



Climbing the steps to success

June 2016

4th – SAT Reasoning and Subject Tests

11th – ACT and ACT plus Writing

Graduating Seniors:

Thank teachers and others
who helped you

Thank scholarship providers

Have your final transcript sent
to your college

Summer 2016

Do Something Interesting

Job, internship, or community
service; summer program

Explore Colleges

Use websites, guidebooks,
virtual online tours and
on-campus tours and
interviews

Rising Seniors

Begin to work on Common
Application and other applica-
tions as they become available

Craft your essay

Narrow college list

Prepare for fall SATs and/or
ACTs

College tours & interviews

Underclassmen

Prepare for fall PSAT

Why Study Abroad?

Imagine hopping on the Paris Metro for the first time, after purchasing your ticket with Euros, and zooming off to discover the latest Picasso exhibition at the Louvre; or wandering the ancient streets of Rome, and ordering a gelato from a real gelateria in Italian. Do these adventures sound exciting? Would you consider attending a college semester or a full year in a foreign country? Studying abroad can be one of the most unforgettable experiences you will ever have, and it comes with a myriad of benefits.

Since college is already a transitional phase from childhood to adulthood, time spent abroad during these years can have a particularly positive effect on your self-esteem and confidence. Navigating foreign streets, learning and speaking a new language, and travelling on your own are all great ways to gain independence and self-reliance. By confronting the challenges of exploring the unknown, you will learn so much about yourself.

Another important aspect of studying abroad is that it gives you the chance to see a new side of your major. You will gain a more well-rounded view of your subject by studying and learning about it through different styles of teaching. As society in the United States becomes more multicultural and multilingual, students can greatly benefit from gaining a global perspective.

Not only will you be immersed in a foreign language, which is the quickest and the most effective way to become fluent, but you will also have the opportunity to explore a country's customs, historical landmarks, people and food. This may lead to newfound interests, such as sports and entertainment that do not exist at home. Have you ever played *bandy*? What about

kubb? These are both popular sports in Sweden.

Studying abroad is a great way to make friends and meet people (and potential contacts) who hail from completely different backgrounds. Many students report that they stay in contact with the people they meet overseas for years to come.

In today's increasingly globalized society, gaining an international perspective may be one of the most important things you can take away from studying abroad. If you plan on working within the global markets, this experience can set you up to be an ideal job candidate. Learning how to interact with people from other countries is crucial, and building cultural competency will certainly be attractive to future employers. Immersing yourself in a new culture is a great way to learn how to embrace differences, and that's a great asset in any professional environment. Studying abroad will always look impressive on your CV or resume, not to mention on graduate school applications.

Many universities direct their own study abroad programs, so for more information, contact your school's study abroad office. Another helpful organization is the International Student Exchange Program (ISEP), a non-profit educational community comprised of over 300 universities in more than 50 countries. They can assist with financial and academic issues as well as placement at international universities. Gaining a fresh perspective, learning in a new environment, and making memories that will last a lifetime are just some of the benefits reaped by studying abroad. And who knows? You may return home having made lifelong friendships with young people from your host country -- and with students from other universities in the USA who were on your Study Abroad program!

Majoring in Industrial-Organizational Psychology

Career Paths for Industrial-Organizational Psychology Majors

- Human Resources Organizational Development Specialist
- Trainer
- Workforce Insights Analyst/Manager
- Research Consultant
- Test and Measurement Specialist
- Talent Management Specialist
- Behavioral Analyst
- Organizational Effectiveness Director
- Professional Development Manager
- Evaluation and Assessment Analyst
- Research Analyst
- Human Resources Practice Manager
- Selection Systems Manager
- Human Resources Director
- Career Planning Manager
- Director of Employee Relations
- Optimization Consultant
- Human Resources Research Consultant
- Leadership Coach
- Employment Law Expert

For more information, go to www.siop.org, the official website for the Society for Industrial and Organizational Psychology. www.shell.cas.usf.edu also contains some helpful tips about careers in I-O Psychology.

Industrial-Organizational Psychology is one of the fifteen specialties in psychology that is officially recognized by the American Psychological Association. What exactly do I-O Psychologists do? They work in a variety of settings in a variety of roles, but essentially their job is to apply psychological principles and research methods to increase efficiency, solve problems, and improve the quality of life for employees and their employers in the workplace. They conduct research to develop ways to increase productivity, improve recruiting, hiring and retention rates, and often consult on issues regarding employee training. This is a great career choice for someone who is interested in improving the morale and productivity of employees within their companies and organizations.

Work settings vary in this field; some graduates work independently as consultants, while others hold jobs in corporations, small businesses, government agencies, schools, healthcare facilities, manufacturing plants, non-profits, and community organizations.

I-O Psychologists are responsible for many different tasks. They are hired to identify, formulate, and implement employee-training programs. They act as employee coaches, in order to evaluate and improve job performance, motivation, occupational safety, and employee wellbeing. Those who work as Human Resources Specialists help to determine current and future staffing needs. Workforce Insights Analysts collect and study data to improve hiring, training, and performance evaluation. Independent consultants are brought in to solve a particular problem in a company's workplace regarding employee training, teamwork issues, or management challenges. Research analysts are involved with analyzing consumer preferences, customer satisfaction, and market

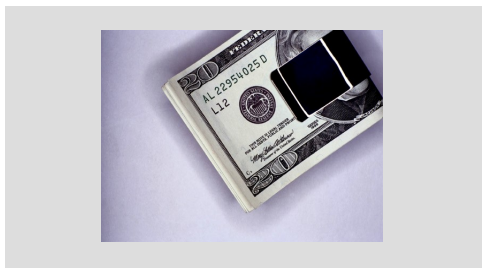
strategies. I-O Psychologists are qualified to work as trainers, facilitators, coaches, and assessors.

Industries that emphasize research and data analysis, such as scientific development companies and management consulting firms frequently employ I-O Psychologists. Since they are experts in research design, statistical methods, and testing and interpretation of results, I-O Psychologists are valuable assets to workplaces that rely on data collection and research.

Since few colleges currently offer a bachelor's degree specifically in I-O Psychology, most students begin by obtaining a BA or a BS in Psychology. In addition to taking basic introductory courses in psychology, they focus on research methods, social psychology and cognitive psychology. While there are jobs available to those with a bachelor's degree, students are strongly encouraged to earn graduate degrees to increase their job prospects and future salaries. A master's in Psychology takes approximately two additional years of study. The highest paid I-O Psychologists hold a PhD in Psychology. This represents an additional four to five year commitment, but assures even higher incomes and more job opportunities.

The demand for I-O Psychologists is increasing, as businesses strive to improve their efficiency, minimize costs, and comply with complex government regulations. According to the US Bureau of Labor Statistics, the median salary in this field is currently (2016/17) \$76,950, so students planning on majoring in Psychology may want to investigate the Industrial-Organizational specialty as a potentially successful and rewarding path.

Financial Matters: Managing College Finances



College is full of hidden costs: that extra pizza, a special concert, the newest tech toy, a college sweatshirt or a much-needed trip home or to visit friends. Ready access to credit cards makes it easy for a student to put off paying, but ultimately someone must pay the bill.

Make sure to include these unforeseen expenses in your family's college budget, and also consider how they'll be paid. The new college-issued student cards that allow students to charge not only meals and books but also tech toys, groceries and college supplies at both the university bookstore and neighboring shops may actually increase these extra expenses by making it simple to put them on the family's tab. It's also really easy for students to run up big cell phone bills talking to friends on other campuses. Before your child leaves for college, a heart-to-heart talk about spending is in order.

One place to save at college is on the college meal plans. Often, colleges require students to subscribe to a minimum number of meals. Choose a plan that fits your child—there's no point in paying for meals that your child will not eat. Many students prefer the opportunity to cook some of their own meals. Place some additional money in a flexible spending account or consider a low limit credit card to help your child manage extra expenses. And remind your child to look for opportunities to save or earn money while at school.

The New SAT Versus the ACT: How to Choose

In March 2016, a newly-revamped SAT exam was released. Its release forces students to face a tough question: should they attempt the new SAT or take the ACT, which has remained pretty much the same for many years? Experts say the new SAT is more straightforward, and now more similar to the ACT in format and subject matter. Keeping in mind that a 1600 on the new SAT is the same as a 36 on the ACT, there are still some important points to consider before deciding which to take.

The new SAT is returning to its original 400-1600 point scale. It has eliminated the wrong answer penalty (1/4 of a point deducted for incorrect answers). Like the ACT, the new SAT's essay is now optional; unlike the ACT, there is no Science section. Many changes have been made in the different sections of the new SAT, including the removal of the Vocabulary questions

The new SAT Reading section now includes longer passages, and does not contain sentence completions or short passages, making it more similar to the ACT Reading section. Unlike the ACT, its questions are now in sequential order. While the ACT focuses more on reading comprehension, the new SAT focuses on analyzing specific concepts and understanding how the authors construct their arguments. The new SAT Reading portion consists of

52 questions in 65 minutes, while the ACT Reading portion consists of 40 questions in 35 minutes.

The new SAT Writing section utilizes the same passage-based format as the ACT English section, and includes more grammatical concepts such as punctuation. It is important to note that the ACT asks almost twice as many questions. The SAT Writing portion consists of 44 questions in 35 minutes and the ACT English portion consists of 75 questions in 45 minutes.

The new SAT Math section has been redesigned to be more straightforward and to focus on math taught in high school, with a heavy emphasis on algebra and data analysis. The ACT Math section includes far more geometry and trigonometry, and does not provide formulas like the SAT does. The new SAT allows more time for the Math section, but the questions are more challenging. It includes both a calculator and a no-calculator portion. The ACT Math section is all multiple choice, and allows use of a calculator throughout the section. The new SAT Math portion consists of 20 no-calculator questions in 25 minutes plus 38 calculator questions in 55 minutes, and the ACT Math portion contains 60 questions in 60 minutes.

The Essay section is similar on both exams. Students are given about the

same amount of time and the writing on both is optional. In the new SAT, you must evaluate an argument, while on the ACT, you must come up with your own argument and support it. It is important to find out whether or not your colleges require the Essay portion before preparing for the test. The new SAT allows 50 minutes to answer one prompt, while the ACT allows 40 minutes to answer one prompt.

So which test is best for you? The SAT is still a critical thinking test, with no penalty for incorrect answers, and while many consider it to be the easier of the two, since they are both graded on a curve, it is important to pick the one that will give you the strongest competitive edge. If you are able to stay focused for longer periods of time and work at a fast pace, the ACT might be your best bet. There is more practice material available for it and its content is presented in a consistent manner. If you are a slower test-taker, the new SAT may be a better option, as it is far less time intensive and allows more time per question. It also emphasizes creative thinking over memorizing content. To decide which test to take, obtain a copy of both exams and examine the rules, format, and questions in depth. Once you have decided which would be a better fit, start preparing as early as possible for the exam. Advance preparation will earn optimum scores.

Getting Off to a Great Start at College

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Arriving at college for the start of freshman year can be both exciting and scary. Your first task is making friends and you'll find many opportunities. The first few weeks for residential freshmen are non-stop socializing. Resident Advisors will host pizza parties to help you get to know your hall-mates. Students leave their doors open and everyone visits at all hours.

If you aren't sure about a major, take courses in a variety of subjects and try to choose classes based on the professor's reputation. A great teacher makes any subject fascinating. If a class you really want is full, talk to the professor. Teachers love enthusiastic students and you may find that a space opens up. You'll also have made a great first impression.

Students who are successful and happy in college are engaged, meaning they interact with professors and students and they participate in campus life. Most colleges have activity fairs at the start of the school year at which you can learn about all the clubs on campus. Whether you love singing, hiking or community service, you'll find people who share your passion. Joining a club is a great way to create a feeling of community, especially important at a big university.

Everyone feels homesick at some point. You realize how much you miss your family, friends, dog, even your house. Add the stress of midterms and sleep deprivation, and it's easy to feel overwhelmed. The counseling center is a great resource. Their staff sees many students who are having trouble adjusting to college; talking

to someone experienced can really help.

Minimize stress. Even seemingly small things, like keeping your room clean, can impact mood. Exercise helps you stay mentally as well as physically healthy, and many colleges have athletic facilities that rival any fancy health club.

Creating a structure that provides time to study and sleep is another way to take care of yourself. You'll probably spend about 15 hours a week in class. Set up a schedule for studying and you can get much of your work done during the day and have some evenings for fun. When it comes to studying, it's much easier to keep up than to catch up.

It is important to go to ALL classes, even though in large lectures, no one may care if you show up. Sit up front and you're less likely to doze off. After each class, read your notes and clarify anything you didn't understand. Good notes are very helpful at exam time.

If you're struggling in a class, ask for help. Professors have office hours, and most of them are delighted when students show an interest in their subject. Even if you don't have a question about the class, stop by and introduce yourself. Knowing and being known by your professors will help you feel part of the community.

College is a fresh start. Nobody knows if you were the most popular student in your high school or the class nerd. This is your chance to become the person you want to be. Sure, it can be scary, but the payoff can also be wonderful!