

## I-O Psychology GDE Portfolio Option

This is one of two options chosen by the Industrial and Organizational (I-O) Psychology Program.

### Portfolio GDE

Doctoral students in the Industrial and Organizational (I-O) Psychology Ph.D. program must pass a general doctoral examination (GDE) to advance to doctoral candidacy. Students are eligible to take the GDE after defense of their Master's thesis. The typical rate of GDE completion is in the student's 3<sup>rd</sup> year and no later than their 4<sup>th</sup> year in the program. The portfolio will consist of three components: 1) two presentations at major conferences, 2) two peer-reviewed manuscripts in press or invited for revision at strong journals, and 3) a research statement documenting your current and future program of research. Below are the components of the written portfolio.

1. Conference Presentations. Students are expected to present their research at conferences to demonstrate presentation skills, professionalism, and to promote the dissemination of their research. To meet this requirement, students must present their research on two separate occasions at conferences (students who present more than twice at conferences may select two representative samples of their work). These presentations may be in the form of a poster and/or a paper presentation and the student should be the first author on at least one conference presentation. Students may meet this requirement by having both presentations at a national or international conference or having one presentation at a national or international conference (e.g., Academy of Management, American Psychological Association, Society of Industrial and Organizational Psychology, Work Stress and Health, etc.) and one presentation at a state or regional conference (e.g., River Cities I-O Psychology Conference, Southern Management Association). Presentations within Auburn University (e.g., "This is Research" or other similar platforms) will not count towards the requirements for the portfolio.

2. Peer-Reviewed Manuscripts. Students are expected to have two published manuscripts based on research conducted during graduate training to demonstrate the ability to conduct research with mentorship, write concisely to an academic audience, and to promote the dissemination of their research. Students are required to be first-author on at least one of these publications. For co-author on the second publication (i.e., not required to be the first author), the student must have made a large contribution to the published product. One of these manuscripts can be the published version of the thesis project. Given the potentially long publication process, one of these manuscripts must be accepted for publication while the second can be invited for resubmission (i.e., "revise and resubmit" status). While a list of approved journals is not provided, the journals must be peer-reviewed and of strong quality (e.g., *Journal of Applied Psychology*, *Journal of Business and Psychology*, *Journal of Career Assessment*, *Journal of Occupational Health Psychology*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, *The Leadership Quarterly*, *Occupational Health Science*, *Organizational Behavior and Human Decision Processes*, *Personality and Individual Differences*, *Work & Stress*, etc.).

3. Research Statement. The research statement (or statement of research interests) is a common component of an academic resume. It is a summary of the student's research accomplishments, current work, and future direction and potential of their work. This statement should include a brief history of

past/present research (e.g., what questions were proposed in the research projects, what was found, how did this contribute to the field, etc.), as well as the future trajectory on which the student intends to take their research (e.g., what further questions should be solved, what research will be conducted to answer these questions, what are the broader implications of these potential results, etc.).

## **Evaluation**

All members of the I/O faculty will individually grade the student's portfolio on a pass/fail basis. The committee must unanimously decide the student is ready to move on to the oral defense or make recommendations to remediate any deficiencies in the portfolio document. The Program Director will notify the student of the committee's decision via email. If revisions are required, then the student must resubmit the revised portfolio to the Program Director within two weeks. The faculty will have two weeks from receipt of the revisions to come to a final decision and notify the student. Upon passing the portfolio GDE, the student should plan to hold the oral examination in two weeks of the pass decision. If a student fails the examination upon revision, they will be required to complete the closed book GDE.

## **Oral Defense**

Following successful completion of the portfolio document, the student will need to pass an oral defense. Students are required to schedule an oral defense once they pass the written exam (e.g., portfolio option). The oral defense should be scheduled within two weeks of successfully passing the written portfolio. At the oral defense, the student should prepare a 30-minute presentation of their research program as outlined in their Research Statement. During the oral defense, the student should be prepared to answer methodological, procedural, conceptual, and analytical questions and discussion points regarding their work.

## **Timeline**

Eligible students can submit a completed portfolio for consideration at two times during the academic year: in the first two weeks of the Fall semester or in the first two weeks of the Spring semester. Formation of the evaluation committee, review process, and initial feedback to the student will occur within two weeks after the submission.