

Applying to GRAD SCHOOL



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Deciding Where to Apply

- Apply to at least 8 schools
- Apply to both PhD programs and Masters programs
- Location is less important than you think.



Spreadsheets Are Your Friends

Make a spreadsheet with...

- Full school name
- Location of school
- Website
- Application deadline
- What kind of program it is (PhD/MA) and area of psychology
- GRE code
- What to do with transcripts
- Faculty you want to work with
- Any other notes about the school



Sample Spreadsheet

School	Location	Program	Website	Deadline	GRE	Transcripts?
Penn State University, University Park	University Park, PA	PhD in I-O	http://psy	Dec. 1	GRE	Mail w/ App
Columbia University, Teacher's College	New York, NY	PhD in Social-Organ	http://ww	Dec. 15		
University of Connecticut	Storrs, CT	PhD in I-O	http://ww	Dec. 15	3915	Mail w/ App
University of North Carolina, Chapel Hill	Chapel Hill, NC	PhD in O-B	http://ww	Dec. 15, ASAP	GMAT	Mail w/ App
NYU	New York, NY	PhD in Social-Organ	http://ww	Dec. 15, online	NYU GSAS, c	Mail directly
Purdue University	West Lafayette, IN	PhD in I-O	http://ww	Dec. 20, online	GRE	Need 2 copies; Mail d
George Mason University	Fairfax, VA	PhD in I-O	http://ww	Jan. 1		Mail w/ App
Bowling Green State University	Bowling Green, OH	PhD in I-O	http://sho	Jan. 1	Inst: 1069, #	2 copies
Rice University	Houston, TX	PhD in I-O or MBA	http://ww	Jan. 15	BOTH	Mail w/ Recs
University of South Florida	Tampa, FL	PhD in I-O	www.cas.u	Jan. 15	GRE	With application, 2 cc
University of Illinois, Urbana-Champaign	Champaign, IL	PhD in I-O	http://io.p	Jan. 2, online	GRE	Mail directly
University of Oklahoma	Norman, OK	PhD in I-O	http://pric	Jan. 1	BOTH	Mail directly
Carnegie Melon University	Pittsburg, PA	PhD in O-B	http://wpv	Feb. 1, online	BOTH	With application
Oklahoma State	Stillwater, OK	PhD in O-B and Stra	http://spe	Mar. 1	BOTH	

Faculty	School	To do
Alicia Grandy; Kevin Murp	Also has highly ranked management and human development program Overall GPA 3.5, GRE 1300	Need sample paper; Two applications for Psych department Need Psych GRE and regular; PIN: 959445H39
John Mathieu (very well k	Quantitative Research Methods Certificate; Average GRE 1300	Have letters and transcripts sent to ME
Jeff Edwards (famous for	75% have previous grad, \$20,000 fellowships, Ave GPA 3.3 Offer a stats minor :)	Two essays: Personal and "role of a PhD in business admin." Send everything online except transcripts
Howard Weiss (temperme	Ashley went there - ask about professors	Can include a writing sample, use same PIN on "applyyourself
Cortina (published a lot);	Program ranked 6th overall, Fellowship is \$12,000/yr Ranked 3rd	Optional writing sample, must request app fromd department Need to apply to the university app also,
I-O: Daniel Biel; Business s	100% fellowships for \$13,000/year, Psych GRE "desireable", MBA costs \$72	Username: lpesin Password: application Need 4 letter of rec
Paul Spector (area direct	Program ranked 10th overall, average GRE 1350	Decided to do paper app, rec letters need form, NEED 2 COF
Michael Pratt in Managem	most students don't have masters; average GPA 3.74; Average Math 717, V	Psych GRE recommended, not required; Online w/ same pin a
Shane Connelly or Mike B	Summer program to NYU	Confirmation # is VQFA0D67D3DC.
Denise Rousseau (is really	O/B school, wants Calculus	100% Fellowships, GMAT optional
Marie! Also Mark Gavin (d	Most have Master's, only two students per year	GMAT or GRE, have funding for conferences

Note: Current information has probably changed. Use this spreadsheet only as an example of how to make a spreadsheet.

Welcome to SIOP

http://www.siop.org/

Welcome to SIOP

Society for Industrial and Organizational Psychology Inc. Site Map
 Division 14 of the American Psychological Association Organizational Affiliate of the Association for Psychological Science

"Enhancing human well-being and performance in organizational and work settings"

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Information

- SIOP News
- Awards & Fellows
- Calls/Announcements
- SIOP Foundation
- Local I-O Groups
- Executive Committee and Committee Chairs
- Annual Dues/Renewal
- Journal - "Industrial and Organizational Psychology: Perspectives on Science and Practice"

Site Tools

- Consultant Locator
- Membership Directory
- Graduate Training Programs
- International Directory
- Contact Update

Reducing Subgroup Differences in Testing

by A. Cynkar, APA Monitor

Employers often supplement traditional job interviews with selection tools that assess cognitive ability and judgment. And the testing method managers choose—often developed in collaboration with industrial and organizational (I-O) psychologists—can substantially affect an organization's demographic makeup, noted **James L. Outtz**, PhD (SIOP Fellow).

Outtz, an I-O psychologist and independent consultant in Washington, D.C., has been researching how to understand and reduce subgroup differences in testing. In one study, 172 psychology students took a test that evaluated their responses to hypothetical work conflicts. Whites and Asian Americans performed better than Blacks and Hispanics when they answered questions in a multiple-choice format, where each question had one correct answer. Yet on a test where students chose a few responses that, in combination, constituted the best solution, the reverse was true—Blacks and Hispanics came out on top.

Findings like this suggest that employers should incorporate several testing methods to reduce subgroup differences and adhere to legal obligations and professional standards. Those who design tests for college admissions and professional licensing should also use a variety of answering modes, Outtz said.

"Every test characteristic affects test performance, whether the test designer intended it to or not," Outtz said.

While test designers aim to create a response system that produces the fewest differences across groups, it does no good if the measure doesn't predict job or collegiate success. For this, Outtz recommends

Member Login

Username
 Password

Forgot Password Login

In one of the earliest models of planned organizational change, **Lewin (1951)** outlined a change process consisting of which of the following three steps (Source: Old Dominion University)?

- Unfreezing, movement, refreezing
- Diagnosis, action, feedback
- Initiating inquiry, discover themes, envision future
- Entering, implementation, institutionalization

Vote

View Results



The Society for
Industrial/
Organizational
Psychology

www.siop.org

You can see
the full list
of programs
or search
with criteria

Screenshot of the SIOP website showing the "Students" section. The page title is "SIOP Welcomes Students". The URL is <http://www.siop.org/studentdefault.aspx>. The page features a search bar, a navigation menu, and a list of links for students.

SIOP Welcomes Students

Member Login Site Map

Society for Industrial and Organizational Psychology Inc.
Division 14 of the American Psychological Association Organizational Affiliate of the Association for Psychological Science

Home Meetings Join SIOP Publications Jobs Resources Online Store Find An I-O Consultant

Students

SIOP has much to offer to student members.

Benefits include:

- Reduced conference rates
- Twenty percent off books available on PubHub
- Subscription to TIP
- Opportunity to network with members in the I-O field and other students pursuing a degree in I-O.
- Immediate inclusion in the [SIOP Online Membership Directory](#)
- Scholarship opportunities exclusive to SIOP Members

How to Join SIOP as a Student

[Criteria for Student Membership](#)

[Student Membership Application](#)

[SIOP Informational Brochures](#)

29th Annual **IOOB** Conference [Organizational and Organizational Behavior \(IOOB\) Graduate Student Conference](#)

Helpful Links for Students :

- [Graduate Training Program University Listing](#)
- [Graduate Training Program Information \(GTP list, Programs, internship and program ranking information\)](#)
- [I-O Internships](#)
- [Student Discussion List](#)

Questions/Comments or Concerns contact us at siop@siop.org
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Done



List of all AACSB Accredited Schools

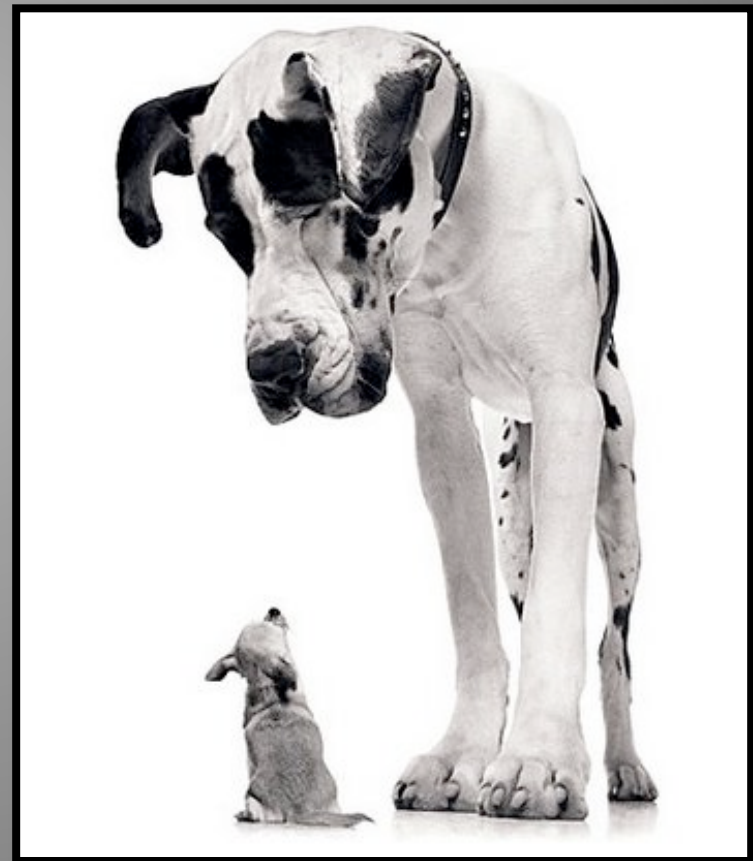
[Click here](#) for the link

UNITED STATES

Auburn University (Alabama) Raymond J. Harbert College of Business	🏠	📄
Auburn University Montgomery (Alabama) School of Business	🏠	📄
Jacksonville State University (Alabama) College of Commerce and Business Administration	🏠	📄
Samford University (Alabama) Brock School of Business	🏠	📄
Tuskegee University (Alabama) Brimmer College of Business and Information Science	🏠	📄
The University of Alabama (Alabama) Culverhouse College of Commerce and Business Administration	🏠	📄
University of Alabama at Birmingham (Alabama) Collat School of Business	🏠	📄
University of Alabama in Huntsville (Alabama) College of Business Administration	🏠	📄
University of Montevallo (Alabama) Michael E. Stephens College of Business	🏠	📄
University of South Alabama (Alabama) Mitchell College of Business	🏠	📄
University of Alaska Anchorage (Alaska) College of Business and Public Policy	🏠	📄
University of Alaska Fairbanks (Alaska) School of Management	🏠	📄
Arizona State University (Arizona) W. P. Carey School of Business	🏠	📄
Northern Arizona University (Arizona) The W. A. Franke College of Business	🏠	📄
Thunderbird School of Global Management (Arizona)	🏠	📄
The University of Arizona (Arizona) Eller College of Management	🏠	📄
Arkansas State University (Arkansas) College of Business	🏠	📄
Arkansas Tech University (Arkansas) College of Business	🏠	📄
Henderson State University (Arkansas) School of Business	🏠	📄
Ouachita Baptist University (Arkansas) Frank D. Hickingbotham School of Business	🏠	📄
Southern Arkansas University (Arkansas) College of Business	🏠	📄
University of Arkansas (Arkansas) Sam M. Walton College of Business	🏠	📄
University of Arkansas at Fort Smith (Arkansas) College of Business	🏠	📄
University of Arkansas at Little Rock (Arkansas) College of Business	🏠	📄
University of Central Arkansas (Arkansas) College of Business Administration	🏠	📄
California Polytechnic State University, San Luis Obispo (California) Orfalea College of Business	🏠	📄

Letters of Recommendation Binder

- One for each of your 3 letter writers
- Front of binder:
 - Your name
 - CV (academic resume)
 - Personal Statement
 - Transcripts
 - List of things you'd like the writer to mention about you, including the date you started working with them.



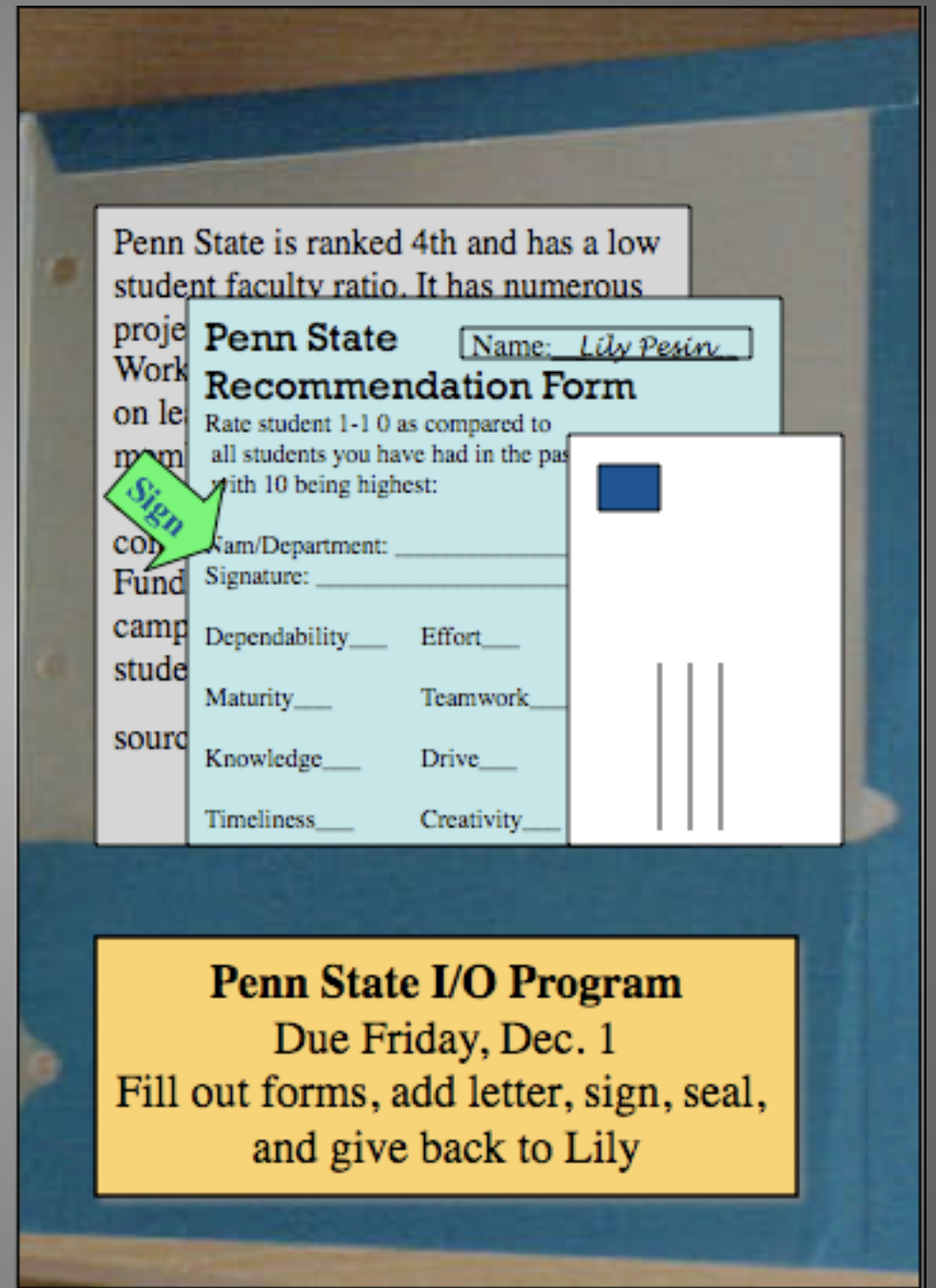
Folders

For each school:

- Recommendation forms
- Program description
- Addressed, stamped envelope
- "Sign here" post its

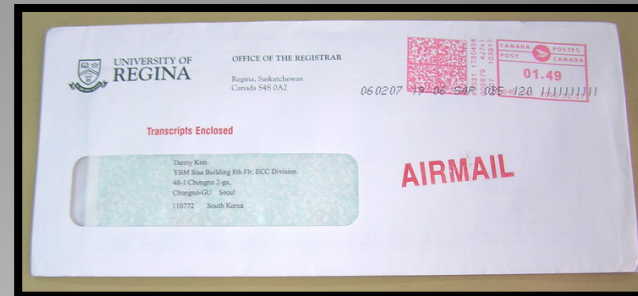
On the folder, write:

- School name
- Letter due date
- Type of program (ex: MBA in finance, PhD in Accounting)
- What to do with the letter (mail or give back to you)



Transcripts

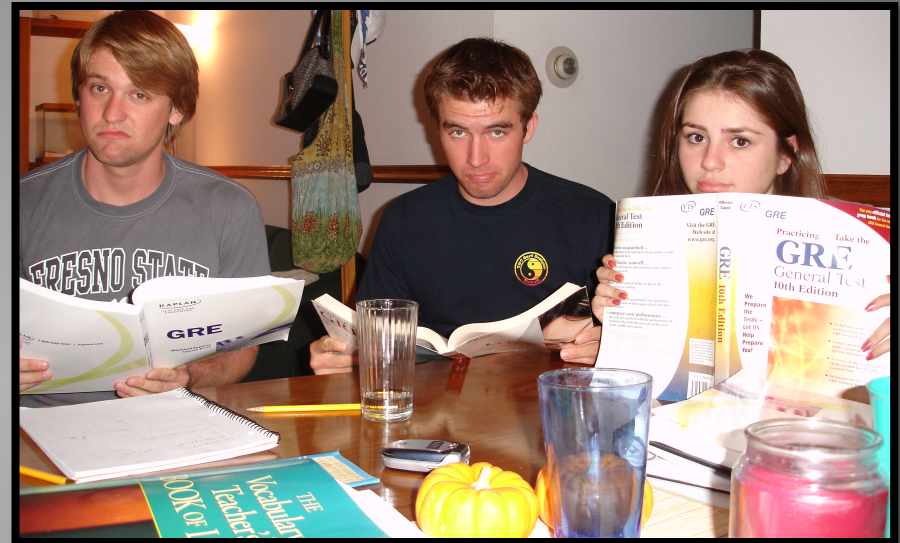
- As your going through the schools' websites, write down:
 - The address they want the transcripts sent to
 - How many transcripts are necessary
 - Official or unofficial



- Make a separate page for the addresses of the departments, which is where the application will be sent to. Sometimes these are two different addresses.
- Buy a couple of extra transcripts in case you decide to apply to another program at the last minute.
- These can cost you around \$50, so be prepared!

Studying for the GMAT

- Study groups
- Classes
- Flashcards at the gym
- Get a prep book at the library
- Use podcasts:
 - LSAT Logic For Everyday Life
 - Princeton Review's Vocab Minute and other Vocabulary podcasts
 - Math podcasts



Podcasts for the GMAT

- They're free!
- Automatically update each week
- Listen anywhere
- Use them to study vocabulary, math, or for the analytical section



Get podcasts from iTunes

The screenshot shows the iTunes application window with the 'Education' category selected in the Podcasts section. The interface includes a top navigation bar with playback controls, a search bar, and a sidebar with 'LIBRARY' and 'STORE' sections. The main content area displays a grid of podcast thumbnails under the heading 'EDUCATION'. A red arrow points to the 'LEARN FRENCH free daily podcast' thumbnail. The 'QUICK LINKS' sidebar on the right lists various account and album management options.

LIBRARY

- Music
- Podcasts 78
- Radio

STORE

- iTunes Store
- Shopping Cart
- Purchased
- Downloads

PLAYLISTS

Podcasts > Education

ALL VIDEO PODCASTS AUDIO PODCASTS

EDUCATION

NEW AND NOTABLE

- Learn Spanish on Span... SpanishDict.com
- The Teaching Company ... The Teaching Company
- The Insomnia Film Festi... Apple Inc.
- The Japanese Learner Enrico Bianco

FEATURED

- CoffeeBreak Spanish: Learn Spanish with Coffee ... Radio Lingua Network
- Grammar Girl's Quick and D... QuickAndDirtyTips.com
- Survival Guide: Learn to speak Spanish: David Spencer
- CoffeeBreak French: Learn French with ... Radio Lingua Network
- ESL POD: English as a Second Langu... Center for Educational Develo...
- JapanesePod101.com: Learn Japanese | JapaneseP... JapanesePod101.com
- LEARN FRENCH free daily podcast: dailyfrenchpod.com
- LSAT Logic in Everyday Life: The Princeton Review
- mydailyphrase.com ITALIAN: RADIO LINGUA INTERNATIONAL

QUICK LINKS

- Browse
- Power Search
- Account
- Buy iTunes Gifts
- Redeem
- Support
- My Alerts
- Complete My Album
- iTunes Plus

TOP PODCASTS

- Learn Spanish with Coffe... Radio Lingua Network
- Grammar Girl's Quick and... QuickAndDirtyTips.com
- Learn Japanese | Japanes... JapanesePod101.com
- Learn French with Coffee ... Radio Lingua Network
- Learn Spanish - Survival ... David Spencer
- Learn French with daily p... Louis from Dailyfrenchpod
- Learn ItalianPod.com - Lea... Learn Italian Pod
- Just Vocabulary: The useful vocabulary show!
- Learn to Speak Spanish: DiscoverSpanish.com
- Learn German for free wit... Stephan Wiesner
- Learn Spanish - SpanishP... SpanishPod.com
- SUPER WHY! | PBS KIDS SUPER WHY!

Don't Panic if You Flunk the GMAT



- You can take it again, but only do it once
- Work on other parts of your grad school applications instead, especially getting more research experience and/or work experience
- Apply to one or two more safety schools

PhD Personal Statements

- Instead of personal statement, it should be called the “why you should pay me lots of money to research at your school” statement.
- Don’t get your application thrown into the “crazy” pile.
 - Leave out pathology, religion, or traumatic experiences.
 - Use regular white paper.
 - No smiley faces.



“I am special”

- Talk about your specific research interests.
 - “Through my personal and work experiences, I’ve become very interested in working on X topic(s).”
 - The research interests you list should match with at least one faculty member at the school you’re applying to.
- Talk about coursework only if you did something beyond the requirements.
 - Ex: Intermediate Statistics
 - Class outside of your major that fits
 - Study abroad experience only as it applies to graduate school (for example, you want to study cross cultural psychology)

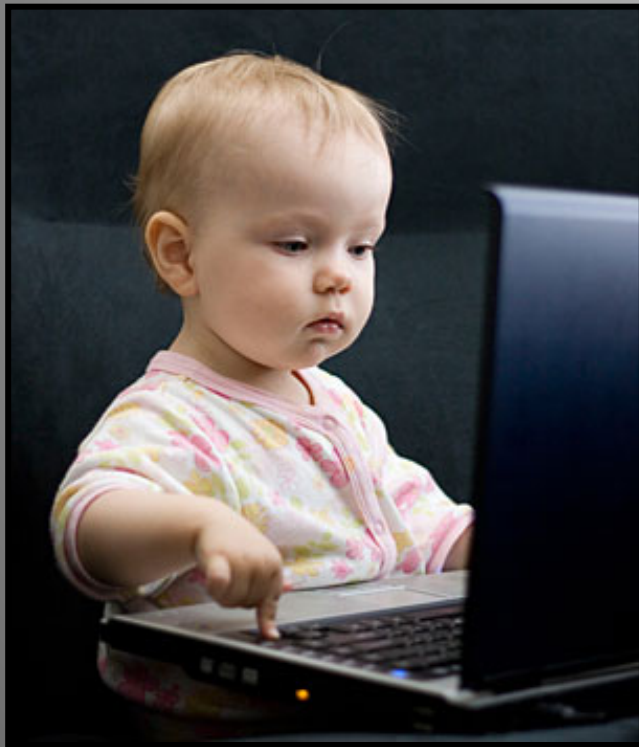
“And you people rock my world”

- End with one or two paragraphs about the school.
 - “I am interested in Dr. X’s work on _____. I have had some background in this topic in my work on _____.”
 - You can also cite a RECENT paper.
- Many professors’ websites are outdated. Check Google Scholar to see more recent work.



“Plus, my parents read me research articles since I was a baby”

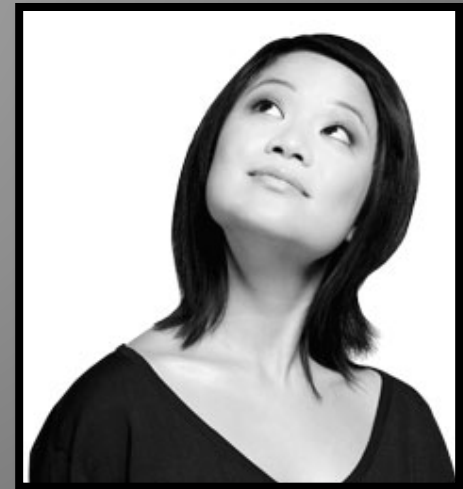
The main focus of a PhD is always research.



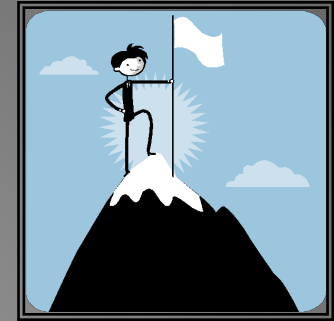
No matter what led you to be interested in business and what you plan to do after you get your degree, research should be the main focus of your personal statement.

Other Stuff to Think About

- Don't overload your schedule when applying to grad school.
- Some schools ask for a writing sample - keep this in mind if you have papers due this fall.
- Polish your CV.



You Got Into Grad School! ...Now What?



- Research all the professors again before you get there, and look up your statement to see which one you said you were interested in working with.
- Get some professional clothes.
- E-mail the grad students to ask whether they are happy with the school and for any advice they can give.
- Do not make a decision until you have heard back from all of your schools, even if you think you had no chance of getting in.

Good Questions To Ask When You Visit

- What kind of projects are your students currently working on?
- Are there opportunities to work for organizations through internships or consulting projects?
- Is the program structured in a way that makes students cooperative or competitive with each other?





More Questions

- Are there opportunities to work with multiple faculty, or will most projects be with the same person?
- How supportive are faculty with regard to original ideas for research?
- What kind of external grants or private grants does the department have?
- What kind of teaching opportunities are there? What proportion of first year students get these?

And Finally...

- On average, how many years do students take to finish the degree?
- What is the retention rate?
- Is it difficult to switch advisors or thesis topics in the program?
- What is the typical job success rate after graduation for students in this program?
- How long is the stipend guaranteed?



Some Good Things About This Scary Process:



- It weeds out the people who don't want to put time into applications, so you have fewer people to compete against.
- You'll bond with other people complaining about the GMAT.
- If you visit a school you don't end up going to, you might still meet cool people who you'll see at conferences.
- You did it to get into college, right? You'll be fine.

Join my research lab:



Visit us at www.theLClab.com

**Go to www.theLClab.com for more information
and to download an application**