



Call for Papers: Outstanding Student Essay on the Science and Practice of I/O Psychology

**Publish Your Work in the PTC/MW Newsletter
& Win a Prestigious Award with Cash Prize!**

Personnel Testing Council of Metropolitan Washington, D.C. (PTC/MW) invites students to submit essays on any topic relevant to PTC/MW, including research, theory, and/or practice. **Winner will receive an award of \$500, a free one-year student membership to PTC/MW, and the opportunity to present findings in our monthly newsletter.** Students may submit their essay providing insights into areas of interest to the PTC/MW membership. Submissions are due COB **Friday, October 12, 2012** and an announcement of the winner will be made by the end of November 2012. For additional information visit the PTC/MW web site (www.PTCMW.org).

Call for Papers: Outstanding Student Essay on the Science and Practice of I/O Psychology Deadline for Submissions: Friday, October 12th, 2012

Background

Personnel Testing Council of Metropolitan Washington, D.C. (PTC/MW) annually invites graduate students to submit essays providing insights into I-O topics for a distinguished research award. Students may submit an essay providing novel insights into a topic area of interest to PTC/MW members. The topic areas that PTC/MW members are generally interested in include but are not limited to the following:

- Employee recruitment and selection
- Test development and validation
- Test administration
- Legal issues related to employment
- Performance appraisal and performance management
- Job analysis
- Position classification and job evaluation
- Compensation
- Uses of statistical techniques to solve business problems
- Leadership
- Organizational Culture
- Employee motivation and morale
- Teamwork/Group Dynamics
- Organizational development topics (e.g., impact of work-life programs, diversity-oriented research, etc.)

Submission & Deadline

Essays should be submitted no later than close of business on **Friday October 12th, 2012 (DEADLINE)**. All submissions must:

- Demonstrate a clear grasp of I-O science and practice
- Ground arguments and insight on a clear theoretical foundation
- Offer novel insight or opinions for improving research or practice
- Be 3-5 pages in length (maximum of 1,500 words)
- Be in Microsoft Word format

Please e-mail the student essay with your name, contact information, and graduate program to PTC/MW Vice President Alexander Alonso at vp.ptcmw@gmail.com. Please use the subject line: "PTC/MW Student Presentation". Decisions and announcement of the winner will be made by the end of November 2012.

Evaluation Criteria

The winning entry will be determined solely on the following criteria. Each essay may receive a maximum of 100 points. Points are distributed as follows (the number in parentheses is the maximum number of points awarded for that category):

Criterion	Description	Value
WRITING	It is essential that the theme of the essay is clearly stated. (A strongly stated and clearly understood thesis gets 20 or near 20 points. Organization of an essay means the pattern of ideas expressed by the applicant, most usually top to bottom in an essay of limited length. A disorganized essay will receive fewer points. Applicants are urged to proofread their essays and to ask for additional proofreading assistance. There is no reason for mistakes.	20
CONTENT	The main ideas presented must be thoroughly discussed. The writer can cite examples, observations, studies, experience, and activities in support of the main ideas of the essay. A strongly stated case supporting the main idea will be awarded 35 or near 35 points.	35
NOVELTY/UNIQUENESS	This is a highly critical component to the scoring of the essay. Essay writers should provide a novel or unique perspective on practice of I-O psychology in the topic area selected. This may come in the form of an editorial review of the extant literature or a proposal for looking at practice in a different way from the accepted norm. Essay writers who demonstrate creativity and ingenuity in their implications for practice and research will be awarded 35 or near 35 points.	35
PTC/MW STUDENT MEMBERSHIP PREFERENCE	Essay writers holding an active PTC/MW student membership will be given a 10-point preferential bonus. For information about PTC/MW student memberships (\$15 annually), please visit http://www.ptcmw.org/ptcmw/membership.html . Membership benefits include discounts to luncheon and workshop event registrations, access to a library of resources including past webcasts, access to PTC/MW members, and much more.	10
TOTAL	Total Points Available	100

FAQs

1. Who is eligible for this contest?
 - a. All students in graduate school for industrial-organizational psychology, organizational behavior, or a related field are eligible for this contest.
2. What is the deadline for submission?
 - a. You must submit your essay via email to vp.ptcmw@gmail.com by 5 pm EST on September 28, 2012.
3. What format should be used for the submission?
 - a. Please submit your essay in a Microsoft Word document. Essays shall not exceed 5 pages of double-spaced text (reference not inclusive). Each essay must to adhere to APA style with 12pt Times New Roman or Courier fonts and 1-inch margins. All references must be listed in APA style.
4. Can I use an existing essay or paper?
 - a. We welcome all papers as long as they are not under review for publication in a peer-reviewed journal. Essays based upon prior presentations, class projects, or symposia are acceptable. All submissions must be made in accordance with APA's Code of Ethics for publications and research.
5. How will the evaluation of essays take place?
 - a. We will compile a panel of 3 judges for blind review of all submissions. Scores for each submission will be aggregated and the essay(s) with the highest score out of 100 total points will be selected as the contest winner. In the event of a tie for highest score, two additional judges will be asked to evaluate the essays and their ratings will be added to the aggregate to break all ties.
6. Where can I go to find more information about the Student Research Competition?
 - a. Please visit the PTC/MW website at www.ptcmw.org or contact Dr. Alexander Alonso, PTC/MW Vice President for Programs at vp.ptcmw@gmail.com.