Countdown to SIOP: Resources for a Great Trip

The final countdown to the 32nd Annual SIOP Conference has begun! The Conference will provide out-of-this world professional development opportunities, with more than 900 presentations, 70 exhibitors, nine conference receptions, and what may be record-setting attendance.

The opening plenary sessions will kick off the conference with an address by President Mort McPhail, along with a celebration of this year’s award winners and new Fellows, and NASA Astronaut Stan Love will provide the final inspiration with his closing plenary keynote.

Whole worlds of opportunity await you in between: chances to learn from, teach, network, and bond with colleagues from around the world as SIOP explores new frontiers in I-O psychology.

As you prepare for the conference, refer to these resources to help make the most of your trip to the frontiers of professional knowledge:

- Conference Homepage
- 7 feature articles on the Conference in the April 2017 TIP
- Whova app download and use guide
- Hotel, travel, and tourism information

Share Your 2017 Conference Session: Upload your presentation materials to the my.SIOP document library!
Top Minds Event Showcases Business Benefits of I-O

Tomas Chamorro-Premuzic, Evan Sinar, Paul Tsagaroulis, and Amy Walzer will present at the Top Minds and Bottom Lines annual Visibility Committee event, showcasing the benefits of I-O to business and professionals unfamiliar with the I-O field.

The presentation will focus on how leaders can use data visualization to create compelling leadership messages. The event will take place at the University of Central Florida Executive Development Center and is free and open to the public. Preregistration is requested.

SIOP members are urged to share this information with their non-I-O colleagues and clients. Learn more about the event here.

Mars Mission News Conference

A news conference on the topic of long-duration space travel featuring Stan Love and SIOP members Wendy Bedwell, University of South Florida, and Brandon Vessey, Deputy Element Scientist for Flight Analogs at the Johnson Space Center in Houston, will take place before the SIOP closing plenary address, at 2 p.m. April 29 in Oceanic 4 at the Dolphin hotel.

Anyone interested in this topic is welcome to attend, though seating preference will be given to members of the media.

Attendees will hear brief descriptions of the panelists’ work and have the opportunity to ask questions, with optional one-on-one interviews for the media with Dr. Love afterward.

For more information, please contact SIOP Communications Specialist Barbara Ruland at bruland@siop.org.

Get Your Photo Taken With Astronaut Stan Love!

SIOP attendees will have an opportunity to get a photo with Dr. Love in his NASA flight jacket in front of a photo of Mars immediately following the news conference. This event is free and open to all conference attendees. The photos will be taken 2:30-3:30pm in the Wi-Fi lounge near the exhibit hall on the first floor of the Dolphin hotel.
Beat the Conference Crowds!

We hope you are looking forward to the 32nd Annual SIOP Conference as much as we are! This year’s event is shaping up to be an outstanding one and will draw what is expected to be a record-breaking number of attendees.

With less than one month left before we meet in Orlando, the SIOP staff and leadership have been working hard to create an excellent conference. Considering the exceptional attendance levels we are expecting this year, we want to ensure you can successfully navigate the conference, attend sessions that interest you, and generally enjoy your time at SIOP. Please utilize the following tips to help you make the most of your conference experience.

8 Strategies for Beating the Crowds:

1. **Take advantage of “Express Registration”**: To help prevent congestion at the registration desk, SIOP is happy to announce Express Registration hours on **Wednesday, April 26. From 9 AM to 2 PM.** Registration traffic is very low at that time, so you have an opportunity to breeze through registration in record time during these Express Registration hours. It may also give you a chance to hit the theme parks in the afternoon or just relax at your resort pool (with the SIOP [conference program](#), of course)!

2. **Can’t register on Wednesday? Register at an “Off Hour:** Your best bet to avoid registration lines on Thursday is to pick up your badge on the way to breakfast—between 7:30 and 8:00 AM. Registration is located in the [Convention Foyer](#) on the lobby level in the Dolphin.

3. **Utilize the Whova app**: SIOP’s new [Whova conference app](#) offers a variety of ways to avoid crowds and help create an excellent conference experience. First, be sure to [download the app](#) before heading to Orlando. If you do not plan to download the Whova app, you can still access all its benefits through the [web-based platform here](#)!

   - **Join your sessions ahead of time**: Show your interest in a particular session on Whova by clicking “Join” so others can get an idea of expected session attendance. Please note that this does not guarantee you a seat at the session (you will still want to arrive early!), but it helps you and others get an idea of which sessions are expected to be most popular, and hence more crowded.

   - **Check for messages and push notifications**: SIOP will do its best to communicate appropriate messages to attendees through the Whova app regarding specific session rooms as well as more general helpful tips. Be sure you allow push notifications and remember to check the “What’s Going On” section, the Twitter feed, and the Bulletin Board within Whova for important tips and announcements throughout the conference. (TIP: Follow SIOPtweets and #SIOP17 on Twitter as well!)

4. **Double-book your schedule**: When planning your personal conference schedule, either through the Whova conference app or using the printed or searchable conference program, be sure to choose back-up sessions. Using Whova’s “My Agenda” option, you can add any of the hundreds of conference sessions to your own personal schedule. You also have the option to add more than one session to each time slot. When creating your schedule by hand, you can simply note alternate sessions you are interested in at the same time. This gives you a back-up session you can switch to if your first choice becomes crowded.

5. **Arrive early for your chosen sessions**: This advice may be old, but it still rings true. Arriving early ensures you have first selection of available seating and reduces your chances of having to wait outside an especially popular session.

6. **Look for the signs**: SIOP will do its best to post appropriate signage to indicate when a session room is full. Check for signage indicating that a session is full and, if so, head to one of your back-up sessions!

7. **Plan to check out everything else the SIOP conference offers**: If you notice conference crowds, take the opportunity to check out the other professional and development opportunities available at the SIOP conference. Visit the Wi-Fi Lounge, explore the Exhibit Hall, or plan an impromptu lunch or meeting with a new or old colleague.

8. **If you miss a session, get materials later**: Even if you miss out on a popular session, that doesn’t mean you miss out on the session content! Attendees can always email session presenters to get materials they presented during their session (Hint: click the submitter’s name in the [Searchable Program](#) to email). In addition, SIOP encourages presenters to upload papers and slide decks to the SIOP document library (members only) before the conference—so you can view them ahead of time for sessions you think you are interested in or view them afterward for those you may have missed!

By following these simple tips, you will be in an excellent position to make your 2017 SIOP conference experience a rewarding and memorable event. We look forward to seeing you in Orlando!
There are Still Spots Left for Science Funding Speed Mentoring!

The 2017 Conference marks the 4th annual Science Funding Speed Mentoring event. There are still spots available for those who wish to participate!

The deadline for participation in the Science Funding Speed Mentoring Event, which will take place Friday, April 28, 2017, 5:00-6:30 pm, Southern Hemisphere V, Walt Disney World Dolphin Hotel, has been extended to April 19.

This event complements several other conference events focused on improving science advocacy by providing SIOP members with information and resources to more effectively pursue scientific funding opportunities. Protégés who sign up for this special event will get the opportunity to engage in two (2) consecutive half-hour small group discussions with expert science fundees and funders.

To participate in this event, click here!

Organize Your SIOP Experience With the Whova App on Mobile AND Desktop

We are excited about all the conference functionality that fits into your cell phone with the Whova app! It allows you to organize your schedule, look up event and exhibitor locations, network with colleagues, and much more.

If you haven’t downloaded the app yet, check out the simple instructions here. Review the Whova User Guide for more detail here.

If you’d rather not download the app to your mobile device, you can still take advantage of some of the app’s power by accessing Whova on your desktop.

Follow Us At #SIOP17!

Follow SIOP’s social media throughout the conference, using the hashtag #SIOP17 for updates, announcements, photos, and more! Learn more here.

2017 Alliance Small Group Meeting Call for Proposals

The Alliance of Organizational Psychology’s (AOP’s) mission is to enhance the contributions of organizational, industrial, and work psychology to society through improvements in the quality of work life and the effectiveness of individuals and organizations; to develop more effective communication and collaboration among AOP’s member organizations; and to advance the science and practice of organizational, industrial, and work psychology internationally.

One way to help achieve this mission is to fund small group meetings (SGMs) that bring together organizational psychologists across our member associations to address topics that are:

- Highly significant to our profession and/or society
- Challenging and potentially vexing, or maybe even controversial
- Directly or indirectly relevant to both research and practice
- Complex, thus benefiting from a global perspective

AOP is seeking proposals for SGMs that address topics with these characteristics. These meetings would likely span 2 days, typically have a maximum of 20-25 people (although exceptions will be considered), draw attendees from all member associations, and have clear international representation.

The deadline for proposals is June 1, 2017. Learn more here!
**HRM Impact Award Submission Window Closing**

Time is short for organizations to submit their evidence-based human resource management initiatives.

The application window for the 5th annual HRM Impact Award will close **April 30, 2017**.

Any for-profit, not-for-profit, or government organization, located anywhere in the world, may apply for recognition of an evidence-based initiative or practice used internally by that organization. Although consulting firms may not submit an application, they are encouraged to have their clients submit an application that highlights a practice developed by the consulting firm and used in the client organization.

Membership in SHRM and/or SIOP is not required. Applications must be submitted in English. For submission guidelines, click [here](#).

Information about previous winners of the award is available on the [HRM Impact Award Website](#) and the [Winter 2017 edition of TIP](#). Additionally, the SIOP YouTube channel has videos about the [Jack in the Box](#), [Bank of America](#), and [Huntington Bank](#) projects.

The award is cosponsored by SIOP, SHRM, and the SIOP and SHRM Foundations. Organizations receiving this award are recognized as leaders in the critically important area of evidence-based HR practice and, their commitment is publicly recognized at the SIOP Leading Edge Consortium and the SHRM Volunteer Leaders’ Summit.

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**SIOP Administrative Office Bids Farewell to Two Staff Members**

The SIOP Administrative Office will be saying goodbye to two long-time employees at the end of April, Executive Director David Nershi and public relations consultant Clif Boutelle.

As **previously announced**, Nershi will be retiring effective May 1, 2017 after 12 years. SIOP has seen remarkable growth in both membership and impact to the general public under Dave’s leadership. When he joined SIOP in March of 2005, Nershi brought with him 24 years experience in association management and a blend of administrative, innovative, and communications skills. Perhaps his greatest impact on SIOP has been the growth of the annual conference, which he has called “very exciting.” SIOP annual conferences now routinely surpass more than 4,000 attendees and are loaded with features that weren’t around in 2005, like the Master’s and Junior Faculty consortia, speed mentoring, Friday seminars, and Theme Tracks. This year’s conference is on track to be the highest ever attended! ([Read more about Dave’s tenure at SIOP](#) here!)

Clif Boutelle started working as a consultant at SIOP in 2000 after 35 years at Bowling Green State University, retiring in 1999 as associate vice president of marketing and communications. Lee Hakel, who then headed the SIOP Administrative Office in Bowling Green, asked him if he would be interested in doing some part-time promotional work for the field of I-O and the work being done by SIOP members. Clif was familiar with I-O because of BGSU’s outstanding I-O program and working with people like Bob Guion, and Olin and Pat Smith. He has been at SIOP since and has greatly enjoyed working with and meeting so many outstanding members. When not at the office, he can usually be found on the golf course or traveling with his wife, Judy, to visit their children and grandchildren.

Please join the SIOP Administrative Office staff in thanking Dave and Clif for all of their years of service to SIOP and the I-O profession. They will both truly be missed!
Task Force Invites Comments on SIOP Principles Revision Draft by May 9

The Principles Revision Task Force has been working diligently for many months to update SIOP’s publication, *Principles for the Validation and Use of Personnel Selection Procedures*.

They submitted a draft to review groups drawn from both the Professional Practices and Scientific Affairs Committees in January. Task Force Co-Chairs Paul Sackett and Nancy Tippins have reviewed the comments from those groups in detail and made revisions as appropriate.

The Task Force now invites SIOP’s membership to review the most recent draft and offer additional feedback. Please keep in mind that the Task Force was charged with revising, not rewriting, the *Principles* to ensure that they are consistent with the best current science available. The *Principles* are not intended to be a graduate text in psychometrics, a critique of current law, or a workbook for validation. They are intended to provide guidance for professional practice and research based on the current state of our science and practice in employee selection.

The current draft of the revised *Principles* has been posted on the SIOP website here.

To facilitate the Task Force’s ability to review and consider your comments in a timely manner, we ask that you tie your comments to specific page and line numbers as they appear in the document. We strongly discourage wording edits. At this point, the key question is whether you believe that there is something incorrect or inaccurate in the text of the current draft. If you do still have concerns about particular language, please be specific in your comments and include alternative language for the Task Force to consider.

Comments are due by midnight ET May 9, 2017. Please send changes to SIOP Executive Director Jeff Hughes at jhughes@siop.org with the subject line: Principles Comment.

The purpose of the *Principles for the Validation and Use of Personnel Selection Procedures* is to specify established scientific findings and generally accepted professional practice in the field of personnel selection psychology in the choice, development, evaluation, and use of personnel selection procedures designed to measure constructs related to work behavior with a focus on the accuracy of the inferences that underlie employment decisions. The *Principles* cover many aspects of validation and personnel selection; however, other professional documents (e.g., *Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists*) may also provide guidance in particular situations.

We look forward to receiving your thoughtful comments!

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New Webinar: Making the Most of SIOP as a Student

The SIOP Visibility Committee held a live webinar April 14 to teach students how to get the most out of their SIOP membership, including making the most of the upcoming SIOP conference.

For those who missed the live event, the recording is now available online!

During the webinar, SIOP Membership Services Specialist Jayne Tegge and this year’s SIOP conference chair, Daisy Chang, discuss how to take advantage of what SIOP offers to you as a student in I-O psychology. They focus on various member benefits, ways students can get involved in the Society, and tips for making the Annual Conference a successful one.

Click here to watch the webinar

Watch all of SIOP’s videos on the SIOP official YouTube channel!
Two New SHRM-SIOP White Papers Now Available

Two new white papers are now available in the SHRM-SIOP white paper series. 

The Bigger Picture of Employee Well-Being: Its Role for Individuals, Families and Societies, was written by Seth Kaplan and Lois E. Tetrick, of George Mason University, and Richard P. DeShon, Michigan State University. Understanding Nonstandard Work Arrangements: Using Research to Inform Practice was written by Elizabeth George and Prithviraj Chattopadhyay, University of Auckland.

The SHRM-SIOP Science of HR white paper series provides practitioner-oriented reviews of evidence-based HR practices, written by leading researchers and practitioners in the field of I-O psychology and HR.

Read the Understanding Nonstandard Work Arrangements White Paper

APA Council of Representatives Report

Deirdre Knapp, Stephen Stark, Gary Latham, and Deborah Whetzel attended the most recent meeting of the APA Council of Representatives (COR) on February 24-25, 2017 in Washington DC. They provided a brief article in The Industrial Organizational Psychologist highlighting some aspects of the meeting agenda.

A draft of the full meeting minutes are located on the APA website.

Updated Deadline for APA CDIP Award

The APA Committee on Disability Issues in Psychology is soliciting nominations for the Committee on Disability Issues in Psychology Significant Contribution Award. The nomination deadline is May 5, 2017. Read more on the SIOP Calls and Announcements Page.

Candidate Statements Now Available for APA Council Rep Nominees

Candidate statements for the three APA Council of Representative nominees are now available on the SIOP website.

The SIOP Elections Committee certified the following candidates for the upcoming APA Council of Representatives election: Alexander Alonso, Gerald F. Goodwin, and Jeffrey J. McHenry.

SIOP members who are also voting APA members will elect one nominee to serve a 3-year term on the Council. The election will be conducted by APA and ballots/voting link will be sent by them on or around April 15. Results are expected in mid-June.

The Council of Representatives is the legislative body of APA and has full power and authority over the affairs and funds of the association, including the power to review, upon its own initiative, the actions of any board, committee, division, or affiliated organization. Council is composed of representatives of divisions, representatives of state, provincial and territorial psychological associations, and the members of the APA Board of Directors.

The winning candidates will also serve as members of SIOP’s Executive Board of Directors and take office January 1, 2018. SIOP’s current APA representatives are Georgia Chao, Deirdre Knapp, Gary Latham, and Steve Stark. Knapp will end her term in December 2017.
SIOP Responds to National Academies’ Call for White Papers on Role of Social Science in National Security

On February 15, SIOP responded to a call for white papers from the Board on Behavioral, Cognitive, and Sensory Sciences (BBCSS) within The National Academies of Sciences, Engineering, and Medicine to help shape initial work on Social and Behavioral Sciences for National Security: A Decadal Survey.

The Decadal Survey seeks to identify “the intelligence community’s needs and challenges with respect to the use of social and behavioral sciences (SBS) research for analytic capabilities.”

SIOP’s comments centered around addressing the challenges associated with creating an effective workforce within national security agencies using scientific best practices, many of which are based in organizational psychology (I-O). The response identified some of the challenges typically faced by individuals, teams, and organizations that can also be applied to the intelligence community.

These include recruitment, selection, retention, management of national security professionals, as well as development of high performing teams and competent leaders within the intelligence community. Finally, the Society’s response summarized the findings of a 2011 report by the Academies titled Intelligence Analysis for Tomorrow: Advances from the Behavioral and Social Sciences, which provided specific analysis of the issues highlighted above.

SIOP is dedicated to ensuring the intelligence community is aware of the importance of I-O psychology, and how its applications may address the challenges of effective workforce development. The Society’s comments submitted to the Decadal Survey further advance the Society-wide goal to integrate team science across the federal government.

The National Institute of General Medical Sciences Announces a New Program to Support Team-Based Science

On February 10, the National Institute of General Medical Sciences (NIGMS) at the National Institutes of Health (NIH) announced a new grant program to support collaborative, team-based science. The new program is designed to support multidisciplinary research teams addressing scientific questions within the NIGMS mission of supporting basic biomedical research.

Central to the new program will be grant proposals that leverage team science approaches to coordinate the efforts of multiple investigators within an integrated research program. NIGMS expects to issue a funding opportunity announcement this summer.

In June 2016, SIOP submitted comments in response to the NIGMS request for information on approaches and best practices for supporting team science in the biomedical research community.

The March for Science and Related APA Advocacy Training Event

Members and supporters of the scientific community will gather Saturday, April 22, in Washington, D.C., and in more than 300 cities around the world, to celebrate and defend science.

The nonpartisan March for Science seeks to demonstrate how science affects all lives and is a vital part of our democratic society and public policy decision-making.

APA has endorsed the event and is hosting a live and live-streamed advocacy training on April 21.

Read more about the events and about SIOP’s advocacy principles and priorities for the 115th Congress here.
NSF Seeks Proposals for Workshops and Research Coordination Networks

On April 3, the National Science Foundation (NSF) released a Dear Colleague Letter (DCL) soliciting proposals to expand Convergence research, part of NSF’s Ten Big Ideas for Future Investment.

The big ideas were developed at NSF over the last year and a half, and over the past few months more details and funding opportunities have been announced to begin putting these ideas into action. The DCL solicits proposals for workshops, Research Coordination Networks (RCNs), Summer Schools, and Cross-Sector activities with opportunities varying by research challenge area. The full text of the DCL is available here.

This DCL specifically focuses on growing Convergence research related to four of the other big ideas: Harnessing the Data Revolution for 21st Century Science and Engineering; Navigating the New Arctic; The Quantum Leap: Leading the Next Quantum Revolution; and Work at the Human-Technology Frontier: Shaping the Future, a topic of particular interest to SIOP members and I-O psychologists.

Work at the Human-Technology Frontier: Shaping the Future (HTF)

The HTF Big Idea is focused on the future of technology, its effects on humans, and how work will change in reaction to technological advances, especially automation. As part of this big idea, NSF is soliciting proposals for workshops and RCNS that “facilitate the convergence of computer science, education, engineering, and the physical, biological, and social and behavioral sciences to define the key challenges and research imperatives of the nexus of humans, technology, and work.”

Areas that NSF has prioritized in HTF are:

1. research to understand the social and economic consequences of today’s emerging technologies, and the associated educational needs
2. research to develop tools that shape human-technology partnerships, improve worker performance, increase career longevity and job satisfaction, and facilitate the life-long learning of new skills

HTF proposals should be submitted to the Cyber-Human Systems (CHS) Program. Workshop awards are for up to one year with a maximum funding level of $100,000. Workshop proposals are due by May 15, 2017. RCN proposals should be for four to five years with a maximum funding level of $500,000. RCN proposals are due by June 1, 2017.

More information about the Cyber-Human Systems Program is available here.

SIOP I-O Podcast Series Debuts in April

SIOP members Kelly Stewart and Drake Doumit, with assistance from the Electronic Communications Committee led by Steven Toaddy, are in production on the first episode of a new SIOP I-O Podcast series, designed to share ideas and generate new perspectives on current topics and trends in the field of industrial-organizational psychology.

The premier episode features Eleni Lobene, an associate consultant at Aon Hewitt, and Jan Sieving, director of Communications and Corporate Affairs at Southwestern Energy, discussing the topic of networking with host Kelly Stewart. The series will be available through iTunes and will release new episodes on a quarterly basis. The producers plan to release the first episode, including tips for networking at #SIOP17, just before the conference. Check the SIOP Social Media page for upcoming details about the podcast!