he succeed just through luck or because he cheated? And how did his score compare with that of other candidates? And these concerns are not just his concerns, but also those of the selection panel and, ultimately, of the psychometricians who design and maintain the tests and questionnaires themselves. What answers can we provide?

The answers and other topical issues has been provided in the Module 1 of your course. Hope you're ready for this interesting journey? See you in the classroom.



Prof. Kazeem Adebiyi made Fellow of NSE

Prof. Kazeem Adebiyi, the Rector of The Polytechnic, Ibadan, was honoured as a Fellow of the Nigerian Society of Engineers in May 2021 for his immense contributions to engineering in Nigeria.

An alumnus of The Polytechnic Ibadan where he currently serves as the Rector, he holds an Ordinary National Diploma in Mechanical Engineering from The Polytechnic Ibadan, M.Sc Industrial Engineering and Ph.D in Industrial Engineering.

He is also a member of the Council for the Regulation of Engineering in Nigeria, as well as the Nigerian Association of Engineers and the Nigerian Society of Engineers.

Student leaders commend IPCentre management

On the 15th of May 2021, the management of IPCentre hosted selected leaders of Nigeria students to a dialogue in Ibadan, Oyo State. The meeting was one of the platforms created by IPCentre to dialogue with Nigerian students through their leadership.

It was a surprise to the students when the Chairman, Governing Council of IPCentre, Otunba Abimbola Mosobalaje Davis announced the appointment of former National Association of Polytechnic Students (NAPS) Comrade Muhammed Eneji as the Centre's Students Affairs Officer.

During the meeting, the leaders commended IPCentre, the Federal Ministry of Education and the Regulatory bodies for introducing Psychometrics into the Nigerian tertiary education curricula. In his message, NAPS President, Comrade Olalere Benedict promised to ensure that all students participate in the course. They went further to appreciate the management of the Centre for bringing down the cost of the recommended textbook, Introduction to Psychometrics to N3,250. The National President of the National Association of Nigerian Students, Comrade Sunday Asefon, commended IPCentre and advised them to ensure that students are carried along on all their activities as this will help the Centre to develop a more robust relationship with the Nigerian students.



Comrade Olalere Benedict, NAPS President with Comrade Asefon, NANS President Eneji the newly appointed Students Affairs Officer of IPCentre



Prof Paulinus Chijioke Okwelle takes over at NCCE

Prof Paulinus Chijioke Okwelle was appointed the Executive Secretary of the National Commission for Colleges of Education (NCCE), by President Muhammadu Buhari, GCFR on 14th April, 2021.

Prof Paulinus Chijioke Okwelle had his first degree in Technical Education from Rivers State University of Science and Technology, Port Harcourt in 1987. He worked for some years before he proceeded for his Masters Degree in 1995 in University of Nigeria, Nsukka, where he studied Industrial Technical Education. Prof Paulinus Okwelle went back to Rivers State University where he obtained a Postgraduate Diploma certificate in Electrical Engineering. In year 2011, he was awarded a PhD in Technical Education in Nnamdi Azikwe University, Awka, Anambra State.



Prof Paulinus Chijioke Okwelle was first appointed an Assistant Lecturer in College of Education Port Harcourt in 1988. Following his tenacity and positive attitude to work, he got promoted to Lecturer III within the space of 3 years. He continued to rise along the career cadre till he was appointed the Executive Secretary of NCCE. By this time, he was already a Professor.

Prof Paulinus Chijioke Okwelle has held various administrative positions within and outside educational institution. This includes Head of Department, Department of Science and Technical Education between 2015 and 2017, Coordinator, Technical Education Studies, 2005 and 2015, Coordinator, Faculty Postgraduate Studies Programme between 2011 and 2015, among others. Prof. Paulinus Chijioke Okwelle has over 40 international and local publications. This includes peer-reviewed articles, single authored papers as well as chapters in books.

He has also presented conference papers locally and internationally. He has many other awards of excellence and community services. Prof. Paulinus Chijioke Okwelle's pedigree as an administrator, team player and brilliancy afforded him the opportunity to be appointed the Executive Secretary for NCCE in order to contribute his quota to further development of the commission.

GCFR appoints Prof. Idris Muhammad Bugaje as Executive Secretary of the National Board for Technical Education (NBTE)

President Muhammadu Buhari, GCFR has appointed Prof. Idris Muhammad Bugaje as the substantive Executive Secretary of the National Board for Technical Education (NBTE), Kaduna. The appointment was announced today Wednesday, 14th April, 2021 by Mr. Ben Goong, the Director of Press and Public Relations at the Federal Ministry of Education.

Prof. Bugaje has been Rector of Kaduna Polytechnic since September 17, 2017 before his appointment today as NBTE Executive Secretary.

A Professor of Chemical Engineering, Professor Bugaje was born at Bugaje, Katsina State. He had his early education in Katsina before proceeding to the famous



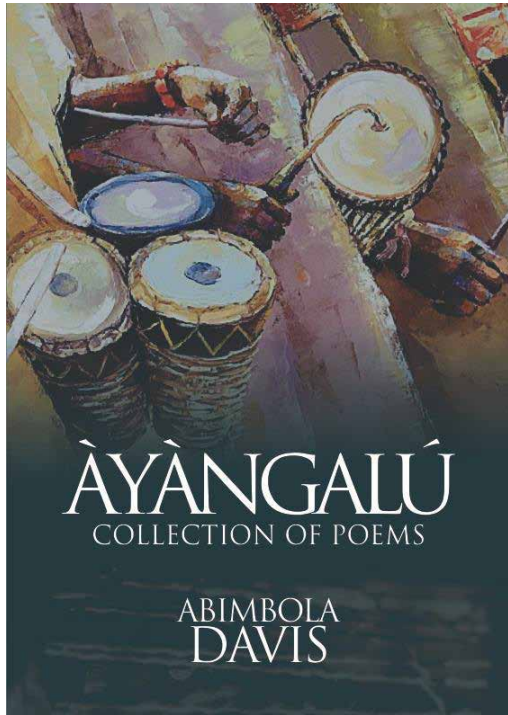
He received the Commonwealth Scholarship and Fellowship Award in the United Kingdom from 1990 to 1993 where he studied Energy Engineering at the University of Newcastle Upon-Tyne, for his PhD.

Professor Bugaje had three years' work experience in Industry before joining academia in 1983. He grew from an Assistant Research Fellow (Renewable Energy) to become a Professor in Chemical Engineering in 2006 with over 15 years in Management positions in the last 35 years, having served as CEO three times in Research Institute and Polytechnic sectors. Besides holding Deanship of Engineering in two Universities and Headship of Chemical Engineering departments twice, he has also held about 5 patents and has previously domesticated in Nigeria some technologies from Asia, such as ongoing commercial scale production of tomatoes paste.

Professor Bugaje is said to be a team player with experience in working with people from diverse backgrounds, little wonder he was appointed Rector of Kaduna Polytechnic to clean up the mess that had slowed down progress in that institution over the past years.

As the 6th Executive Secretary of NBTE, Professor Bugaje is expected to provide the necessary leadership needed to turn around the fortunes of the Board.

AYANGALU and the Arrival of Enigma



"Of all the numerous attempts to define poetry, the general consensus is to consider this art form as the advanced reflection of a mind in passionate dialogue with itself and others, using the best of emotive words to describe the image of events, conditions, moments, landscapes, feelings and all other images that are capable of being imagined. A poet is therefore more than a creature; he creates and re-creates ideas through images, in rhythms, and in colours perceptible. When he does, the quality of his imagination is the quality of the uniqueness of his artifice, his literary product.

Metaphorically speaking, contemporary Nigerian poetry is a forest of thorns and flowers, with varying degrees of

brilliance, dalliance and dullness. Now and then, a new collection of poetry appears and rarely gets properly dissected and introduced to its potential consumers.

My encounter with Abimbola Davis's third collection – Ayangalu– is proof that so much is ongoing in the field and a critic needs a lot of catching up to do in order to engage with the pace and location of the literary tradition. For this is a work of considerable talent and rigour.

Here is a poet steeped in the beauty of measured thoughts, whose artistic intelligence is both native and alter-native, traditional and modern. The range of his subjects and thematic concerns is wide; yet, he deals with each matter with aplomb and a self-assuredness that comes from years of training and experience." He concluded.

Above foreword is written by Professor Remi Raji, a multiple award winner and also a former Dean of Faculty of Arts, University of Ibadan, about the new poetry book, "Ayangalu Collection of Poems," written by Abimbola Davis, Chairman, Governing Council of International Psychometric Centre.

The book which was published by one of the topmost publishing companies in Nigeria, - Books and Sports Limited, has been described by many as a great work of arts. "Ayangalu Collection of Poems," is the 5th book by Abimbola Davis.



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