



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

New York 1.15.2016

To: The Global Compact Office

Statement by the Secretary General

As an active member of the United Nations Global Compact, the Society for Industrial and Organizational Psychology (SIOP) continues to adhere to the ten principles stipulated by the Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

SIOP, as well as our members, holds a special expertise within these areas as they pertain to the science of work and workers, and strives ensure that our activities are aligned with *the Universal Declaration of Human Right (1948)*, *the ILO's Declaration on Fundamental Principles and Rights at Work (1998)*, *the Rio Declaration on Environment and Development (1992)* and *the United Nations Convention against Corruption (2005)*. We express a firm ongoing commitment to these principles and endeavor to utilize them in the development of policies and practices within our organization, partners, and membership.

Since affiliating with the Global Compact, SIOP has striven to publicly align and intensify our practices and advocacy, particularly as they pertain to sustainability, human rights. For this first term, we have produced concrete and tangible results including:

- Public and professional advocacy of the Global Compact agenda
- Networking and engagement with partner organizations
- Pro-bono consultancy
- Academic and professional scholarship
- Development of tools and other resources related to the Global Compact

Sincerely Yours,

David A. Nershi

Executive Director

Our Vision

The Society for Industrial and Organizational Psychology (SIOP) is an association of the world's top workplace behavioral scientists. With more than 8,000 members from 43 countries, SIOP is a diverse group with its primary focus on building better organizations by improving the well-being and performance of individuals, teams, and groups.

Specifically, SIOP seeks to: 1) Advance the science and practice of organizational psychology to improve the quality of working life on a global scale, 2) Impact global organizations' policies regarding corporate social responsibility, gender/ethnic diversity and sustainability initiatives, and 3) Promote the use of evidence-based decision-making in management and policy development on a global scale.

About SIOP

SIOP is the premier membership organization for those practicing and teaching I-O psychology. While an independent organization with its own governance, SIOP is also a division within the American Psychological Association and an organizational affiliate of the Association for Psychological Science. I-O psychology is a dynamic and growing field that encompasses workplace issues at the individual and organizational level. I-O psychologists apply research that improves the well-being and performance of people and the organizations that employ them. This involves everything from workforce planning, employee selection and leader development to studying job attitudes and job motivation, implementing work teams, and facilitating organizational change. SIOP is working to strengthen support for I-O psychology research and practice among national policy decision makers. A more comprehensive history of SIOP can be found at: <https://www.siop.org/History/historynew.aspx>.

Main achievements 2013-2015

SIOP has worked to advance the principles of the Global Compact through several strategic activities, including:

- Public and professional advocacy of the Global Compact agenda
- Networking and engagement with partner organizations
- Pro-bono consultancy
- Academic and professional scholarship
- Development of tools and other resources related to the Global Compact

Public and professional advocacy of the Global Compact agenda

SIOP endeavors to publicly advocate for the 10 principles of the Global Compact through public, professional, and student advocacy. Much of this advocacy occurs through the avenues of the United Nations, where SIOP represents issues pertaining to best practices in organizational behavior and management. SIOP also contributes to policy discourse with other decision making bodies, such as the United States Congress and university programs. Additionally, SIOP regularly produces publications aimed at professional and academic membership that showcases ongoing efforts related to the principles of the Global Compact. A sample of SIOP's advocacy activities are found below:

Advocacy within the United Nations

Authored, co-authored and co-sponsored written and oral statements for the United Nations Commission on the Status of Women and United Nations Economic and Social Council's High Level Segment of the Annual Ministerial Review.

Co-authored foundational report developed by the United Nations Development Programme's Istanbul International Center for the Private Sector in Development that considers barriers to and opportunities for poverty reduction from the perspective of various psychology sub-disciplines.

Helped raise public awareness of relevant Economic and Social Council's agenda items through presentations and publications (cited below) at national and international conferences and governmental fora.

Formed teams of Society of Industrial and Organizational Psychology (SIOP) members to respond to United Nations calls for assistance, including the provision of white papers and engagement on special projects with United Nations working groups and agencies.

Assembled group of Industrial-Organizational psychologists to develop leadership competencies and advise on talent management activities for United Nations Children's Fund (UNICEF).

Joined the United Nations Global Compact and organized initiatives to attract new participants – including the development of a toolkit and support structure for assisting SIOP members in approaching their organizations and universities about joining.

Since 2014, have had a SIOP United Nations representative currently serving on the Americans for the United Nations Educational, Scientific, and Cultural Organization (UNESCO) board of directors, attending virtual and in-person Americans for UNESCO board meetings including a meeting held at the United Nations Foundation, Washington DC, 10 June 2014.

Co-chaired Psychology Day at the United Nations for two consecutive years, covering such topics as Sustainable Development and Global Violence; ongoing participation in planning for this annual event.

Co-founded and serve on the board of the Psychology Coalition of NGOs Accredited at the United Nations (PCUN).

Representative attended Empowering Women to Lead the Way to a Low-Emission and High-Resilient Future sponsored by United Nations Commission on the Status of Women, United Nations Global Compact and The Rockefeller Foundation, Hyatt Hotel, New York, NY, 19 September 2013.

Representative attended Preparing for Beijing+20 by the NGO Committee on the Status of Women, United Nations Headquarters, New York, 17 September 2013.

Representative attended “Partnering with the United Nations: The role of civil society in scaling up efforts to meet United Nations goals.” Hosted by Assistant Secretary-General for Strategic Planning Robert Orr. United Nations Headquarters, New York, 14 November, 2013.

Representative attended The Stakeholders’ Forum on Challenges and Achievements in the Implementation of the Millennium Development Goals (MDGs) for Women and Girls: The Road Ahead, United Nations Commission on the Status of Women, United Nations Headquarters, New York, 4-5 December, 2013.

Representative attended Beijing+20 – Leaving No One Behind: Women, Poverty, and Participation, by the NGO Committee on the Status of Women, United Nations Headquarters, ECOSOC Chamber, New York, 16 October 2014.

Representative attended the 58th session of the United Nations Commission on the Status of Women, United Nations Headquarters, New York, 10-21 March 2014.

Representative attended launch event of United Nations Women's global campaign Empowering Women – Empowering Humanity: Picture It! to mark the 20th anniversary of the World Conference on Women in Beijing, Apollo Theatre, 253 W 125th Street, New York, 26 June 2014.

Representative attended various monthly meetings, including sub-committee meetings on CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) of the NGO Committee on the Status of Women, Baha’I International Community, 866 United Nations Plaza, New York, NY, 2014-2015.

Representative co-authored Written Statement: Psychological Perspectives on the Implementation of the Millennium Development Goals for Women and Girls: Access to and Participation in Education, Training, Science and Technology, Including for the Promotion of Women’s Equal Access to Full Employment and Decent Work, submitted for

the 58th session of the United Nations Commission on the Status of Women, United Nations Headquarters, New York, 10-21 March 2014.

Representative authored Oral Statement: Psychological Perspectives on the Implementation of the Millennium Development Goals for Women and Girls: Access to and Participation in Education, Training, Science and Technology, Including for the Promotion of Women's Equal Access to Full Employment and Decent Work, submitted for the 58th session of the United Nations Commission on the Status of Women, United Nations Headquarters New York, 10-21 March 2014.

Representative co-authored Written and Oral statements: Promoting productive capacity, employment and decent work to eradicate poverty and workplace abuses in the context of inclusive sustainable and equitable economic growth at all levels for achieving the Millennium Development Goals (MDGs), presented to The United Nation's Economic and Social Council Annual Ministerial Review High Level segment, United Nations Headquarters, New York, 2-9 July 2012.

United Nations Initiatives For Women: How Can I/O Help? Panel session chaired by representative with Karen Lyness, Baruch College; Virginia Schein, Gettysburg College; Aarti Shyamsunder, Catalyst India; Anna Marie Valerio, Executive Leadership Strategies. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania, 23-25 April, 2015.

SIOP Science Advocacy Initiatives, US Congressional Briefings, & White Papers

January 2015 Society for Industrial and Organizational Psychology (SIOP)/Society for Human Resource Management Collaborative White Paper, "Social Science Strategies for Managing Diversity: Industrial and Organizational Opportunities to Enhance Inclusion" (E. King & V. Gilrane) http://www.siop.org/UserFiles/Image/SHRM_SIOP_Diversity.pdf

March 11, 2015 Comments to White House Conference on Aging. 2015 priorities included retirement security, healthy aging, long-term services and support, and elder justice. Statement can be found here: <http://www.siop.org/Userfiles/Image/SIOPWhiteHouseConferenceonAgingComments.pdf>

2014 SIOP White Paper, "What We Know About Youth Employment: Research Summary and Best Practices" (R. Searle, B. Erdogan, J. M. Peiro, U-C Klehe), <http://www.siop.org/WhitePapers/Youth%20Employment%20Full%20FINAL.pdf>
brief: <http://www.siop.org/WhitePapers/Youth%20Employment%20Summary%20FINAL.pdf>

December 2014 Congressional two roundtable discussions on the psychological impact of furloughs on the federal workforce, https://www.siop.org/article_view.aspx?article=1204

April 2013 SIOP White Paper, "Humanitarian Work Psychology: Concepts to Contributions" (S.C. Carr, L. F. Thompson, W. Reichman, I. McWha, L. Marai, M. MacLachlan, & P. Baguma),

<http://www.siop.org/WhitePapers/White%20Paper%20Series%2020122013HumanitarianWorkPsychology.pdf>

August 13, 2014 Congressional Briefing: The Science of Recruiting, Hiring, and Training Veterans for the Civilian Workforce, http://www.siop.org/article_view.aspx?article=1264

SIOP Member-oriented Publications:

“News From the SIOP-United Nations Team: Exploring Work Experiences of Informal Workers and Promoting Decent Work for All” [July 2015, Volume 53, Number 1]
<http://www.siop.org/tip/july15/pdf/un.pdf>

“Attention All I-O Programs: It’s Time to Join the United Nations Global Compact!” [April 2015, Volume 52, Number 4] <http://www.siop.org/tip/april15/PDF/un.pdf>

The Development of Skills Internationally: A Question of Qualifications” [January 2015, Volume 52, Number 3] <http://www.siop.org/tip/jan15/523/files/185.html>

Setting Global Human Development Goals: The Role for Industrial-Organizational Psychology” [October 2014, Volume 52, Number 2]
<http://www.siop.org/tip/oct14/522/files/169.html>

“News From the SIOP-United Nations Team” [July 2014, Volume 52, Number 1]
<http://www.siop.org/tip/july14/pdfs/un.pdf>

“News From the SIOP-United Nations Team” [April 2014, Volume 51, Issue 4]
<http://www.siop.org/tip/april14/UN.pdf>

“News From the SIOP-United Nations Team” [January 2014, Volume 51, Issue 3]
<http://www.siop.org/tip/jan14/513rep.pdf>

“News From the SIOP–United Nations Team: SIOP Has Joined the UN Global Compact and So Can You!” [April 2013, Volume 50, Number 4]
http://www.siop.org/tip/Apr13/09_UN.aspx

“News From the SIOP-United Nations Team” [October 2013, Volume 51, Issue 2]
<http://www.siop.org/tip/oct13/reports.pdf>

Networking and engagement with partner organizations

The SIOP UN Committee works with various partner organizations in an effort to collaborate on shared goals relating to the UN agenda and the Global Compact. Primarily, the Committee is currently partnering with the Committee on the Status of Women, an NGO aligned with the wide range of UN initiatives for women and girls, the activities which are detailed below. This NGO focuses on the humanitarian themes of equality and decent work for women, the interplay of sustainability with women's rights and empowerment, as well as many other themes related to women and girls globally. Current initiatives include ensuring global participation in CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women) and supporting commitments and measurements to assess progress for women and girls by country, especially as related to the 2030 Sustainable Development Goals.

The committee has also partnered with the Global Organisation for Humanitarian Work Psychology (GOHWP), which connects a global membership of work psychologists together for issues pertinent to humanitarian causes and humanitarian work. Several of the SIOP UN Committee members also serve or have served in direct leadership roles with GOHWP since its founding, and the Committee continues to work with GOHWP on shared projects and common objectives.

Representative attended Empowering Women to Lead the Way to a Low-Emission and High-Resilient Future sponsored by United Nations Commission on the Status of Women, United Nations Global Compact and The Rockefeller Foundation, Hyatt Hotel, New York NY, 19 September 2013.

Representative attended Preparing for Beijing+20 by the NGO Committee on the Status of Women, United Nations Headquarters, New York, 17 September 2013.

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United Nations Initiatives For Women: How Can I/O Help? Panel session chaired by representative with Karen Lyness, Baruch College; Virginia Schein, Gettysburg College; Aarti Shyamsunder, Catalyst India; Anna Marie Valerio, Executive Leadership Strategies. The 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania, 23-25 April, 2015.

Pro-bono consultancy

The Committee used its expertise in workplace hiring and evaluation practices to create a pro-bono team selected from its membership in order to assist UNICEF in revising its competency and job classification frameworks. UNICEF's unique organizational structure and vastly different work environments and job responsibilities across countries places particular challenges on the organization's capacity to identify proper selection tools for its many positions, as well as their ability to offer a centralized platform for senior staff selection. Working within current competency and job classification frameworks, the SIOP-led team explored ways in which competency definitions could be better tailored to capture the work demands inherent to different senior staff positions. The team also worked toward identifying a suite of assessments most suited to measure these competencies.

Academic and Professional Scholarship

Those serving within the organization make a dedicated effort to produce impactful academic scholarship and make professional contributions that advance the cause of the Global Compact. Additionally, innumerable organizational members not holding service positions actively publish and engage in research in areas related to the Global Compact. A sample of these publications, presentations, and other activities include:

**SIOP Representative to the United Nations; **SIOP NGO Intern*

*Aguinis, H., & Glavas, A. (2012). What we know and don't know about corporate social responsibility: A review and research agenda. *Journal of Management*, 38(4), 932–968. doi:10.1177/0149206311436079

Atkins, S. G., & *Thompson, L. F. (2012). Online volunteers and SmartAid. In S. C. Carr, M. MacLachlan, & A. Furnham (Eds.), *Humanitarian work psychology* (pp. 266-292). New York, NY: Palgrave-Macmillan.

Behrend, T. S., **Gloss, A. E., & *Thompson, L. F. (2013). Global development through the psychology of workplace technology. In M. D. Coovert & L. F. Thompson (Eds.), *The psychology of workplace technology* (pp. 261-283). New York, NY: Routledge Academic.

Behrend, T. S., & *Thompson, L. F. (2013). Combining I-O psychology and technology for an environmentally sustainable world. In A. H. Huffman and S. R. Klein (Eds.), *Green organizations: Driving change with I-O psychology* (pp. 300-322). New York, NY: Routledge.

Bhawuk, D.P.S., Carr, S.C., **Gloss, A.E., & *Thompson, L.F. (2014). Poverty reduction through positive work cycles: Exploring the role of information about work, culture and diversity, and organizational justice (Background paper for the United Nations Development Programme Istanbul International Center for Private Sector in

Development). Retrieved from <http://iicpsd.org/wp-content/uploads/2014/08/2014-Barriers-to-and-Prospects-for-Poverty-Reduction.pdf>

Cardador, T., *Rupp, D. E. (2012). Organizational culture, multiple needs, and the meaningfulness of work. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Carr, S. (2009) "Climate change and Organizational Psychology: What on Earth can we do?" *The Industrial Psychologist* January 2009 http://www.siop.org/tip/jan09/PDFs/463_077to079.pdf

Cruse, S., *Foster Thompson, L., Jones, D., **Mallory, D. B., *Rupp, D. E. & Weiner, S. P. (2014). J. C. *Scott, The Science and Practice of CSR, Sustainability, and Humanitarian Work. Panel conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

DuBois, C. & DuBois, D. (2010) "A call for I-O leadership in "Going Green"" *The Industrial Psychologist* October 2010. <http://www.siop.org/tip/oct10/03dubois.aspx>

**Gloss, A. E., McCallum, S., & *Thompson, L. F. (2016). Putting human capabilities to work: A person-centered approach to international skills development. In I. McWha, D. C. Maynard, & M. O. Berry (Eds.), *Humanitarian work psychology and the global development agenda: Case studies and interventions*. London: Routledge.

**Gloss, A. E., Sall, E. G., *Scott, J. C., *Rupp, D. E., *Saari, L., *Thompson, L. F., *Osicki, M., **Mallory, D. (2015, January). The development of skills internationally: A question of qualifications. *The Industrial-Organizational Psychologist*, 52 (3), 183-187.

**Gloss, A. E., *Scott, J. C., *Rupp, D. E., *Saari, L., *Thompson, L. F., *Osicki, M., &

**Gloss, A. E., & *Thompson, L. F. (2014, October). Developments in humanitarian work psychology: The private-sector's role in poverty reduction, a "global special issue," and new directions in research and practice. *The Industrial-Organizational Psychologist*, 52 (2), 47-54.

**Gloss, A. E., *Foster Thompson, L., **Mallory, D. B., *Osicki, M., *Rupp, D. E., *Scott, J. C. & *Saari, L. M. (2015). *Industrial-Organizational Psychology and the United Nations Sustainable Development Goals*. Panel conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA, USA.

**Gloss, A. E., & *Thompson, L. F. (2013). I-O psychology without borders: The emergence of humanitarian work psychology. In J. B. Olson-Buchanan, L. K. Bryan, & L. F. Thompson

(Eds.), *Using I-O psychology for the greater good: Helping those who help others* (pp. 353-393). New York, NY: Routledge Academic

**Gloss, A. E., *Thompson, L. F., Klinger, B., & Wright, N. A. (2014, May). *Using occupational-information and trade data to understand economic development*. Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

**Gloss, A. E., *Thompson, L. F., & McCallum, S. (2014, July). *Organizational psychology and information technology: Unlocking human capabilities*. In D. C. Maynard (Chair), Humanitarian work psychology and the United Nations millennium development goals. Presentation delivered at the 28th International Congress of Applied Psychology, Paris, France.

Grandey, A. Dieffendorf, J., *Rupp, D. E. (2013). *Emotional labor in the 21st century: Diverse perspectives on emotion regulation at work* (Eds.). In A. Brief, K. D. Elsbach, and M. Frese's Organizational and Management Series. New York, New York: Psychology Press/Routledge.

Grandey, A., *Rupp, D. E., & Brice, W. (in press). Emotional labor threatens decent work: A proposal to eradicate emotional display rules. *Journal of Organizational Behavior*.

Guo, J., *Rupp, D. R., Weiss, H., & Trougakos, J. (2011). Organizational justice: A person-centric approach. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.), *Emerging Perspectives on Organizational Justice and Ethics (Research in Social Issues in Management, Vol. 7, pp. 3-32)*. Information Age Publishing.

International Taskforce on Assessment Center Guidelines (in press). Guidelines and ethical considerations for assessment center operations. *Journal of Management*. (*D. E. Rupp task force chair and corresponding author).

Jones, D. A. & *Rupp, D.E. (in press). Social responsibility IN and OF organizations: The psychology of corporate social responsibility among organizational members. In Anderson, Ones, Sinangil, & Viswesvaran (Eds.), *Handbook of Industrial, Work, and Organizational Psychology*, 2nd Edition. Sage.

Klein, S., Sanders, A., and Huffman, A. (2011) "Green Outcomes: Partnering With Organizations to Demonstrate Unintended Eco-Benefits" *The Industrial Psychologist*. April, 2011 <http://www.siop.org/tip/april11/06klein.aspx>

**Mallory, D. B., *Rupp, D. E., (2014). *Advancing Corporate Social Responsibility Theory Through I-O Psychology*. Annual Meeting of the Society for Industrial and Organizational Psychologists, Honolulu, HI, USA.

**Mallory, D. B. & *Rupp, D. E. (2014). "Good" leadership: Using corporate social responsibility to enhance leader-member exchange. In T. N. Bauer & B. Erdogan (Eds.) *The Oxford Handbook of Leader Member Exchange*. Oxford University Press.

**Mallory, D. B. & *Rupp, D.E. (2014). "Good" leadership: Using corporate social responsibility to enhance leader-member exchange. Paper Presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Mallory, D. B. & *Rupp, D. E. (in press). Emotional labor: A person-centric perspective. In R. Baumeister & K. Vohs, *Handbook of Self-Regulation: Research, Theory, and Applications, 3rd Edition*. Gilford.

**Mallory, D. (2014). Setting Global Human Development Goals: The Role for Industrial-Organizational Psychology. *The Industrial-Organizational Psychologist*, 52 (2), 167-171

**Mallory, D. B., *Scott, J., C., *Rupp, D. E., *Saari, L., *Thompson, L. F., *Osicki, M., &

**Gloss, A. E. (2014). News from the SIOP-United Nations Team. *The Industrial-Organizational Psychologist*, 51(3).

McCallum, S., & *Thompson, L. F. (2013, May). *Beyond the Millennium Development Goals: Empowering today's workforce as a driver in humanitarian relief*. Keynote address delivered at AIDF 2013: The Aid and International Development Forum, Washington, DC.

*McWha, I., **Gloss, A. E., Godbout, J., Marai, L., Abdul-Nasiru, I., *Thompson, L. F., & Berry, M. O. (2013). Humanitarian work psychology: An emerging community of practice in I-O psychology. *Cross-Cultural Psychology Bulletin*, 45-46, 6-16.

Meade, A. W., *Thompson, L. F., Kuo, E. W., Kosinski, M., & Stillwell, D. (2013, March). *Examining the five factor model of personality across twenty-seven countries: The influence of development and culture*. Presentation delivered at the Psychometrics Centre, University of Cambridge, Cambridge, UK.

Meade, A. W., *Thompson, L. F., Kuo, E.W., Kosinski, M., & Stillwell, D. (2013, March). *The influence of development and culture on personality structure and measurement*. Presentation delivered at the University of Kent, Canterbury, UK.

Meade, A. W., *Thompson, L. F., Kuo, E. W., Kosinski, M., & Stillwell, D. (2013, May). *The influence of culture and human development on personality measurement*. Poster presented at the 16th European Congress of Work and Organizational Psychology, Münster, Germany.

Olson-Buchanan, J. B., Bryan, L. K., & *Thompson, L. F. (Eds.). (2013). *Using I-O psychology for the greater good: Helping those who help others* (SIOP Frontiers Series). New York, NY: Routledge Academic.

Pandey, N., *Rupp, D.E., & Thornton, M. (2013). The morality of corporate environmental sustainability: A psychological and philosophical perspective. In A. H. Huffman, S. R. Klein (Eds.). *Green Organizations: Driving Change with I-O Psychology*. (pp. 69-92) New York, NY: Routledge. (winner of the Academy of Management Organizations and the Natural Environment Division Book Award)

Pandey, N., *Rupp, D. E., Thornton, M.A. (2013). The morality of environmental sustainability: A psychological and philosophical perspective. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

Rubin, N.S. & *Scott, J.C. (2013, August). Psychology day at the United Nations: Connecting psychological science and human rights. In J.C. Scott & C. Okorodudu (Co-Chairs), Promoting international human rights – advocacy of psychologists at the United Nations. Invited symposium conducted at the 121st annual conference of the American Psychological Association Psychology, Honolulu.

*Rupp, D. & *Scott, J. C. (2014, May). (Co-Chairs). The science and practice of CSR, sustainability, and humanitarian work. Panel conducted at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

*Rupp, D. E. (2011). An employee-centered model of organizational justice and social responsibility. *Organizational Psychology Review*, 1, 72-94.

*Rupp, D. E. (2012). Presenter in Professional Development Workshop: Corporate social responsibility and human resource management/organizational behavior (with Aguinis, H., Doh, J. P., Pless, N. M., Siegel, D., & Waldman, D. A.). Annual Meeting of the Academy of Management, Boston, Massachusetts.

*Rupp, D. E. (2012). The Psychology of Corporate Social Responsibility. Keynote presented at the Annual Conference of the International Association of Chinese Management Research, Hong Kong.

*Rupp, D. E. & **Mallory, D. B. (2015). Corporate social responsibility: Psychological, person-centric, and progressing. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 211-236. doi:10.1146/annurev-orgpsych-032414-111505

*Rupp, D. E., & Thornton, M. (2011). Organizational Justice. *Oxford Bibliographies Online*. New York: Oxford University Press.

*Rupp, D. E., & Thornton, M. (2014). The role of employee justice perceptions in influencing climate and culture. In B. Schneider & K. M. Barbera (Eds.), *The Oxford Handbook of Organizational Climate and Culture*. Oxford University Press (pp. 360-381).

*Rupp, D. E., & Williams, C. A. (2011). The efficacy of regulation as a function of psychological fit: A re-evaluation of hard and soft law in the age of new governance. *Theoretical Inquiries in Law*, 12(2), 581-602.

*Rupp, D. E., Shao, R., Paddock, E. L., Kim, T-Y, Nadisic, T. (2013). Corporate social responsibility and employee engagement: The role of self-autonomy and individualism. Paper presented at the Annual Meeting of the Academy of Management, Lake Buena Vista, Florida.

*Rupp, D. E., Shao, R., Skarlicki, D., Kim, T-Y. (2012). How business ethics pays off: The role of corporate social responsibility in employees' OCB. Paper presented at the Annual Meeting of the Academy of Management, Boston, Massachusetts.

*Rupp, D. E., Shao, R., Thornton, M. A., Skarlicki, D. (2013). Applicants' and employees reactions to corporate social responsibility: The moderating effects of first-party justice perceptions and moral identity. *Personnel Psychology*, 66, 895-933.

*Rupp, D. E., Skarlicki, D. P., & Shao, R. (2014). The psychology of corporate social responsibility and humanitarian work: A person-centric perspective. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 361-368.

*Rupp, D. E., Thornton, M., Bielski-Boris, M., & Bruno, R. (2012). CSR as third-party justice: The moderating role of moral traits. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.

*Rupp, D. E., Williams, C., Aguilera, R. (2011). Increasing corporate social responsibility through stakeholder value internalization (and the catalyzing effect of new governance): An application of organizational justice, self-determination, and social influence theories. In M. Schminke (Ed.). *Managerial Ethics: Managing the Psychology of Morality*. Routledge/Psychology Press (pp.71-90).

*Rupp, D. E., Wright, P. M., Aryee, S., Luo, Y. (2015). Organizational justice, behavioral ethics, and corporate social responsibility: Finally the three shall merge. *Management and Organization Review*, 11, 15-24.

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*Saari, L., Lyness, K., Schein, V., Shymsunder, A., Valerio, A. (2015) *UN Initiatives For Women: How Can I/O Help?* Panel presentation at The Society for Industrial-Organizational Psychology Annual Conference, Philadelphia, PA, USA.

Santuzzi, A. M., Waltz, P. R., *Rupp, D. E., Finkelstein, L. M. (2014). Invisible disabilities: Unique challenges for employees and organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 204-219.

*Scott, J. C. (2011). SIOP Granted NGO Consultative Status with the United Nations. *The Industrial-Organizational Psychologist*, 49(2), 111-113.

*Scott, J. C. (2012, April). SIOP and the United Nations: Setting the agenda. In G. Latham (Chair), *SIOP and the United Nations: Setting the agenda*. Invited panel conducted at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego.

*Scott, J. C. (2012). SIOP and the United Nations. *The Industrial-Organizational Psychologist*, 50(2), 137-138.

*Scott, J. C. (2014, May). (Chair). Global Alliance Invited Session: I-O's alignment with the International Labor Organization's decent work agenda. Panel conducted at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

*Scott, J. C., *Rupp, D. E., *Saari, L., *Thompson, L. F., *Osicki, M., Mallory, D., & **Gloss, A. E. (2014). News from the SIOP-United Nations Team. *The Industrial-Organizational Psychologist*, 51(4).

*Scott, J.C. & Okorodudu, C. (Co-Chairs) (2013, August). Promoting international human rights – advocacy of psychologists at the United Nations. Invited symposium conducted at the 121st annual conference of the American Psychological Association Psychology, Honolulu.

Shao, R., *Rupp, D. E., Skarlicki, D. P., Jones, K. S. (2013). Employee justice across cultures: A meta-analytic review. *Journal of Management*, 39, 263-301.

Shao, R., Skarlicki, D., & *Rupp, D. E. (2011). Applicants and employees' reactions to CSR: The role of justice and moral identity. In K. Carlson (chair), *HR and corporate social responsibility*. Symposium presented at the Academy of Management annual conference, San Antonio, TX.

Steelman, Lisa (2012) Pro-Social I-O—I-O Leading the Way *The Industrial Psychologist* 50 (2)<http://www.siop.org/tip/oct12/02editor.aspx> [Editorial]

*Thompson, L. F. (2012, April). I-O psychology and technology impact orphan centers in Thailand. In W. Reichman (Chair), *How organizational psychology improves the lives of the vulnerable*. Presentation delivered at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California.

*Thompson, L. F. (2014, July). Discussant. In W. Reichman (Chair), *What is humanitarian work psychology? Expanding the frontiers of organizational psychology*. Presentation delivered at the 28th International Congress of Applied Psychology, Paris, France.

*Thompson, L. F. (2014, August). Global development is a lot of work: I-O psychology's role in poverty reduction. In T. S. Behrend (Chair), *Humanitarian work psychology as a way for I-O psychology to support global humanitarian goals*. Invited symposium presented at the 122nd annual meeting of the American Psychological Association, Washington, DC.

*Thompson, L. F. (2014, August). *The positive work cycle: Human development through goal setting, skills development, and workplace empowerment*. Presentation delivered to the United Nations Development Programme's Istanbul International Centre for Private Sector in Development, Istanbul, Turkey.

*Thompson, L. F. (2014, December). *Research at the intersections of work, psychology, technology, and global development*. Presentation delivered to the Faculty of Commerce, University of Cape Town, Cape Town, South Africa.

*Thompson, L. F. (2015, February). *Psychology influencing policy on the global stage*. Presentation delivered to the American Psychological Association's Council of Representatives, Washington, DC.

*Thompson, L. F. (2015, August). I-O psychology and global human development: Creating positive work cycles. In D. L. Blustein (Chair), *Reconnecting vocational psychology and I-O psychology in the fight against global poverty*. Presentation to be delivered at the 123rd annual meeting of the American Psychological Association, Toronto, Canada.

*Thompson, L. F., & **Gloss, A. E. (2014, March). *Occupational information and human-resource development in the United States*. Presentation delivered to the Human Resource Development Council of South Africa, Pretoria, South Africa.

*Thompson, L. F., & **Gloss, A. E. (2014, September). *Learning outcomes, qualifications, and occupations: A perspective from industrial-organizational (I-O) psychology on the proposed development of world reference levels of learning outcomes*. Presentation delivered to the United Nations Educational, Scientific, and Cultural Organization, Paris, France.

*Thompson, L. F. & **Gloss, A. E. (2014) "Spotlight on Humanitarian Work Psychology: Humanitarian Work Psychology in South Africa: Poverty, Inequality, the Legacy of Apartheid, and the Role of I-O Psychology". *The Industrial Psychologist* 51 (4) 118-125.

*Thompson, L. F., McWha, I. & **Gloss, A. E. (2013) "Spotlight on Humanitarian Work Psychology: Using I-O Psychology to Enhance Maternal Health and Child Healthcare in India" *The Industrial Psychologist* 51 (2) 99-105.

*Thompson, L. F., McWha, I. & **Gloss, A. E. (2013) "Spotlight on Humanitarian Work Psychology: I-O Psychology Assisting 74 Humanitarian Aid: An Interview with Governor Scott McCallum" *The Industrial Psychologist* 51 (1) 74-77.

*Thompson, L. F., & **Gloss, A. E. (2012, July). *Humanitarian work psychology*. Presentation delivered at the University of Cape Town, Cape Town, South Africa.

*Thompson, L. F., & **Gloss, A. E. (2012, July). *Humanitarian work psychology: Progress, challenges, and the role of ICT*. Presentation delivered at the 30th International Congress of Psychology, Cape Town, South Africa.

*Thompson, L. F., & **Gloss, A. E. (2012, July). *Industrial-organizational psychology: A growing voice in economic, workforce, and technological development*. Presentation delivered at RTI International, Research Triangle Park, NC.

*Thompson, L. F., **Gloss, A. E., & Blustein, D. L. (2015, February). *Exploring the potential of big data for skills development*. Presentation delivered at the United Nations Educational, Scientific and Cultural Organization (UNESCO) Mobile Learning Week, Paris, France. Meeting co-hosted by UNESCO and United Nations Women.

Thornton, M.A., Bielski-Boris, M., *Rupp, D.E. (2013). *Multifoci justice and emotional labor in unionized contexts*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

Waltz, P., *Rupp, D. E., Santuzzi, A., Finkelstein, L. (2012). *Defining disability: The role of labels in justice perceptions*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Development of tools and other resources related to the Global Compact

The Committee has taken on several additional projects related to the Global Compact worth noting, including advocating industrial and organizational psychology graduate programs to join with the Global Compact, and the creation of a data collection tool on Global Compact-related Sustainable Development Goals (SDGs). The Committee is working with graduate programs in industrial and organizational psychology to support membership within the Global Compact and has thus far successfully assisted Purdue University's program in joining. Several other programs are in the process of applying. The Committee has also developed a data collection tool for use in collecting resources and information related to the United Nations Sustainable Development Goals from SIOP's members and affiliated organizations. This tool, presently available at <http://tinyurl.com/siopun>, will be used to utilize the subject-specific expertise of SIOP's membership in order to provide the UN, its affiliates, and partner organizations with best practices, current research, and experts pertinent to specific work-related SDGs.