

The 22nd Annual Conference of the Society for
Industrial and Organizational Psychology

The Marriott Marquis
New York, New York

Conference: April 27-29, 2007
Optional Preconference Workshops April 26, 2007

ELECTRONIC SUBMISSION DEADLINE
Wednesday, September 13, 2006, 5:00 p.m. Eastern Daylight Time

Special Thanks!

I would like to give a special thank you to the members of the SIOP Strategic Program Planning Subcommittee. They have been working very hard to make all the pieces of the program come together successfully. The Program Chair-in-Training, Steven Rogelberg, and the Past Program Chair, Julie Olson-Buchanan, are key to the planning and execution of the review process and the scheduling of the SIOP program. These individuals will travel to the University of South Florida in September to help me assign reviewers for each submission and again in November to schedule the program.

Thanks also to the SIOP Administrative Office for their amazing support and efficiency and for the computer expertise and implementation skills of Larry Nader, George Stossel (DACOR), and Jay Deutschman (DACOR). Their hard work and know-how have allowed SIOP to keep up with the steady growth in conference submissions each year.

Finally, I would like to thank the 2007 Program Committee members who review the hundreds of papers submitted to the conference. You all work under a very tight time frame and perform a crucial service to SIOP that is very much appreciated.

Thank you all for serving SIOP. The SIOP Program would not be possible without the support of hundreds of volunteers.

Tammy D. Allen, Program Chair

Strategic Program Planning Subcommittee Members:

Steven Rogelberg, Incoming Program Chair (2008)
Julie Olson-Buchanan, Past Program chair (2006)

Interactive Posters/CE/COI

Boris Baltes, Chair
Sasha Chernyshenko
Rachel Day

Invited Sessions

Deborah Rupp, Chair
Daniel Beal
Michelle Duffy

James LeBreton
Jolene Skinner
Steven Stark

Autumn Krauss
Lizzette Lima
Jeffrey Kudisch

Call for Proposals/Flanagan Award

Lillian Eby, Chair
Wendy Casper
Melenie Lankau
Mark Poteet

Reviewer Process

Wendy Boswell, Chair
Jeffrey Facticeau
Lisa Finkelstein
Laurent Lapierre

Sunday Seminars

Steven Rogelberg, Chair
Melissa Gruys
John Kello
Kyle Lundby
Lisa Penney

Sunday Theme

Stephanie Payne, Chair
Carly Bruck
Carrie Bulger
Mo Wang

Please Note Some Important Issues Regarding This Year's Conference:

1. This year's Sunday theme is Globalization. We are planning 1-3 invited sessions in which selected speakers discuss the importance of globalization and the implications this has for the science, practice, and teaching of I/O psychology. We also invite submitted sessions on this theme that span national and cultural boundaries. Some topics of interest include but are not limited to expatriate management; offshoring and reverse offshoring; cross-cultural issues; organizational culture; immigration; English-only laws, and the influence of technology on the time and place of work.
2. Our conference will be held at the Marriott Marquis. The Marriott Marquis is in the heart of Times Square and offers easy access to popular New York attractions such as Broadway theatre, Rockefeller Center, and Radio Center Music Hall. Numerous shopping, dining, and nightlife options are right outside the hotel doors. Our room rate is excellent for this outstanding location.
3. We would like to point out a few recent changes in the Call for Proposals. First, we continue to have the rule that an individual cannot submit more than three proposals in which he or she is a presenter. A description of how SIOP defines a "presenter" appears below in the section "Rules for Submission." We can no longer allow session chairs to be exempt from this rule given our scheduling constraints. Second, we have added more details about required proposal formats and available session types to further clarify the submission process. Please read the Proposal Format Requirements & Session Types section carefully. Third, SIOP now requires presenters from two or more affiliations for more types of session types (see "Diversity of affiliation" below). Fourth, because there are always more great submissions than space permits on the SIOP program, you can elect to have your poster, symposia, or roundtable discussion submission automatically considered for presentation at the 2007 APA conference if it is not accepted at SIOP. Selecting this option does NOT guarantee that your submission will be accepted at APA. If your paper is

accepted at APA you will have the option to be on the program; you are not committing to the APA conference by having your paper be automatically considered for APA. Fifth, submissions for Master Tutorials now require participants to submit curricula vitae for all presenters and learning objectives for the proposed session. Finally, a few new content areas have been added. Be sure to read through the full list before selecting content areas.

4. The Sunday Seminars are back for an 8th year. Sunday Seminars are invited sessions on cutting-edge topics that require advance registration and an additional fee. Please see the October issue of *TIP* for a preview of this year's exciting topics.

Key Dates and Deadlines

Online Submission Begins

Early July 2006

Deadline for Conference Proposal Submissions:

September 13, 2006, 5:00 p.m. **EDT (Eastern Daylight Time)**

Announcement of Workshops and Sunday Seminars:

October issue of *TIP*

Deadline for Notification of Acceptance or Rejection of Proposals:

December 31, 2006 (although our goal is mid-December notification)

Online registration begins

Early January 2007

Rules for Submission

Who may submit a proposal? Any Fellow, Member, Associate Member, International Affiliate, or Student Affiliate of SIOF.

Who may serve as chairperson of a session? Fellows, Members, Associate Members, or International Affiliates of SIOF. Student Affiliates may co-chair a session with one of the above.

Who may participate in a session? Fellows, Members, Associate Members, International Affiliates and Student Affiliates of SIOF. Nonmembers may participate if sponsored by a Fellow, Member, Associate Member, or International Affiliate of the Society.

What does sponsorship of a nonmember involve? A member who agrees to sponsor a nonmember is responsible for clarifying any financial arrangements and for providing the person with all information about registration and hotel arrangements. The member should also ensure that nonmember participants understand that the SIOF conference is a noncommercial meeting where people share ideas regarding the science and practice of I-O psychology.

In how many proposals may an individual participate? No individual may be a **presenter** in more than THREE program submissions. The purpose of this rule is primarily to help with program scheduling. This limitation must be observed at the time of submission—please ensure that individuals have not agreed to be a presenter in more than three proposed sessions. Being a presenter refers, for this purpose, to:

- First author presentation of a paper in a Poster Session
- First author presentation of a paper in a Symposium (if you are also the session chair or co-chair this only counts as one presentation)

- Participant in an Academic-Practitioner Collaborative Forum; Conversation Hour; Debate; Education, Teaching, and Learning Forum; Master Tutorial; Panel Discussion; Practice Forum; Roundtable Discussion; Theoretical Advancement
- Participation as a Discussant or Moderator
- Session Chair or Co-Chair (if you are also the first author of a paper in a symposium this only counts as one presentation)

Scheduling of sessions. *Your submission to the program indicates your agreement to attend.* Individuals are expected to participate at the time scheduled by the Program Committee. If there are special time constraints, please note them on the eCover sheet when submitting your proposal in the section entitled Special Requests. The Program Committee will try to consider such constraints when proposals are scheduled but may not be able to accommodate all of them. Special requests will NOT impact your likelihood of acceptance. **Please note, there can be NO SUBSTITUTIONS of presenters or papers after submission.**

Eligibility of presentations. Except by special invitation from the Program Committee, no works (e.g., journal articles, book chapters, books) that have been previously published, presented at another conference (with the exception of student conferences), or already accepted for publication (or contracted for publication) should be submitted. A proposal should not be submitted simultaneously for review by any other international, national, regional, or state meeting. If permission must be obtained from a sponsoring organization to allow the presentation of data or other information, such permission should be secured PRIOR to submission.

Word limits. Submissions that exceed the word limits listed below (under Proposal Format Requirements) will be NOT BE REVIEWED. Please note that the word limit INCLUDES any appendices but does not include references.

Blind review. Papers submitted for presentation at a poster session will be blind reviewed by at least three members of the Program Committee. All other proposals will be reviewed by at least three members of the committee, but a blind-review process will not be used.

Attendance, taping, and citation. Submission of a proposal is taken as agreement to present at its scheduled time, to allow audio recording of the session, and to allow individuals to cite your presented work in their future research.

Notification of acceptance. The Program Committee will notify the person who submitted the proposal about acceptance or rejection, including reviewer comments, no later than December 31, 2006.

Commercial content. Presenters should be sensitive to the potential overcommercialization of products and/or services discussed in the context of their sessions. Presentations that focus on the commercial intent of a product or service rather than on the science and practice of I-O psychology are not permitted. If you wish to promote a particular product or service, you may want to become a sponsor of the conference and have a booth in the exhibit hall. Contact Dave Nershi at the SIOP Administrative Office (dnershi@siop.org) for more information.

Diversity of affiliations. All sessions must contain presenters from at least **two** different institutions with the exception of Conversation Hour, Master Tutorial, Poster, Roundtable Discussion, and Theoretical Advancement. Although individual presentations within a Symposium may have all authors from the same institution, the overall session must contain presenters from at least two different affiliations. This submission rule originally resulted from considerable feedback and concern about sessions becoming “advertisements” for

products by a single company or research being presented from a single academic program. We intend the program to be science based and inclusive for all participants.

Submissions that violate any of these submission rules (including exceeding the word limit) and/or electronic format WILL NOT be reviewed.

Proposal Format Requirements & Session Types

The SIOP program has 11 different session types (e.g., Posters, Symposia, Roundtable Discussion). To submit a proposal for one of these 11 session types, you will need to adhere to the proposal format requirements for that session type. That is, each of the 11 session types has a specific proposal format associated with it. For a few of the session types, noted below, the submitter will need to choose which of two proposal formats best fits the nature of the proposed session. The number of participants described in each type of session should serve as a guideline only.

PROPOSAL FORMAT REQUIREMENTS (How the proposal needs to be prepared)

1. Open Format Requirements:

- A minimum of 900 words to a maximum of 3,000 words (excluding references) that describes the session in enough detail so reviewers can evaluate it effectively
- 50-word abstract
- 100-word press paragraph (see press paragraph guidelines below)
- Does not need to be prepared for blind review.

2. Multiple Presenter Format Requirements:

- 50-word abstract
- 750-word (excluding references) general summary
- 750-word summary (excluding references) detailing each individual's contribution
- May include 1 or more discussants but is not required (note discussants cannot discuss their own papers)
- If a discussant is included, a summary of the discussant's comments is **not** needed
- 100-word press paragraph (see press paragraph guidelines below)
- Does not need to be prepared for blind review.

3. Poster Format Requirements:

- 50-word abstract
- A maximum of 3,500 words
- References, tables, and figures do **not** count toward the 3,500 word limit, but appendices **do** count toward the limit.
- 100-word press paragraph (see press paragraph guidelines below)
- This format must be prepared for blind review. Omit names that could identify the author(s). Also, go to "Properties" in the file menu, click on the summary tab, and delete any identifiers.

SESSION TYPES

Academic-Practitioner Collaborative Forum. Academic-Practitioner Collaborative Forum proposals are welcome on any topic relevant to I-O psychology. There are several different structures this forum could take. For example, the session could focus on a single collaboration or on multiple collaboration efforts. It could discuss issues related to conducting such collaborations or it could present the results of such collaborations. It could also be used as a forum to create collaborations. The submitter should select the proposal format that best suits the nature of the proposal. If the Open Format is selected, all the participants would be listed as presenters, with no chairs or discussants assigned. If the Multiple Presenter Format is selected, chairs and discussants could be assigned as well as one or more presenters. Submissions that do not have at least two presenters with different affiliations in the session (i.e., every presenter cannot be from the same institution) will not be accepted.

Proposal Format: Either Open or Multiple Presenter Format

(See Web site for example)

Conversation Hour. A Conversation Hour is an opportunity for informal discussion between the audience and one or two people with expertise in an area of interest to Society members. Although the participant(s) may wish to make a short presentation to begin the session, the majority of time should be devoted to answering questions from the audience. A proposal for a Conversation Hour should include a description of the expert's background and area of expertise, as well as a rationale for having the Conversation Hour.

Proposal Format: Open Format

(See Web site for example)

Debate. The Debate session type is an effective way to present opposing views about a topic. One structure for a Debate is to have a moderator and two, two-person teams. The debate begins with the moderator stating a position. One team then presents arguments that affirm the proposition and the other team presents arguments against the proposition. Each team member has a fixed amount of time (e.g., 10 minutes) to present arguments. Time for rebuttal can be incorporated into the sessions and/or a discussant can sum up the main points of the session. When submitting a debate proposal, be sure to include a statement of the proposition to be debated and descriptions of the major points likely to be argued by each side. Submissions that do not have at least two presenters with different affiliations in the session (i.e., every presenter cannot be from the same institution) will not be accepted.

Proposal Format: Open Format

(See Web site for example)

Education, Teaching, and Learning Forum. This session type provides an opportunity for individuals to share knowledge, ideas, research, and applications with regard to education, teaching, and learning in organizational sciences and related areas. Each forum is devoted to a single topic. Possible topics include new teaching methods and techniques, measurement of teacher competence, teaching skills, motivating student learning, assessment of student learning, and so forth. Participants may also discuss challenges unique to an educational environment or share research and applications in educational institutions. Various approaches may be utilized (e.g., lecture, paper presentations, teaching technique demonstrations, discussions, debates, etc.); however, time should be allocated for audience member to interact with presenters and each other, offering their own ideas about education, teaching, and learning. Proposals are welcome on any education-, teaching-, or learning-related topic. The submitter should select the proposal format that best suits the nature of the proposal. If the Open Format is selected, all the participants would be listed as presenters, with no chairs or discussants assigned. If the Multiple Presenter Format is selected, chairs and discussants could be assigned as well as one or more presenters. Submissions that do not have at least two presenters with different affiliations in the session (i.e., every presenter cannot be from the same institution) will not be accepted.

Proposal Format: Either Open or Multiple Presenter Format

(See Web site for example)

Master Tutorial. The primary purpose of the Master Tutorial is to provide current information and to educate the audience about a topic. As examples, tutorials might be developed to provide an update on a specified content area, discuss a new statistical technique, or describe how knowledge from another discipline can be applied to a problem or topic. Topics that are not appropriate include descriptions of products that the presenter is marketing. Proposals for tutorials should describe the specific content to be taught in the tutorial and indicate whether the coverage of the material will be basic or advanced. A limited number of tutorials (that meet the APA requirements) will also be selected to carry continuing education credit (CE credit). For this reason, all Master Tutorials must be at least 80 minutes long. Additionally, to facilitate this process, all submissions for Master Tutorials must include 3-4 learning objectives (e.g., "Participants will be able to identify the various antecedents and consequences of counterproductive work behavior) and curricula vitae for all presenters.

Proposal Format: Open Format

(See Web site for example)

Panel Discussion. In a Panel Discussion, the chairperson plays a very active role, serving as a moderator who asks questions of the panelists and ensures that all panelists (three to five people) have the opportunity to speak. Panel Discussions should generate spontaneous interaction among participants and between participants and the audience. Diversity among panelists is important to the success of the session. Further, all Panel Discussion members must recognize the need for advance preparation. A Panel Discussion

proposal should describe the questions that will be addressed by the panel, the underlying issues or themes to be discussed, and the structure or format of the session. Submissions that do not have at least two presenters with different affiliations in the session (i.e., every presenter cannot be from the same institution) will not be accepted.

Proposal Format: Open Format

(See Web site for example)

Poster. Several Poster Sessions will be organized to give people opportunities to present individual papers. Poster Sessions will be 50 minutes long. At each Poster Session, several authors simultaneously present their papers, primarily in a visual medium, with key excerpts from the papers displayed on large boards. The audience circulates among Posters, and stops to discuss papers of particular interest with the authors. Papers submitted for Poster presentation must represent completed work and be prepared according to instructions given in the *Publication Manual of the American Psychological Association, 5th Edition*. Please note that nonempirical submissions advancing theoretical propositions ARE permitted. Top posters will again be featured this year during the Friday evening social hour. No audiovisual equipment or electricity will be available for Poster Sessions.

The John C. Flanagan Award for Best Student Presentation at the SIOP conference. The John C. Flanagan Award was established to recognize the best student contribution at the SIOP conference. Poster submissions whose first author is a student are automatically considered for the Flanagan award. To qualify for the Flanagan Award, a student must, at the time of the paper's submission, (a) have a paid student affiliate membership in SIOP, (b) be enrolled in a PhD program, and (c) be the first author of the paper submitted. In the case of multiple authors, order of authorship should reflect the relative scientific or professional contributions of the individuals involved (see *Publication Manual of the American Psychological Association, 5th Edition*).

Interactive Poster Sessions. An Interactive Poster Session is a dynamic forum among presenters, a facilitator, and the audience, intended to encourage discussion and sharing of multiple perspectives. Each Interactive Poster Session highlights approximately four Posters with a common theme. The first part of the session functions similarly to traditional Poster Sessions, with audience members viewing Posters and interacting with the authors. During the second part of the session, a facilitator will lead the audience and authors in an informal discussion of the Posters and the broader topical area. Posters and topic areas are selected by the Program Committee (not the Poster submitter) from the pool of Posters accepted to the conference. Authors who do **not** wish their Posters to be considered for an interactive session should indicate this in the "Special Requests" section when the Poster is submitted. Opting out of the pool for an interactive session does not have any impact on the likelihood of a Poster being accepted to the conference.

Proposal Format: Poster Format

(See Web site for example)

Practice Forum. This forum provides an opportunity to discuss actual or potential work implementing I-O techniques or addressing I-O issues in organizations. These might include discussing challenges in the work environment and innovative solutions to these challenges using the principles of I-O psychology. Each forum is devoted to a single topic. A chair introduces the session; three or four presenters take approximately 10 minutes each to discuss applied research and practice issues; and audience members spend the remaining time interacting with presenters and each other, offering their own ideas about applied research and practice. Proposals are welcome on any cutting-edge topic. Please note this session type was previously named Practitioner Forum. Submissions that do not have at least two presenters with different affiliations in the session (i.e., every presenter cannot be from the same institution) will not be accepted.

Proposal Format: Multiple Presenter Format

(See Web site for example)

Roundtable Discussion. The typical approach for a Roundtable Discussion is to have one or two experts on a topic serve as hosts for a table. Members of the audience are typically seated in a circle to facilitate their active participation in the discussion. The Roundtable session type can be used by attendees to seek help with problems they are currently facing, to learn about the latest developments in an area, or to develop contacts with people who have similar interests. Proposals for Roundtable Discussions should provide a focal topic, describe why it would be an appropriate topic for this session type, list one or two experts to serve as hosts, and provide background information about the expertise of each host.

Proposal Format: Open Format

(See Web site for example)

Symposium. A Symposium is a session in which participants present a bundle of empirical papers or a combination of empirical and theoretical papers about a common issue or question. Stand-alone papers are not assigned to symposia; such papers should be submitted as posters. Participants in a Symposium should include a chairperson and three to four presenters. Symposia usually include discussants but do not have to do so. We encourage Symposia in which diverse and novel perspectives are presented, including sessions in which the audience plays the role of discussant and the chair facilitates the discussion. Symposia will not be accepted unless they have at least two presenters with different affiliations in the session (i.e., every presenter cannot be from the same institution). Sufficient time should be allotted for audience participation.

Proposal Format: Multiple Presenter Format

(See Web site for example)

Theoretical Advancement. This session type is designed to provide a forum for exciting new theoretical developments in I-O psychology. Proposals for this session type may highlight the theoretical work of one or more than one individual or research collaboration,

but should be focused on a single general topic. It is acceptable to include empirical papers to the extent that they serve to advance theory. Any topic area relevant to I-O psychology is welcome for this session type. The submitter should choose a proposal format that best suits the nature of the proposal. If the Open Format is selected, all the participants would be listed as Presenters, with no Chairs or Discussants assigned. If the Multiple Presenter Format is selected, Chairs and Discussants could be assigned as well as one or more Presenters.

Proposal Format: Either Open or Multiple Presenter Format

(See Web site for example)

Other Session Types. The Program Committee encourages proposals for other engaging session types. To submit a proposal for a new type of session, choose one of the above session types that is closest to what you want to do, complete the submission, and then e-mail program chair, Tammy Allen (tallen@shell.cas.usf.edu) to explain the novel session type.

How to Submit Your Proposal

The entire submission process will continue to be strictly online. Please do not send any additional materials (hard copy, diskette, etc.) to the Administrative Office!

SIOPI Username & Password: You will need your SIOPI username and password to submit a proposal. Members who are eligible to submit proposals received their username in an e-mail message from the Administrative Office. If you need your username and password, go to the submission login site and request that the information be e-mailed to you. Please note that the information can only be e-mailed to you at the e-mail address in the SIOPI database. Contact the Administrative Office at SIOPI@siop.org if you need to update your e-mail address or if you need help. Note: Participant information that is modified during the submission process (affiliation & address) is not immediately updated. However, this information will be updated after the Administrative Office is able to verify it.

Online Submission Availability: We expect that access to our online proposal submission site will be available early July. Submitters may go back and edit their submission by entering the submission site and selecting an existing submission at any time UP UNTIL THE DEADLINE. But remember that traffic on this site is extremely heavy at that time so it is possible that you will not get on or that your processing time will be very slow. The site will automatically shut down at 5:00 p.m. **EDT** on September 13, 2006, whether you have finished or not, and you will not be able to make any changes after that time. Remember, the deadline is at 5:00 p.m. **Eastern Daylight Time**; please do not mistakenly focus on your own time zone!

Online Submission Elements

Please note that if your proposal is accepted, the information you enter during the online submission process is used to create the program. Be certain to enter the information carefully.

Proposal Title

10 word (**maximum**) for your proposed session

Content Areas

(Chosen from our list. Placing your submission into a content area helps to assure it is reviewed by a reviewer with specific content expertise. The “other” option should only be used if absolutely necessary.)

1. Absenteeism/Turnover
2. Aging/Gerontology
3. Attitudes Toward Selection
4. Career Development/Socialization
5. Construct Development and Measurement
6. Consulting Practices and Issues
7. Counterproductive Behavior and Workplace Deviance
8. Culture/Climate
9. Customer Service
10. Decision Making
11. Diversity (e.g., race, ethnicity, gender)
12. Downsizing/Outplacement
13. Emotions at Work
14. Employee Surveys
15. Ethics
16. Executive Coaching/Leadership Development
17. Global HR Practices/International I-O
18. Human Factors and Ergonomics
19. Innovation and Creativity
20. Item Response Theory
21. Job Analysis/Job Design/Competency Modeling
22. Job Attitudes
23. Job Performance/Criteria/Extra-Role Behavior
24. Leadership
25. Legal Issues
26. Lesbian/Gay/Bisexual/Transgender
27. Motivation
28. Occupational Health, Safety, and Response
29. Organizational Development and Change
30. Organizational Justice
31. Performance Appraisal/360 Feedback
32. Personality
33. Person-Environment Fit
34. Professional Development for I/O Psychologists
35. Politics and Influence

36. Recruitment/Job Search
37. Research Methodology
38. Reward Systems/Compensation
39. Selection: Methods and Predictors
40. Selection: Practice (e.g., system design, administration, trends)
41. Selection: Barriers to Effective Selection (e.g., faking, adverse impact)
42. Statistical Techniques
43. Strategic HR
44. Unions/Labor-Management Issues
45. Utility/Organizational Performance
46. Stress
47. Student Affiliate Development and Issues
48. Succession Planning
49. Teaching I-O Psychology
50. Technology and I-O (Internet, Video, Computer)
51. Training
52. Work and Family/Non-Work
53. Work Groups/Teams and Group Processes
54. Workplace and Interpersonal Conflict
55. Other (please use this sparingly): _____

Abstract

Abstracts for all accepted sessions will be published in the Conference Program. Abstracts **must** be 50 words or less.

Example:

We investigated whether abusive supervision perceptions and alcohol usage were related and what effect alcohol use had on supervisor perceptions of subordinate performance. Results point to the exacerbation effect of high alcohol usage on performance in the presence of abusive supervision. We conclude with implications for theory and future research.

Example:

An increasing number of organizations are implementing formal mentoring programs. However, there is little existing empirical research to guide the design of these programs. This symposium assembles four papers on formal mentoring that addresses this gap. Discussion will focus on stimulating a dialogue between mentoring researchers and practitioners.

Press Paragraph

A paragraph (100 words or less) describing the proposal in simple, nontechnical terms (plain English), will enable the Program Committee and staff to publicize accepted proposals to members of the media. Please **DO NOT** copy the abstract for use as a press paragraph.

Example:

The majority of major U.S. companies currently offer diversity training despite emerging anecdotal evidence that diversity training may sometimes backfire. We examined the diversity training practice of having individuals explore cultural differences in order to

enhance their sensitivity to cultural issues. Using a simulation exercise, we found that this approach does lead to greater sensitivity but may also lead to segregation between cultural groups, stereotyping, and negative perceptions of cultural groups other than our own. An approach that has individuals explore cultural similarities has the same positive effect on enhancing cultural sensitivity but also reduces these negative effects.

Audiovisual/Special Requests

SIOF provides an LCD projector, overhead projector, screen, and microphones (2 table microphones, 1 podium microphone, and 1 wired lavalier microphone) for every recorded session. **Please note that in order to use the LCD projector you will be required to bring your own laptop.** This year you do not need to make a special request for an LCD or overhead projector. **Special requests made after acceptance of a submission will not be honored.**

Number of Authors/Participants

You must count all authors, regardless of whether they will be presenting at the session or not. The number of authors/participants that you give will be used to create the participant list and the conference program.

PLEASE NOTE: When you look at the eCover page, it may show 0 participants being involved in the submission, even though you had entered the correct number as part of the initial submission. Be sure to enter the correct number again before proceeding to the next page. You will not be able to identify the participants or to designate their roles (coauthor, discussant, etc.) if the eCover page shows 0 as a count.

Amount of Time Requested

Regular Poster Sessions and Interactive Poster Sessions are scheduled for 50 minutes. All other SIOF sessions are either 50 minutes, 80 minutes, or 110 minutes long. Please indicate in your proposal how long you would like your session to be. Note that 110 minute sessions are intended only for sessions with at least five papers or presenters, including the discussant.

Required Submission Document Format

At one point in the submission process you will need to upload your entire submission. The document you submit must conform to the following format in order for SIOF to use sophisticated software to process the submissions.

Your file should adhere to the following requirements:

- 1 inch margins, 12-point Times New Roman type
- DO NOT USE special characters, special margins or fonts, tab stops, or soft carriage returns.
- Do not use all capital letters. It is very important to prepare this document exactly as stated below.

Your file should contain the following information (in order):

1. Type of the proposed session (Symposium, Poster, Debate, etc.) typed on the first line.
2. The word TITLE on the second line.
3. The title of the proposed session on the third line.
4. A blank line.
5. The word ABSTRACT on the fifth line.
6. The abstract on the following lines (no more than 50 words).
7. A blank line.
8. The words PRESS PARAGRAPH on the new line.
9. The press paragraph on the following lines (no more than 100 words).
10. Several blank lines or a new page.
11. The full text of the proposal, including tables, figures, and references as needed. For word limit information, see page 5.
12. If you are submitting a Master Tutorial, curricula vitae for all presenters and 3-4 learning objectives.

Blind review for Posters. If your submission is a Poster, be sure to omit names that could identify the author(s). Also, please go to "Properties" in the file menu, click on the summary tab, and delete any identifiers. All other submissions (symposia, roundtable discussions, etc.) are NOT blind reviewed.

Participant List

During the submission process, you will be asked to list the following information for each participant, including coauthors who are not presenting:

- Full name, title, and affiliation.
- Complete mailing address, phone number, and e-mail address.
- Role in session —list chair first, then presenters with coauthors, and finally the discussant(s).

Automatic Consideration for the 2007 APA Conference

There are always more great submissions than space permits on the SIOP program. This year you can elect to have your submission automatically considered for presentation at APA if it is not accepted at SIOP. Selecting this option does NOT guarantee that your submission will be accepted at APA. If your paper is accepted at APA you will have the option to be on the program; you are not committing to the APA conference by having your paper be automatically considered for APA. For information on the date and location of the 2007 APA conference, visit <http://www.apa.org>.