Leading Edge Consortium on High Potential Talent

The early registration discount for the LEC ends August 29! Don't miss the early registration deadline and sign up now for the 14th Annual Leading Edge Consortium (LEC), "High Potential: Identifying, Developing & Retaining Future Leaders."

The event, featuring preeminent thought leaders, will be held at the Renaissance Baltimore Harborplace Hotel, October 19-20, 2018 with preconsortium workshops held on October 18.

You won't want to miss what's new to the LEC agenda: HIP talks. The acronym stands for highlights and insights from programs, HIP talks will bring together presenters from different organizations to present mini case studies on real world lessons in high potential research. These talks will provide divergent opinions on the issues and allow attendees to hear from organizations that both resemble and differ from their own.

You can read full bios of confirmed HIP talk presenters, speakers, and workshop leaders on the 2018 LEC speakers page.

To learn more about the agenda, workshops, and presenters, visit the LEC home page.
**Announcements**

**APA Fellows Committee**
Nominations Due September 10, 2018

**Call for Unpublished Data-Feedback Environment/Orientation Meta-Analysis**
APF 2019 Brewer Award

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**Get to Know the Minds Shaping the Way We Think About Work**

The SIOP Visibility Committee is proud to present the next installment in its Conversation Series, a half-hour conversation with SIOP Member David Peterson, live, on August 15, 2018 at 10:30AM Central Time.

David Peterson, PhD, is director, Center of Expertise, Leadership Development & Executive Coaching at Google. David is responsible for innovative, high-impact approaches to develop Google leaders to meet current, emergent, and disruptive challenges. Learn more about Dr. Peterson [here](#).

Join us virtually as thought leaders in academia and industry participate in an “Ask Me Anything” style conversation about their work. In the seventh conversation of this Series, we will talk with a prominent I-O psychologist in the private sector about his background, work, and insights on the field.

Preregister to participate in the program, and submit your questions for Dr. Peterson during the registration process. You can also submit questions for Dr. Peterson during the event using the hashtag #SIOPTalk.

Register [here](#).

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**SIOP Officer Nominations Open Soon**

SIOP is now seeking nominations for four Executive Board positions:

- President-Elect
- External Relations Officer
- Instructional and Educational Officer
- Professional Practice Officer

Read about the roles and responsibilities of these offices [here](#). Members, Fellows, Retired Members, and Retired Fellows may make nominations. Associates and Students are not eligible to participate.

The nomination period opens **September 1, 2018** and closes **September 30, 2018**. Election balloting runs **November 1-30, 2018**. Election results will be announced **December 10, 2018**, and the winners will take office at the 2018 Annual Conference. Read more about election procedures [here](#).
**Don’t Miss the Dunnette Prize Video Release**

“Virtually anything that can be measured reliably shows some genetic influence.” That was Dunnette Prize winner Tom Bouchard’s response to a question about the most important finding from the Minnesota Study of Twins Raised Apart (MISTRA).

SIOP and SIOP Foundation, Inc. invite you to view the video of Dr. Bouchard’s address to the 2018 SIOP Annual Conference, which details the scientific history and human story behind this breakthrough study.

Available for viewing on August 22, 2018, the video also includes a link to the presentation slides, making it a valuable teaching resource. Click [here](#) to get a link to the video.

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**SIOP Releases 2018 Postconference Survey Results**

From April 19th to 21th, 2018, Chicago, Illinois hosted 5,525 registered attendees at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology. Out of the 5,525 registered attendees, 1,487 responded to the post-conference survey for a response rate of 27%.

The SIOP 2018 Postconference Survey Report, managed by Jessica Nicklin, Conference Evaluation Chair, was created by Mercer|Sirota and can be found on the [SIOP website](#).

Conference attendance increased 15% from 2017 and was the highest ever.

Overall, 75% of respondents had a positive experience at the conference in Chicago, and 87% said they would recommend the conference to a valued colleague.

When attendees were asked to describe the conference in one word, 45% of words were positive (n = 520), whereas the rest were neutral or negative in tone (n = 638). The results are shown in the word cloud visualization below.

"Great" and "Good" were the most common words used by attendees to describe conference location and the sessions they attended.

Tracy Kantrowitz, 2018 SIOP Program Chair, explained "Ratings and comments from attendees are invaluable for planning session logistics, understanding the content areas and types of sessions that members value most, and examining year-over-year trends. These data have already been put to use to make improvements to the call for proposals and in the conference scheduling system."

You can access the full report [here](#).
Submitting a Proposal for the 2019 SIOP Conference?

Remember these three tips:

1. **Pay your SIOP dues.** You cannot submit anything to the conference unless you are a member in good standing. [Get your dues paid now](#) to make accessing the online system easier when your proposal is ready.

2. **Remember the deadline.** Don’t miss your window because you forgot the submission deadline. The system automatically shuts down at **5:00 pm Eastern time on September 12, 2018.** Don’t let a missed alarm or time zone problem make you miss your window!

3. **Don’t wait until the last minute!** Every year, someone tries to submit a paper at 5:01 and wonders why they cannot get into the system. Even worse, some people experience computer issues that don’t allow them to finish their submissions. Avoid the stress, and submit your proposal days or weeks ahead of the deadline. Then, if you do have issues, there will be time to solve them.

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**Call for Proposals**

Don’t let your proposal be rejected because of a minor mistake. The program committee has painstakingly reviewed and updated the annual Call for Proposals.

Be sure to read the latest edition to make sure your paper meets the criteria. Every year there are some minor changes made to increase the quality of the submissions.

For example, this year the roundtable format has been replaced by IGNITE sessions. Were you planning a roundtable? The CFP will tell you how you can still get your proposal reviewed under the new rules!

Read the web version here or the PDF [here](#).

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**Get the FAQs!**

SIOP has put together a FAQ list that covers most submission related questions. Need to know how to register for the conference? Don’t know how to book a hotel room? Curious about the dress code?

These and other questions will be answered in the FAQ section of the SIOP Conference website. Whether this is your first conference or your 34th, the FAQ can address many of the questions you may have about the 2019 event. This page should be your first stop for pressing issues and may save you a call to the Administrative Office (though we are always happy to help!). Access it [here](#).
Submit Nominations for SIOP Fellows

SIOP is now accepting nominations for Fellow status. The nomination period will end on November 1, 2018.

SIOP Fellow nominees can come from all I-O areas and from all employment settings. SIOP recognizes several bases for Fellowship: research, teaching, practice, administration, and professional service. The common criterion in every case is “demonstrated outstanding contribution.” Fellowship nominees must:

- Must be a current Society Member at the time of nomination and for the previous two (2) years.
- Must have accumulated ten (10) years of full Society Member status, inclusive of the year in which the candidate is nominated.
- Be nominated by other Members or Fellows. Self-nomination is not permitted.

In addition, nominations must include evidence that the nominee’s contributions have had meaningful, sustained, and unusual impact on the field of industrial and organizational psychology.

The Fellowship Committee reviews all candidates and makes its recommendations to the SIOP Executive Board. New Fellows will be announced at the 2019 SIOP Annual Conference in National Harbor, Maryland.

Find comprehensive information on Fellowship, including detailed nomination instructions and a list of current Fellows, here. To nominate, click here.

APS Seeks Awards Nominations

APS seeks nominations for fellowships, including the James and Cattell Fellowships, by October 15, 2018. The society is also seeking nominations for the Spence award, due October 15, 2018, and the Mentor award, due September 15, 2018.

The William James Fellow Award honors APS members for their lifetime of significant intellectual contributions to the basic science of psychology. James, referred to as the father of modern psychology, was one of the most influential pioneer theorists in psychology.

The James McKeen Cattell Fellow Award recognizes APS members for a lifetime of outstanding contributions to the area of applied psychological research. Recipients must be APS members whose research addresses a critical problem in society at large.

The APS Mentor Award honors the importance of mentoring in our field as well as the dedication and impact of individuals with a distinguished record of teaching, advising, and encouraging students and colleagues who go on to have productive and influential research careers.

The Janet Taylor Spence Award recognizes transformative early career contributions to psychological science. Research contributions can be transformative in various ways, such as the establishment of new approaches or paradigms within a field of psychology, or the development or advancement of research that cuts across fields of psychological science.

Additionally, APS members who wish to nominate colleagues for consideration during the fall APS fellows elections, should submit their information by October 15, 2018.

Visit the APS website for more information on awards nominations.
Professional Practice Series Book Now Available

The SIOP Professional Practice Series books are informative and relevant guides, intended to provide current information regarding science and best practices in a variety of industrial and organizational psychology topics. In each volume, the reader will find guidance and insights that are firmly grounded in science as well as advice on how to apply the concepts, findings, methods, and tools to organizational problems.

*Creating, Implementing, and Managing Effective Training and Development: State-of-the-Art Lessons for Practice* offers the most advanced training practices available today for your work organization. HR professionals; business leaders; practitioners who are selling, implementing, and evaluating training systems regularly; and those in performance consulting will find a wealth of information in this SIOP Professional Practice Series edition.

In this multiauthor book, often-unshared breakthroughs from several training disciplines are combined with guidelines useful to implement and maintain a state-of-the-art training program.

You can purchase the book [here](#).

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Be the Next Professional Practice Series Editor!

SIOP is seeking a series editor for its Professional Practice Series. The editor will serve for a term of 5 years, and the position is open to any SIOP Fellow or Member.

Nominations are being accepted until **August 24, 2018**. Once selected by the Publications Board and approved by the Executive Board, the new editor will start working with the current series editor in December, 2018, before assuming their duties in April, 2019.

Nominations for the Professional Practice Series should be submitted to **Mark Poteet**.

Learn more about the position requirements.

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Thank You for Your Patience

The SIOP website is back! SIOP deeply apologizes for the inconvenience. A new project this year has been to redesign the website and migrate to a cloud-based server. However, the server failed before we were ready to make the move.

We appreciate your patience and look forward to providing superior service on the new website soon. Visit the SIOP website [here](#).
**September Is Smarter Workplace Awareness Month**

This September, join the Society for Industrial and Organizational Psychology (SIOP) in celebrating the fifth annual Smarter Workplace Awareness Month.

SIOP’s Visibility committee is organizing Smarter Workplace Awareness Month to put a spotlight on how I-O psychology can help businesses use science to make work better. Industrial and organizational psychology applies psychological principles and theory to the world of work.

All September long we will be sharing applications of social science to the working world. Keep an eye on SIOP’s [social media pages](#) for more information on how I-O can help you. Learn more about it this September!

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**Farewell, Tracy Vanneman**

Tracy Vanneman, long-time Senior Manager of Business Development at the SIOP Administrative Office, has tendered her resignation. We are grateful for Tracy’s dedication to SIOP Conferences and Leading Edge Consortiums through sales of partnerships, along with continuing education for members.

"When I started here in May 2008, I had no idea what I-O psychology was, what the true value of an association was, and what impact I may be able to have on the organization. It is hard to encapsulate 10 years of work into one brief statement, but I wanted to simply say that I have appreciated the time I have spent with SIOP," said Tracy.

Tracy will be missed in the AO Office, but we wish her the best of luck with her future endeavors.

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**Focus on the Foundation: Zedeck-Jacobs Adverse Impact Research Grants**

(Excerpted from Milt Hakel’s Summer 2018 TIP article)

The Zedeck-Jacobs Adverse Impact Fund supports research for understanding, measuring, and reducing adverse impact in employment decisions.

Honoring Shelly Zedeck’s remarkable career as an exemplary scientist-practitioner, the fund is a tribute to his role as a researcher, educator, and professional who defines the science of I-O psychology put into practice.

The fund recognizes and celebrates all the knowledge Shelly has imparted to so many, including his long-time friend and former student, Rick Jacobs.

To read more about this research grant, click [here](#).