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General note on Graduate School Forms:

Laney Graduate School forms (the formal applications for Master’s and PhD degrees, candidacy, dissertation committees, etc.) can be found for download on the LGS website pages. Please check to make sure you have the current forms prior to submitting materials to the LGS.

Note on formal Application for Degree paperwork and submission of theses:

All theses must be submitted electronically to the Laney Graduate School; details of the electronic submission process are likewise on the LGS website. For the formal PhD degree (and, at the relevant time, the Master’s you earn en route) to be conferred, an Application for Degree must be completed and submitted to the LGS prior to the degree application deadline for the semester you apply to graduate (see LGS website). Note that these deadlines may be earlier in the semester than departmental deadlines for satisfying requirements.
INTRODUCTION

Welcome to the Department of Psychology at Emory! We’re delighted that you’ve chosen to join our community of scholarship and look forward to having you as a student, collaborator and colleague in the years to come.

The Department has three graduate programs: Clinical, Cognition and Development (C&D), and Neuroscience and Animal Behavior (NAB); all three are guided by a unified vision of excellence in graduate education. Specifically, we provide opportunities in the classroom, in our laboratories, and in the larger scientific community that facilitate the development of critical research skills. We believe that good scientists are those who are well versed in the specific theories and methods of their own sub-discipline and who are also conversant with the broad array of topics studied by other psychologists. Thus, the graduate experience is structured to provide students with the specific skills necessary for conducting sound empirical research and developing a programmatic, theoretically based research agenda, while providing broader background knowledge within which specific research programs must be understood.

This Manual is intended to orient new students to the Department of Psychology and to provide a summary of its policies and procedures regarding graduate study. The manual is modified yearly to take into account updated policies. Before basing decisions on it, please check that you have the latest version (dated by school year). If unsure about some policy or rule, students should consult with their adviser, Program Director, the Graduate Program Coordinator, or the Director of Graduate Studies. Although you should feel free to approach any of us with concerns, the following are some guidelines for whom to check with first for what:

Your faculty adviser: Questions about planning your own specific research projects, choosing courses and other training opportunities, expectations for members of your research lab group, funding your projects, planning grant applications, exploring post-candidacy support if needed (i.e., 5th year and beyond), career opportunities within your field.

Your Program Director: Questions about requirements, events and issues that are specific to your program (e.g., required program coursework, APA accreditation requirements for Clinical, yearly research presentations in your program).

Director of Graduate Studies (Dr. Hillary Rodman): Questions about departmental policies and requirements; paperwork or issues that need to be brought to the attention of the Laney Graduate School (i.e., signature for paperwork for candidacy, dissertation committees, Professional Developmental Support (PDS) funds), any special requests and petitions; questions about resources available through the LGS and beyond for professional development.

Graduate Program Coordinator (Paula Mitchell): Questions about mechanics of stipends, student accounts, and reimbursements; submission of formal LGS paperwork after faculty and DGS signatures are obtained; signature for reports of use of PDS funds after they are awarded; dissemination of Master's and PhD defense announcements; requests for course enrollment.

Laney Graduate School (LGS) website: Questions about policies and procedures that originate in the Grad School rather than the department; downloading LGS forms; Professional Development Support (PDS) funds and other professionalization resources and opportunities. Please make it a habit to consult this site. However, if something there needs clarification, Paula and Hillary will be happy to help figure it out.
Department Chair (Dr. Harold Gouzoules): Any concerns that have not been resolved in discussion with the people mentioned above (see also section VII.D); requests for supplemental travel and research funds if available (see also p. 21).

I. PROGRAMS, FACULTY ADVISERS, AND SUPPORT

A. Doctoral Programs: Each faculty member and graduate student is associated with one (occasionally more) of the department's three programs. Students are admitted to one of the programs, receive financial support through that program, and must meet graduation requirements of that program, as well as those of the department and the Graduate School.

B. Advisers: The Psychology Department uses a research apprenticeship system. Each student works with a specific faculty mentor/adviser chosen on the basis of mutual research interests. Faculty mentors advise students about classes to take to meet both departmental and program requirements and to satisfy students' own career objectives. Advisers also direct and supervise graduate student research and chair the student's Faculty Advisory Committee (FAC, Sec. V.A, p.11) and dissertation committee. Although the majority of a student's research is typically done in collaboration with their faculty adviser, you're also encouraged to explore collaborative and mentoring relationships with other faculty in the department.

Changing advisers. Students occasionally wish to change faculty advisers. If you find that you'd like to consider a change, you should talk first to the faculty member(s) with whom you're interested in working, to ensure that they would be a willing primary adviser. Then, you should talk with your current adviser. The former adviser has the right to expect that work in progress will be completed. Once there is agreement among the student, former adviser, and adviser-to-be, the Program Director, DGS, and Paula Mitchell should be notified.

C. Financial support: Most Psychology students receive financial support in the form of tuition waivers and fellowships or 'merit awards' (stipends). Financial support is contingent on the student's remaining in good standing with due progress as defined by the Laney Graduate School and the department. Support from the LGS is typically provided for four years. Since most students don't completely finish their doctoral degrees in four years, you should begin exploring possibilities for fifth year funding as early as the first year. There are many prestigious predoctoral fellowships available both within and beyond Emory, some student support opportunities through faculty research grants or departmental training grants. Paid teaching opportunities may be available through Psychology and other departments.

Student responsibility for helping to identify financial support. Each student is required to submit a grant proposal at some point during the first 4 years. This can be a federal or a private foundation grant that would provide some stipend and/or research support. It's important that you speak with your adviser early on about which grants might be appropriate to apply for and when applications should be prepared. To facilitate these applications, the department sponsors periodic grant-writing workshops and maintains an archive of successful student proposals. Finally, the LGS’s Grant Writing Program offers several types of grant workshops targeted at different stages of the proposal process (see LGS website for details).

Outside jobs. Merit (stipend) awards through the LGS preclude substantial concurrent paid employment. If a student on a stipend is interested in a specific part-time paid opportunity relevant to their research and/or career goals, they should first obtain approval from the adviser and program, and then consult the DGS, who will discuss with the Grad School as needed.
D. Libraries and scholarly research resources: The Emory library system consists of a number of major libraries; the two of most interest to Psychology students are the Woodruff and Health Sciences Libraries. These collections are accessible to Emory students from anywhere with an internet connection. The starting point is the Libraries tab on the Emory home page. Here you’ll find the library catalog (EUCLID), databases, electronic journals access, and links to services and policies such as Interlibrary Loan. The Psychology librarian Jennifer Elder (jennifer.j.elder@emory.edu) can help with any library related questions.

II. RESEARCH AND TEACHING

A. Research: Overview. Research is the primary focus of graduate training. Research activity under your mentor's (adviser's) guidance throughout your training can take many forms, including work on his or her ongoing projects, the planning and implementation of new research studies, conceptual and theoretical discussions, writing of research reports and grant proposals, presentation of results at conferences, and so on. As part of your ongoing research training, you'll complete five specific components in order to obtain the Ph.D. These are:

1) a short first year critical review paper;
2) a Master's thesis;
3) a Platform Paper, which serves as the basis for the Qualifying Exam;
4) a Qualifying Examination; and

Each of the above is described in sections V and VI. The department has deadlines for timely completion of the requirements for students (Appendix A). Failure to meet these deadlines may result in probation and potential termination from the department (Section VII.C).

We expect that in the course of graduate training, most students will engage in some research beyond the components above; we believe that a successful student and scholar is one who takes advantage of a variety of research opportunities throughout their careers.

B. Teaching. Psychology students are required to participate in several teaching experiences as part of their training. To prepare for these, you’ll take the departmental teaching practicum (PSYC 760) in the spring of your first year. In August after the first year, all students participate in the Teaching Assistant and Teaching Training Opportunity (TATTO) program. The goal of this intensive 2-day seminar is to prepare students across the LGS for all aspects of teaching. Next, you proceed to three classroom teaching assignments. Per current policies, you'll be teaching in both Fall and Spring of the second year and either Fall or Spring of the third year. All Psychology graduate students should expect to TA for Psych 110/111 or a large breadth course, and for Psych 200 (the undergraduate methods course), at some point. The remaining TAship will be either a lab section of QTM 100 (the undergraduate interdisciplinary Statistics course), or 110/111 or a large breadth course (whichever the student has not already done).

Chronologically, and in terms of course credit for teaching:

a. The first TA assignment (Fall of second year) will be the Teaching Assistantship (TATTO 605): either QTM 100, 110/111, or a large breadth course.
b. The Teaching Associateship (TATTO 610, the Methods class) will be either the second or third TA assignment (Spring of second year, or fall or spring of the third year).
c. The remaining TAship (also designated as TATTO 605) will be in whichever remaining semester after the first in which Methods is not assigned.
Specific TA assignments are determined by the DGS in consultation with the Chair, the faculty teaching courses where TAs will be placed, and the instructor in charge of the teaching practicum (Psych 760). Students’ own preferences and adviser input are also be taken into account whenever possible. Once the basic TA requirements are completed, you may become a paid TA for other undergraduate courses, with approval of your faculty adviser. Students may also have the opportunity to take full responsibility for a course in their 5th year of study, depending on their interests and departmental needs. Students interested in such opportunities should speak to the Chair. Students who develop strong teaching records can also apply for a Dean’s Teaching Fellowship (see the LGS website) for financial support for post-4th year study.

III. COURSEWORK REQUIREMENTS FOR THE Ph.D.

A. Classes

Coursework required for all students. Students in all three Psychology graduate programs are required to take the following:

1. Advanced Statistics. All students must take Advanced Statistics (Psychology 560), during their first semester at Emory. This course begins with a survey of analysis of variance procedures and assumes, as a prerequisite, that students have previously taken an undergraduate course covering inferential statistics. If you aren’t certain if you have met the prerequisite, please contact the instructor of the course.

2. Teaching Practicum. All students are required to complete the teaching practicum, (Psychology 760) spring semester of their first year, as described in the section above.

3. Program Seminar series and departmental colloquia. Every semester, each program offers a quasi-weekly seminar series, in which graduate students, faculty, and local scholars present their research and discuss relevant scientific literature. While in residence, you are required to register for and attend your program’s seminar series every semester, unless otherwise specified by your program. You’re also encouraged to attend these seminars in other programs. In addition, ethics discussions in the program research seminars are an important part of the department’s component of the Program in Scholarly Integrity (see below). Attendance at departmental colloquia is also expected for all students, and provides another opportunity for exposure to current research both within and beyond your main area of interest.

Additional coursework and electives as required by each program. In addition to the above, the individual programs may require specific additional courses (e.g. History of Psychology), electives, or breadth requirements. In order to assure a broad range of knowledge, students in all programs are strongly encouraged to consider courses from outside their home programs or from related departments or from divisions such as Anthropology, Linguistics, Philosophy, GDBBS, etc., to fulfill these requirements.

After the first semester, your individual coursework plan should be developed within your Plan of Study, in consultation with your Faculty Advisory Committee (FAC; see section V.A) and revised with FAC input on an ongoing basis.
**B. Research Credits**

Per LGS specifications, as of Fall 2013, you must enroll in a minimum of 9 credits per semester; a typical load will be 10-14 (sometimes more). In addition to ‘content’ courses, Research Seminars, etc., you should also enroll in some research credit, as follows. In your first year, you’ll need only a few credits of research hours; when you’ve completed your coursework requirements, you can use 12 hours of research credit. Unless specified otherwise by your program or adviser, in the summer – or any semester when you don’t have any courses - you enroll for 9 hours of Graduate Residency (Paula Mitchell will assist you with this).

1. During the first year, you must register for **Directed Study, Psychology 597**, which is taken for a **letter grade**.

2. During the second year, when students are working on their master’s project, they register for **Master’s Research, Psychology 599R**. This is taken S/U.

3. Upon completing the master’s thesis, you enroll in **Psychology 797R, Directed Research**, while completing steps towards candidacy. You may take this as graded or S/U.

4. Once you’ve successfully defended your dissertation proposal and entered candidacy, you enroll in **Psychology 799R, Doctoral Dissertation Research**. This is taken S/U.

**Note for students entering with a Master’s related to their program (Advanced Standing).** Students who enter in Advanced Standing should use 597R for research credits during the first year and 797R thereafter until the dissertation proposal is defended.

**C. Jones Program in Ethics (JPE; formerly Program in Scholarly Integrity)**

All incoming students participate in the Laney Graduate School’s Jones Program in Ethics (JPE). The JPE provides a combination of structured training, department and program-specific topical discussion, and the student’s choice among a wide range of presentations, workshops and events related to issues of integrity in scholarship, research, and teaching. In Psychology, the department’s component includes a) regular ethics discussions in the programs’ Research Seminars and b) training in the ethics of teaching in the Teaching Practicum course. Clinical students have additional program-specific ethics requirements. There are also electives available (e.g., the Professional Development course) that offer additional discussion of relevant issues. See the LGS website for additional specifics.

**D. Grading basis and incompletes**

All courses in the first year must be taken for a letter grade (except for the program Research Seminar), unless otherwise required by the student’s program and approved by the course instructor. Students may not take a grade of “incomplete” in any course during the first year without approval of the DGS. After the first year, courses may be taken for a letter grade or S/U, and incompletes sought, at the discretion of the program and instructor. However, more than one incomplete in any semester is considered unsatisfactory performance by the LGS.

**Note:** It’s not possible to change your registration for any given semester after the official add/drop period. You cannot retroactively enroll in or drop courses or change from a letter grade to S/U. Please be sure to check your registration to make sure you are correctly registered.
E. Credit for graduate work at other universities

Taking courses at other universities while enrolled here: Emory University has arrangements that allow Emory students to take courses at specific universities in the Atlanta area through ARCHE (Atlanta Regional Council for Higher Education) while based here. The ARCHE cross-registration form can be found in the Course Registration section of the LGS website. The LGS requires pre-approval by the adviser, department, and the LGS itself of courses taken through ARCHE. More information can also be found in the LGS Handbook.

Transfer of prior graduate work (including Master’s degrees): Students who have attended other graduate programs before Emory may be eligible to use some of their previous work towards requirements of their program, the department, and/or the LGS. How you proceed depends on the requirement(s) you’re seeking to satisfy:

1. Placing out of departmental course requirements. Students wishing to waive the Advanced Statistics or (for Clinical) the History of Psychology course must get a waiver from both the instructor of the course and their program head; the adviser should also be consulted. The Program Director should then inform Paula and the DGS.

2. Placing out of program-specific requirements. Students wishing to waive coursework or other requirements specific to NAB, C&D, or Clinical should discuss doing so with their adviser and obtain a waiver from the Program Director. It’s not necessary to notify the Graduate Coordinator or the DGS. However, if the requirement in question is, for example, a course offered through another program, the Program Director should consult with the instructor, if needed, to make sure that the prior coursework is comparable.

When seeking to waive a course, please provide the relevant individual(s) above with a syllabus from the prior coursework and a transcript with the course grade indicated.

3. Satisfying the Master’s requirement with a prior Master’s degree. Students who enter with an officially completed Master’s degree in a closely related field from an accredited university will typically be admitted in Advanced Standing status (which mainly determines how much coursework is required by the LGS, and has no bearing on program or department requirements). Individual programs may under some circumstances also choose to accept the prior Master’s as satisfying the requirement for a Master’s project. Students entering with a prior Master’s are encouraged to discuss this issue with their Program Director as soon as possible and to provide a copy of the thesis. If a prior Master’s is accepted, the program may still elect to have you complete an alternative project. The Program Director should notify Paula and the DGS promptly of such waivers.

4. Formal transfer of credits to the Emory LGS transcript. This is not usually necessary. Waivers of specific program or department courses, as described above, are not contingent upon LGS review. Moreover, if you enter in Advanced Standing, the prior coursework is considered part of your incoming degree and cannot be transferred. If you have some prior related graduate coursework but not a Master’s, you may formally transfer those courses if you wish to have them on your transcript. If so, you should write to your Program Director stating which courses are requested for transfer, provide syllabi, and attach a graduate transcript from the relevant institution. Next, the Program Director should notify the DGS, specifying course equivalents in the Emory program. The DGS will then petition on the student’s behalf to the LGS.
G. Laney Graduate School course requirements*. The LGS requires 15 non-research credit hours (i.e., five full 'content' courses) taken in Advanced Standing (your status after the first year unless you enter with a Master's) for Clinical and C&D, and 12 (four full courses) for NAB. Please see the DGS (Hillary Rodman) if you have questions related to these requirements.

*Note: As of Fall 2013, per accreditation requirements of SACS (Southern Association of Colleges and Schools), courses that take up 3 hours of in-class time have been reduced from 4 to 3 credits. As a result, the LGS has reduced correspondingly the number of total credits required. To avoid confusion, go by the number of 3-hr courses, not the number of credits.

IV. YEARLY EVALUATION

The faculty is responsible for evaluating each student’s potential for PhD level scholarship on a continuing basis, and evaluation is done yearly. Research and grades are of the utmost importance, but we also carefully consider a student’s performance in teaching and in all other activities that bear on scholarship and potential. At the end of each Spring semester, first each program and then the entire faculty meet to review student performance. All ‘pre-Quals’ students (students who have not yet taken their Qualifying Exam) then receive written feedback from the Director of Graduate Studies (DGS). In addition, any student who is considered by the faculty to not be making satisfactory progress will be notified in writing by the DGS.

A. Research performance. Evaluation and review of each student’s research progress is ultimately the responsibility of his or her program. Decisions concerning continuation of students, however, remain the responsibility of the faculty as a whole. In the first and second year, research progress is initially evaluated in the student’s spring meeting with his or her Faculty Advisory Committee (FAC; see next page).

B. Academic performance. For the department, you must have a minimum grade point average of greater than 3.0 (A = 4, B = 3, C = 2) in substantive courses to remain in good standing. For purposes of Psychology Department evaluation, substantive courses include all core courses, seminars, and graduate-level electives approved in your training plan. Courses not included in this GPA include program seminar series, research credit, and any undergraduate courses taken at Emory. Lab/research meeting group courses (730R) also do not count toward this GPA unless specified by the program.

Please note that this grade standard is higher than the minimum standard set by the Laney Graduate School (see Standards of Academic Performance and Status in the LGS Handbook.)
V. STUDENT TRAINING AND EVALUATION PLAN (STEP)

The overall goal of the STEP graduate student training and evaluation framework is to prepare students for an academic or similar career. To meet this goal, the training plan is structured to help each student plan their graduate trajectory in ways that best merge their individual goals and interests with mastering the necessary skills for a career in research and teaching. The training plan is structured in incremental steps such that students learn critical thinking, writing, and research skills in an environment in which multiple faculty provide advice and evaluation.

A. Faculty Advisory Committee (FAC)

Students create a faculty advisory committee (FAC) as soon as they're ready, but no later than March 1 of the first year. The FAC provides feedback on research and training plans and acts as the Master’s committee. The FAC consists of your adviser and 2 additional faculty members from Psychology, at least one of whom must be outside your program, and at least one of whom must be tenured. You may also include as a fourth member any individual from inside or outside the department (such as a co-adviser or research collaborator) as long as he or she has a doctoral-level degree and is approved by the other FAC members. However, these fourth members are "ex-officio" in the sense that they are not required to provide written feedback and cannot act as voting members of the committee. You should inform both the Graduate Program Coordinator and the DGS of the committee composition by the March 1 deadline.

B. First Year Portfolio

By April 1 of their first year, each student submits a portfolio to their FAC, as well as to the department (Graduate Program Coordinator), that includes:

- A critical literature review of 10 to 15 pages (plus references) in your area of research, written in consultation with your adviser and other FAC members. Your adviser, after discussion with the FAC, may additionally require a written proposed methods and analysis section in anticipation of your Master's project. The first year paper itself cannot be the same paper as one turned in for a course, although it can be a substantial reworking of a paper turned in for a course.
- A training plan, based on the First Year Training Plan Template (Appendix B), developed in consultation with the FAC, that concisely describes your educational and research goals, the types of courses you plan to take (in addition to department and program required courses where relevant), and other possible additional training opportunities that are consistent with these goals.
- A Curriculum Vitae (CV).

By May 1, the student meets with their FAC. After the first year meeting, the student exits the room and the faculty will discuss and formally vote on the adequacy of the student's first year progress, as defined by the first year portfolio and progress in research.

Following this meeting, the adviser, based on input from the FAC, will provide written feedback to the student about their first-year paper and progress, as well as advice on the training plan; Appendix C provides some useful guidelines for evaluation of the paper. If at least two members agree that the student is not making adequate progress, they may recommend to the full faculty that the student be placed on probation. In this case, the student has until October 1 of the second year to revise and re-present their work to the FAC.
C. Second Year Portfolio and Master’s Thesis

The student has a progress meeting with their FAC by November 1 of the fall of the second year to discuss research progress and any training issues, including changes to the training plan. However, you’re encouraged to meet informally with your FAC members throughout training, and especially to work with them as you develop your Master’s project.

By April 1 of the second year, you submit a portfolio to the FAC (and to the department) that contains:

- The master’s thesis in journal manuscript form as if ready for submission.
- An updated CV.
- A revised training plan, developed in consultation with the FAC and based on The Second Year Revised Training Plan Template (Appendix D).

By May 1 of the second year, the student meets with their FAC, to formally defend the master’s thesis and discuss overall progress. If (rarely) an extension of the Master’s has been granted (see Sec. VII.B on extensions), or a prior Master’s has been accepted by the program, the meeting proceeds with the other components. After the second year meeting, the student exits the room and the faculty will discuss and formally vote on the adequacy of the student’s progress, as defined by the second year portfolio and progress in research.

Following the Master’s defense, each member of the FAC will provide substantive feedback in the form of comments directly on the manuscript, a written review, or substantive discussion with the student in and/or beyond the defense. In addition, the FAC and the student will discuss the revised training plan.

Similarly to the first-year meeting, if at least two members agree that the student is not making adequate progress, they may recommend to the full faculty that the student be placed on probation. In this case, the student has until October 1 of the third year to revise and re-present their work to the FAC. If a student is placed on probation, they will have until October 1 of their third year to revise and re-present their work to the FAC.

Specifics on the Master’s Thesis and Oral Defense

The Master’s thesis is an original research project, supervised by a department faculty member, written up as a journal article and orally defended. Students entering with a bachelor’s degree are required to write a Master’s thesis. Students who enter with a master’s degree should check with their Program Director as soon as possible to make sure that the previous Master’s is suitable for the program (see also Section III.E).

Information on how to format the thesis for submitting to the Laney Graduate School can be found on their website as well as in the LGS Handbook. Additionally, if you would like to receive your formal Master’s degree at the end of the semester during which you orally defend your thesis, be sure to refer to the academic calendar for the deadline for submitting the thesis; this may require submitting your manuscript earlier than the Psychology deadline date.

Oral defense: You should arrange a time and meeting place for the oral defense of the thesis (to be followed immediately by the other components of the second-year FAC meeting) by the deadlines outlined above. Before the Master’s defense, you should also:
• A week before the defense, send an email to Paula Mitchell that includes an abstract of the thesis, names of committee members, and time and location of the defense. This notice will be sent to all faculty and graduate student members of the Psychology Department.
• Consult the LGS website and print out a copy of the Report of Completion of Requirements for the Master’s Degree for signatures, and bring this to your defense.

Following the oral defense, your committee may recommend (or even require) that some changes be made in the manuscript. Once your committee approves the manuscript, be sure to turn in a signed copy of the Report of Completion of Requirements for the Master's Degree to Paula before submitting it the LGS.

D. Platform Paper

By October 15th of the third year, the student completes a Platform Paper that can take the form of either a grant proposal or a substantive literature review (which is permitted to have a meta-analysis component). The goal of the Platform Paper is to provide you with an opportunity to master a body of literature that will provide a basis for preparing proposals for external funding and/or the dissertation, and will also provide a written context for the subsequent Qualifying Examination (QE). The form and content of the paper is determined by the student in consultation with their FAC and is written with feedback from the FAC. You’re encouraged to seek input from your FAC on multiple drafts; the expectation is that FAC members will provide feedback within two weeks whenever possible. Since the final version of the platform paper must be submitted to the FAC by October 15th, the faculty strongly recommends that a polished draft be submitted to the student’s FAC by no later than September 15th.

Faculty will then read and vote to approve or disapprove the Platform Paper by November 1st. At least 2 members of the FAC must judge the paper acceptable for the student to proceed to the Qualifying Examination (QE). An acceptable paper is one that is well-written and well-argued, that presents a motivating theoretical framework, and that critically evaluates the relevant literature. If the student doesn’t provide a final draft of the Platform Paper by October 15th, or if the FAC cannot approve the final draft of the Platform Paper, the student may not proceed to the QE. In this case, the student has until January 15 to revise/rework the paper, and then proceeds to take the QE on the Spring schedule after FAC approval of the paper. If the FAC does not approve the revised Platform Paper, the student has officially failed to become eligible to take the Qualifying Exam and is terminated from the program.

E. The Qualifying Examination

As part of the requirements for PhD candidacy, you must pass the Qualifying Examination (QE, also known as “Quals”) during the third year. In the QE, you demonstrate your scholarly capabilities by independently preparing critical, theoretical, and responsive answers to a set of questions, based on the Platform Paper, posed by a faculty examining committee. You then defend those written responses before the committee. The written responses to questions and the oral defense test your ability to think critically and deeply about a substantive area of research in your field. Students initiate their QE in the fall of the third year; in cases where the student either doesn’t have an acceptable Platform Paper, or fails the exam itself (see below), the student has one additional opportunity to take the QE in the spring semester of the third year. Failure to pass the QE on this late Spring try results in termination from the program.
Deadlines for each part of the QE process are discussed below and specified for this academic year in Appendix A. If a due date for student written work within the STEP process falls on a weekend or Federal holiday, the next official business day is the due date. Term breaks (Fall and Spring Break) are not considered holidays.

• Upon submission and approval of the Platform Paper described above, the FAC suggests a Qualifying Examination Committee (QEC) to the DGS.

• By November 10, the DGS assigns the student's QEC, which consists of three faculty members. One is a (non-adviser) member of the FAC, and, whenever possible, the other two will be from the two departmental programs not represented by this person; at least one QEC member must be tenured. One member of the QEC is the "Recorder" and is responsible for organizing and communicating the QEC’s actions and for setting up the oral defense. You should make sure that each member of the committee has a copy of your Platform Paper within two days of the committee assignment; the Graduate Coordinator should also receive a hard copy of the Platform Paper by this date. Note: if you don’t personally know all the members of your QEC, or don’t know them as well as you would like, we encourage you to set up an informal individual meeting with any member(s) you wish.

• In mid-December (see Appendix A for this year’s dates), the Quals Exam packet is delivered (via email) to the student. Each member of the QEC provides a brief written review of the Platform Paper, and the QEC as a whole provides three broad, integrative questions that are based on the paper, but that may ask you to place the work in a broader context. From the receipt of the reviews and questions until submission of the written responses, the student is under the rule of independence. The student may speak with the Recorder at any time during the period of independent work if a problem arises, but may not discuss the Quals Exam with anyone else. The Recorder will determine, in conjunction with the student, whether the committee and/or the DGS need to be consulted.

• What to submit for the QE written response itself. By mid-January, the student submits their written exam, which consists of a total of 12 pages in response to the three integrative questions, plus any additional references they may choose to provide; the 12 pages may be allocated to the three answers as the student sees fit. The entire response should be double spaced with 1 inch margins. The exam response, in the form of a successfully uploaded, readable Word file and/ or PDF, must be submitted (via email) to the department (Paula Mitchell), the DGS (Hillary Rodman), and all members of your QEC, no later than 5:00 PM on the dates specified in Appendix A. You’re encouraged to email the file to yourself and open it to be sure it is readable. If you’re concerned about compatibility issues, send both a Word file and PDF. After this, the rule of independence no longer applies and you may hold mock defenses, discuss the questions and answers, etc. Note that as of this year, faculty are not permitted to take part in mock defenses for Quals.

• By early February (see Appendix A for this year’s specific dates), the QEC meets with the student for the oral defense. It is the responsibility of the Recorder to schedule this meeting. At the defense, the student meets with the examining committee for one hour, and may not bring any reference materials other than their written responses. In the event of an emergency that prevents any member of the committee from appearing at the scheduled defense, the exam will be rescheduled to a later date. During the exam, the student is questioned about their written exam responses and the scientific issues that arise. When this is completed, the student leaves the room.
**Scoring:** Each member of the QEC gives a score from 0 to 3 on each of four QE elements: 1) written response to Question #1, 2) written response to Question #2, 3) written response to Question #3, and 4) Oral Defense. The oral defense is given double weighting. All elements are scored individually by each committee member without discussion; the first three (written) are scored before the oral defense. Immediately after the oral defense, without discussion, each examiner will independently score the oral defense and then all scores will be tallied. A student needs 30 points out of a maximum possible score of 45 (67%) in order to pass the exam.

The student learns whether they have passed or failed immediately after the exam by talking to the Recorder. The student will also receive their total score and subtotals for the written and oral components. Regardless of pass or fail, students are encouraged to obtain additional feedback about their work by meeting with the members of their committee in the days and weeks following the defense of Quals. A formal letter will also be sent to the student from the DGS notifying the student of the outcome of the exam.

A student who fails the QE during the fall/ winter window is eligible to take it once more, with a new committee, during the spring window. These students will receive written feedback from the original Recorder summarizing the original QEC’s comments regarding the strengths and weaknesses of the non-passing QE attempt. This feedback is intended to help students prepare for taking the exam again during the spring window. Please see the schedule for the Spring qualifying examination window in Appendix A. A failure of the second attempt results in termination from the department.

**VI. STEPS IN THE COMPLETION OF THE DOCTORAL DEGREE**

Students complete a doctoral thesis under the supervision of, and with the approval of, a faculty adviser and dissertation committee. The doctoral thesis consists of a substantial program of original research that is presented to the faculty in writing and defended orally. The department deadline for committee approval of your dissertation proposal is March 1 of your fourth year (if the deadline falls on a weekend or holiday, the deadline becomes 5:00 p.m. of the first following weekday). Any requests for extensions to the dissertation proposal deadline must be made in writing to the Director of Graduate Studies (see also Sec. VII.B).

**General points about mechanics.** You should apply to the LGS for Admission to Candidacy for the Doctor of Philosophy, and submit a dissertation committee form, as soon as you've successfully defended the Qualifying Exam and after the committee has been formed and a dissertation plan approved. In addition, early in the semester in which the Ph.D. is to be awarded, you need to submit an Application for Degree to the LGS (similar to what you'll have done for the Master's). The relevant deadlines are given each year in the LGS Handbook. Be sure to record an accurate, complete dissertation title on the Application for Degree; the LGS does not permit changes in the title after the Application for Degree has been submitted.

**IMPORTANT NOTE:** The Laney Graduate School requires all students to be in candidacy by August 1st following their fourth year of study. This is later than the departmental deadline for the proposal defense, but is critical to keep track of. Failure to meet this LGS deadline can result in the suspension of LGS funding (including conference travel and research funds) and loss of eligibility for LGS and/or department support for special fellowships applications, teaching opportunities, and the like. In order to be in compliance, you must submit the Application for Admission to Candidacy and the Dissertation Committee forms (signed by
your adviser, committee members, and the Director of Graduate Studies; see the LGS website) to Paula Mitchell and the LGS by the deadline.

A. Dissertation Committee formation and the Dissertation Proposal

Planning for the thesis format. The planned format of the dissertation is discussed with and approved by the faculty adviser in consultation with the dissertation committee. In lieu of a traditional thesis format, students may opt to complete a series (two or more) of research-based articles in journal format. In this alternative format, the packaged series of studies must be bounded by both a (1) substantive General Introduction section and a (2) General Discussion section that synthesize and critically analyze the key issues raised by these studies. These general sections serve as “bookends,” and are in addition to (not in place of) the specific Introduction and Discussion sections in each article.

The choice of which thesis format to adopt should be discussed at the dissertation proposal meeting. If you and your adviser select the alternative (series of articles) format, the dissertation proposal need not specify in advance precisely which data will be presented in which study. Changes to plans do take place; however, as the data collection progresses, you’re expected to keep your dissertation committee posted concerning the content of each study. Moreover, should you (in consultation with your adviser) decide that it would preferable to alter the format of the thesis following the proposal meeting, you must obtain approval for this change from all members of your committee.

Composing the dissertation committee. This must have at least five members, as follows:

• Your faculty adviser
• Another faculty member from your program
• One tenured faculty member from the Psychology Department but outside your program
• Two or more other members unrestricted as to program or department

You may select faculty from outside the Psychology department, if you wish, as unrestricted members. If an intended unrestricted member is outside Emory, you should request the DGS petition to the Graduate School to appoint that individual to the committee; please send the DGS a copy of the person’s CV, a list of your other committee members, and a brief statement as to how the individual’s expertise will assist in your dissertation. If the potential member is outside the department but has some type of an official Emory appointment as either regular or research faculty, it may not be necessary to ask for special permission to appoint them to your committee (check with the DGS to be sure). Your program may also require its own approval of your committee, in which case you should anticipate that it will take a minimum of a week for the program to do so. Importantly, selection of committees should be made with the understanding that the five primary members will be able to attend the final oral defense.

In addition to serving on the student’s committee, committee members other than the student’s primary mentor may serve as advisers to students on their projects outside the context of the proposal meeting and defense. Committee members may serve as formal secondary advisers to the student if both the student and committee member agree.

Proposal meeting. After choosing a Dissertation Committee, the student arranges a meeting time and place for the proposal defense and gives each member of the committee a copy of the proposal at least one week before the meeting. Since the approved proposal is an acknowledgement that if the work proceeds as agreed upon and is written up adequately, it will
form the basis of an acceptable dissertation, the department expects that all members of the committee will be present for the proposal defense. If it isn’t possible for all members to be present, participation by Skype or conference call for one or two is acceptable. Any requests for exceptions to this policy should be made in writing to the DGS.

**B. The Dissertation and Oral Defense**

As you begin to prepare for defending your PhD, please consult the ‘Degree Completion’ page of the LGS website. Information regarding the format of the dissertation, required forms, electronic submission, etc. can be found there as well as in the LGS Handbook. Additionally, if you’d like to receive your doctoral degree in the same semester in which you defend your dissertation, be sure to refer to the LGS deadlines.

**Dissertation defense:** The student arranges a time and meeting place for the oral defense of the dissertation, and provides a completed dissertation to each member of the committee at least one week before the defense. **Before the PhD defense, you should:**

- Similar to the procedure for the Master’s defense, by a week before the defense, send an email to the Graduate Coordinator (Paula) with an abstract of the thesis, names of committee members, and time and location of the oral defense. This notice will be sent to all faculty and graduate student members of the Psychology Department.
- Consult the LGS website and print out a copy of the Report of Completion of Requirements for Doctoral Degree for signatures, and bring this to your defense.

The expectation is that all committee members will be present at the PhD defense. It’s the student’s responsibility to make arrangements for a conference call, Skype, etc. in the event that one is needed, in exceptional circumstances, for one or two members. If a committee member becomes unavailable for an extended period leading up to submission of the written thesis, the student should select a replacement committee member as soon as possible, in consultation with the existing committee and approval of the departing member. It’s not acceptable for committee members to submit written comments on the dissertation in lieu of participating in the defense; exceptions to this requirement will be considered only in cases of medical or similar emergency. The requirement that committee members be present at the defense does not apply to additional members beyond the requisite five. However, all committee members have the right to ask that scheduling permits their presence.

Following the oral defense, your committee may recommend (or even require) that some changes be made in the manuscript. Be sure to turn in a signed copy of the Report of Completion of Requirements for Doctoral Degree form to Paula Mitchell before submitting it to the Laney Graduate School. Please remember to also complete and file the degree application paperwork with the LGS.
VII. OTHER IMPORTANT INFORMATION ABOUT POLICIES AND PROCEDURES

A. Evaluation of faculty by students

Teaching evaluations. Each semester, during the last week of classes, instructors (both faculty members and graduate student TAs) provide teacher/course evaluation forms or surveys to students in their classes. These completed anonymously and returned directly to the department office. After final grades have been assigned, instructors are given summaries of the evaluations, and draw on these to evaluate and improve the quality of their teaching. Student evaluations of faculty teaching are used in a confidential manner in making decisions about promotion and tenure and are thus taken seriously. The following is taken from the Statement of Principles Used for Appointment, Promotion, and Tenure in Emory College: "To be eligible for tenure and promotion a faculty member should combine strength in teaching and research, showing excellent achievement and promise in at least one of these and very good achievement and promise in the other." In addition, evaluations that you receive as TAs can be instrumental in applications for future teaching positions. Teaching evaluations will be covered further in the Teaching Practicum course.

General feedback to the department about faculty mentoring, courses, etc. Graduate students are invited to provide confidential comments to the Chair at any time they choose, anonymously or not. If a student would like to provide anonymous comments, a note may be turned in to the Program Coordinator, Paula Mitchell, to be given to the Chair.

B. Extensions to deadlines and petitioning the faculty

With the implementation of the STEP program, most students do not have difficulty meeting departmental deadlines. However, while extensions are not a substitute for adequate advance planning or timely writing, we realize that unforeseen circumstances occasionally arise related to research. If you think you may need a short extension to deadlines for the Master’s defense, FAC meetings, etc. (extensions are not typically considered for Qualifying Exam deadlines), please email the DGS ahead of time with the following:

• A brief description of the circumstances leading to the request for the extension.
• A proposed timeline for completion of the requirement in question.
• A confirmation from your adviser that he or she approves the extension request. Your adviser should also confirm FAC or dissertation committee approval for extensions related to FAC and thesis-related deadlines.

Any other formal requests should likewise be discussed with the DGS. Depending on whether the request concerns department or Laney Graduate School policy, the DGS may bring it to the Chair, full faculty, or the LGS, as appropriate, after discussion with you.

Both the Department of Psychology and the Laney Graduate School will work to explore accommodations for students facing exceptional personal challenges, utilizing both the LGS support structure and the Emory Office of Access and Disability Services as needed. The primary student contact within the LGS for confidential discussion of circumstances impacting progress is Dr. Cora MacBeth, the Assistant Dean for Student Affairs in the Graduate School (cmacbet@emory.edu).
C. Probation

Failure to meet deadlines, probation, faculty vote, and termination: If one of the deadlines for student progress is not met and an extension not obtained, the student will be automatically placed on departmental probation for five months (from the date of that missed deadline). Failure to complete the requirement during the probationary period will result in the case being forwarded to the full faculty for a vote on terminating the student from the PhD program. While on probation, the student is expected to meet other deadlines on schedule. Once a student has been placed on probation for one missed deadline, any future failures to meet other deadlines will similarly result in the case being forwarded to the full faculty for a vote on termination.

D. Problems, student appeals, and grievances

Graduate students who have a problem or concern related to some aspect of their program of study, research, or training should discuss the issue with either their Program Director or the departmental Director of Graduate Studies, who will attempt to resolve the issue in conversation with the student. All possible precautions will be taken to ensure student confidentiality. If the issue remains unresolved, the student has the option of bringing a formal grievance. The student should describe the grievance and relevant specifics in a letter to the DGS and department Chair. The Chair, in consultation with the DGS, will appoint a committee of three faculty drawn from former departmental Chairs and Graduate Directors, who will review the grievance and propose an appropriate response. If it is not possible to resolve the issue in this manner, the DGS will forward the grievance to the Office of the Senior Associate Dean of the Laney Graduate School. From this point forward, the grievance will be handled according to procedures outlined in the LGS Handbook. If the issue is with the DGS or Chair, the student should contact the Senior Associate Dean of the LGS directly.

Important: We realize that this page sounds a bit formal and ominous. The overall message intended here and elsewhere in the Grad Manual is actually twofold, and meant to be supportive, not punitive. First, in order to help students complete the PhD successfully, we do take timely progress seriously. Second, we encourage you to talk with and to draw on your adviser, FAC, program heads, DGS, student peers, and other departmental staff, faculty, and Grad School resources as needed to help work out problems and questions. Graduate school is rewarding, but challenging. It was challenging to those who came before you (including your faculty advisers!). Please don’t feel that you have to go it alone; please allow other members of the community to which you belong to be of assistance, as others have been for us throughout our careers.
VIII. OTHER RESOURCES AND MISCELLANEOUS INFORMATION

A. Departmental and graduate student committees

Much departmental business is conducted via committees. Since several of these committees directly concern graduate training, graduate students are selected to represent the student perspective on several departmental committees. Psychology graduate students select their own representatives to these committees early in the Fall semester. In addition, the DGS meets with the Grad Student Advisory Committee (GSAC) several times a year. Finally, graduate students may also choose to form their own additional committees.

B. Office procedures, computers, and other resources

Computers. The department expects that graduate students will have access to computer resources within their adviser’s laboratory space. In addition, the Department operates a computer laboratory containing a number of personal computers equipped with word processing and statistical software and access to University servers. Psychology graduate students are welcome to use these computing facilities located in room 461 of PAIS.

Prox cards (building access and your Emory ID). All personnel need an EmoryCard/Prox Card if they wish to have access to the PAIS building after hours. A Prox Card is a special type of picture ID which will also become your official Emory Card, which you’ll need to take books out of the libraries and for other functions. All new students should upload a photo at the Emory Card website in advance (https://www.onecard.emory.edu/1cardphotoupload). There is no cost to the student, and Paula will notify you when the card is available for pickup. Once you receive your Prox Card, you should bring it to the main Psychology office, room 270, and give the number on the back to the department Secretary, Emily Stills (estills@emory.edu). She will have the card activated for access to the PAIS Building as well as areas specific to your program, e.g., the Child Study Center or Psychological Center. Please contact Emily with any questions about Prox cards or building access.

Keys. You can obtain a key to your adviser’s PAIS lab from Emily or other staff in the main office. For Rollins or Yerkes facilities, consult your adviser about keys and access procedures.

Copy machines. Graduate students have access to the copier on the 2nd floor, room 260 (the mailroom) and the similar machine on the far end of the 4th floor. See Paula Mitchell in the main Psychology Office about acquiring a copy code. These machines also have scanner settings which allow you to send scanned materials as PDFs to other department members or to yourself. Copying is performed for students by office staff only if it is directly related to a course in which they’re assisting a member of the faculty.

The PAIS imaging center fMRI scanner. Please see your adviser and/or program director about training and research opportunities related to the scanner.

Job and fellowship announcements. The department and individual faculty receive numerous announcements of available academic (and related non-academic) positions, fellowship opportunities, and the like. Information about most of these is disseminated by Paula or Hillary via the departmental graduate student listserv (which you should have already been receiving mail from). Paper announcements are posted in the mailroom or on a separate bulletin board (TBA).
C. Funds for travel, research and training

Overview. Students are eligible to apply for Professional Development Funds (PDS funds) through the Laney Graduate School. The LGS provides funds for conference travel and to help with research expenses. Please take some time to familiarize yourself with the Grad School’s PDS website – chances are that you’ll be using it on multiple occasions. In addition, some support may be available through the Department, your adviser’s funds, and other sources.

Travel to conferences. As is typically the case in academia, conference expenses are reimbursed after the traveler has completed travel and incurred the expenses. In general, you apply for the funds prior to travel, and then complete paperwork and receive reimbursement.

• PDS funds for travel. You can request up to a maximum of $650 ($1000 for international travel, or for students in candidacy) per conference and year, with an overall limit of $2500 over your Emory career. Complete the paperwork from the LGS website, obtain signatures from your adviser and DGS, and submit.

• Funding through the conference itself. Many conferences have some funds set aside (typically on a competitive basis) to help graduate students attend the conference.

• The Graduate Student Council of the LGS. The GSC (not the same as the departmental GSAC) also has some funds available for student conference travel. See their website ASAP if you’d like to explore this option.

• Funds on special fellowships. If you obtain an outside fellowship (e.g., an NSF) you may have funds for travel and/or research from this.

• Your adviser. Many advisers are able to contribute funds to travel expenses for their students. In general, it’s a good idea to discuss which conferences you might attend over the course of your Emory career, and when, with your adviser early on in the program.

Research and supplemental training: The department and LGS expect that most funding for student research will typically come from the adviser’s laboratory. Graduate students may also apply for PDS funds to help with their Master’s and Doctoral Dissertation research expenses. Funding requests under $2500 are approved by the students’ adviser and the DGS and submitted to the Graduate School. Requests beyond a cumulative total $2500 are reviewed by an LGS faculty committee and awarded on a competitive basis. Details of policies and criteria and application forms are on the PDS website. PDS funds for supplementary training (e.g., technical workshops that are directly related to a student’s thesis research) are also available with adviser and DGS approval. Please also see section I.C of this manual about grant applications to support research and/or post-fourth year study.

Departmental funds for travel and research. Finally, you can also apply for some limited funds from the department to augment what’s available from other sources. Requests should take the form of an email to the Chair (Harold Gouzoules).

• To be eligible, you must also have applied for travel or research funds (per the type of request) from an outside (non-Emory) source: the conference itself, private foundations, etc. You only need to have applied for, not necessarily have been awarded, such funds.

• Depending on budgeting circumstances and size of the request, it may be possible to honor a request quickly, or it may be necessary to wait until the end of the fiscal year (mid-summer) to see what the department’s finances permit.
Appendix A:  
Important Dates and Deadlines for Psychology Graduate Students

Year One

Week prior to start of Fall term: Take JPE 600, a one-day core course in ethics and scholarly integrity.

Fall
Advanced Statistics, Psych 560, must be taken.  
FAC may be formed at this time (you are encouraged to do so as early as possible).

Spring
Teaching Practicum, Psychology 760, must be taken.

By March 1: Form Faculty Advisory Committee (FAC).
By April 1: Turn in first-year portfolio (review paper, training plan, CV).
By May 1: Meet with FAC. Adviser provides feedback.

Summer (last week in August prior to the week in which classes start)  
Attend the Teaching Assistant Training and Teaching Opportunities (TATTO) program.

Year Two

Fall
By Nov. 1: Meet with FAC for discussion/ update of research progress.

Spring
By April 1: Turn in portfolio (Master's thesis, revised training plan, CV).
By May 1: Meet with FAC to discuss progress and revised training plan. Typically (i.e., with the exception of formal extensions or waiving of the Master's requirement based on a previous Master'), this meeting will also include the official Master's defense.

Year Three (Dates for 2014-15 academic year)

*NOTE: Two timelines are currently offered for defending Quals. The selected option must be specified when the Platform Paper is submitted and all the dates in that timeline adhered to:


Fall
Oct. 15: Final version of Platform Paper due to FAC. FAC votes whether to approve Platform Paper by November 1.
Nov. 10: DGS assigns Qualifying Exam Committee (QEC).
*Dec. 12 or 19: QE packet (reviews and questions) from the QEC sent to students.

Spring
*Jan. 15 or 22: Qualifying examination written response due (on email by 5:00 PM; see also section E).
*Feb. 1 or 8: Last day to defend the QE.
IN THE EVENT OF AN UNACCEPTABLE PAPER OR FAILURE OF THE QE:

Fall
If Platform Paper is not approved by November 1, the student has until January 15 to revise and submit an acceptable platform paper.

Spring
Jan. 15: Platform Paper revision due (for initially unacceptable papers).
Feb. 1: If revised Platform Paper is approved, student proceeds to QE on the spring schedule. If not approved or no paper received, student is terminated from the PhD program.
Feb. 10: QEC committees assigned.
March 10: Student receives reviews and questions from the QE committee.
April 10: Qualifying examination written responses due.
April 25: Last day to defend the QE.

Year Four

Spring
March 1: Departmental deadline for approval of Ph.D. dissertation proposal.

Summer
August 1: Laney Graduate School deadline for Ph.D. candidacy.

(If a due date for student written work listed here falls on a weekend or Federal holiday, the next official business day is the due date. Term breaks (Fall and Spring Break) are not considered holidays.)
Appendix B
First Year Graduate Student Training Plan

**Overall Goals:** In no more than 2 paragraphs, describe your overall goals for graduate training. What are your training and research objectives?

In order to meet your training goals, please describe the courses (specific courses if possible, or types of courses), workshops, lab rotations, specific research experiences, grant applications, expected completion, presentation, and publication of research, teacher training and teaching experiences (other than TATTO), and internships that you will seek out in order to achieve your training goals.

**Second Year:**

Summer:

Fall:

Spring:

**Third Year:**

Summer:

Fall:

Spring:

**Fourth Year**

Summer:

Fall:

Spring:
Appendix C

Some Guidelines for Evaluation and Faculty Feedback for First Year Review Paper

I. Scientific content:
   a. Are arguments adequately supported by empirical findings?
   b. Are ideas adequately referenced?
   c. Are there substantial gaps in the review?
   d. Are ideas integrated in interesting and novel ways?
   e. Are research ideas are well motivated and innovative?

II. Clarity of presentation:
   a. Is there a coherent thesis or global organization to the paper?
   b. Are arguments presented logically?

III. Mechanics of writing:
   a. Are individual sentences grammatical, including subject-verb agreement, sentence structure, and punctuation?
   b. Are paragraphs are logically organized, with a topic sentence and appropriate transitions between paragraphs?
   c. Was the paper carefully proofed for typographical errors?
   d. Is writing fluent? Is there too much jargon, too many embedded clauses, or run-on sentences?
Appendix D

Second Year Graduate Student Training Plan

I. Overall Goals: In no more than 2 paragraphs, describe your overall goals for graduate training. What are your training and research objectives?

II. Revisions of training plan: Describe any specific revisions to your first year training plan.

III. Reflections on training plan: In no more than 2 paragraphs describe what you have accomplished in meeting your training and research objectives, and what your specific plans are over the next 2 to 3 years to continue to meet your objectives (e.g., completion of research projects, presentation and publication of research, grant proposals and submissions, teacher training and teaching experiences, additional workshops, etc.)