HRM Impact Award Winners

The Society for Industrial and Organizational Psychology (SIOP) and the Society for Human Resource Management (SHRM), along with their foundations, announced Amazon and PepsiCo as the winners of the 2018 Human Resource Management (HRM) Impact Award for their programs that affect internal and global hiring needs.

Anthem was awarded the 2018 HRM Impact Award Honorable Mention for their project, “Driving Workforce Productivity with People Analytics.”

PepsiCo received its award at the Renaissance Baltimore Harborplace Hotel during SIOP’s Leading Edge Consortium, “High Potential: Identifying, Developing, and Retaining Future Leaders,” and Amazon will receive its award at the 34th Annual SIOP Conference at the Gaylord National Resort & Convention Center in April 2019.

For details on this year’s as well as previous winning organizations and initiatives, visit SIOP’s HRM Impact Award page.
Announcements

University of Houston College of Business Ph.D. Program in Management and Leadership
Seeking Applicants

New Research Explores Learner Preferences in Corporate Training

Training Industry Conference & Expo Call for Presenters

APF 2019 Brewer Award

Vote Now!

Election balloting will be open until December 2, 2018 for the following Executive Board positions:

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

Election results will be announced December 13, 2018, and the winners will take office at the 2018 Annual Conference.

Members, Fellows, Retired Members, and Retired Fellows may vote. Associates and Students are not eligible to participate.

Participation in SIOP’s nomination process helps determine not only the future of the Society but also of the field of I-O psychology as a whole.

Visit SIOP’s Twitter to watch messages from past presidents on how you can be #TeamSIOP by voting in the upcoming election!

For more information about shaping the future of SIOP, click here.

SIOP Member Badges

Show your SIOP pride with an electronic member badge in your email, social media, and other online messages.

Download Your Member Badge Here!

Proposed Amendment Expedites Board Actions

The SIOP Executive Board recently voted to support a change in administrative procedures that are formalized in the SIOP Bylaws. Because any change to the Bylaws requires a full vote of the SIOP membership, the intended modification is described below.

Voting on the proposed bylaws change will begin on December 3, 2018, and conclude on January 1, 2019.

The current bylaws provide for thirty (30) days for the Emergency Action Committee (a subset of the Executive Board) or the full Board to vote on proposals electronically. Yet, the pace of technology and decision making has advanced, and the Executive Board believes that SIOP should adapt.

To allow for more expeditious processes, the Executive Board has approved a reduction in the time frames for these votes. The change requires a vote by the Emergency Action Subcommittee within seven (7) days or a vote by the Executive Board within fourteen (14) days.

Find more information about the proposed amendment here.
Thank You, Baltimore!

Baltimore was indeed the Charm City for the 201 people who attended the 14th Annual SIOP Leading Edge Consortium, High Potential: Identifying, Developing, and Retaining Future Leaders, held October 19 and 20. With scenic Inner Harbor views and many great shops and restaurants, the Renaissance Harborplace Hotel and surrounding area made for a wonderful backdrop to an exciting and informative event.

After sessions during the day, LEC attendees celebrated at the welcome reception on the USS Constellation on Friday, and got a taste of Baltimore during Saturday night's networking dinners. In addition to these events, there were several networking opportunities during the program, coffee breaks that encouraged interaction, and a new vendor space featuring many SIOP partners featuring their newest research and products.

Graduate student volunteer Melinda Hodge described her first LEC experience, "I learned a ton from the sessions and speakers, but we had fun too as they had an after-hours cocktail party aboard the U.S. Constellation ship. All in all, it was time well spent and I look forward to attending the SIOP Annual Conference in April 2019 in DC, which should be even better."

To read more impressions of #LEC18, click [here](#). To read the full review of this year's LEC, visit the [SIOP website](#). You can also find a photo gallery on our [Facebook page](#).

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#SIOP19 Registration to Open Soon

Registration for the 34th Annual SIOP Conference is scheduled to open in late December 2018.

#SIOP19 will take place April 4-6, 2019, at The Gaylord National Resort & Convention Center in National Harbor, Maryland. Visit the [annual conference page](#) for information on the schedule, hotel, FAQs, and more.

Don't forget about the preconference workshops taking place on April 3, 2019. To learn more about the preconference workshops and their presenters, click [here](#).
New Year, New Trends

At the #LEC18, thought leaders were asked about their predictions for the 6th annual “Top 10 Workplace Trends” list. You can watch their prediction videos on the SIOP Twitter, Facebook, and LinkedIn pages.

SIOP’s Visibility Committee wants your considered input for the 2019 trends, too. Be a part of Team SIOP by joining the conversation!

SIOP members submitted their input for the open call for trends earlier this month. Keep an eye out for an email to choose your top 10 favorites from the full list.

This initiative has been well-received and covered in a variety of media outlets since its start in 2014. Please help build on that interest by providing your input!

If you have questions or comments, about the Top 10 Workplace Trends list, please email visibility@siop.org.

Read 2018’s Top 10 Workplace Trends here!

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 30 minute conversation with SIOP Member Elaine Pulakos, live, on December 5, 2018 at 10:30AM Central Time.

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

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

Register here.
Take a Deep Dive Into R

SIOP has teamed up with CARMA, the Consortium for the Advancement of Research Methods and Analysis, to bring members an exciting opportunity to deepen their knowledge of R.

The 3-day intensive courses, featuring presentations by several SIOP members, are offered at the University of South Carolina, January 10-12, 2019. Thanks to the ongoing collaboration between SIOP and CARMA, SIOP members and student members can attend at the deeply discounted CARMA member rates.

R is one of the most widely used statistical tools in the field, and the Research Methods Short Courses on R and its use in organizational research are a great opportunity to master a specific technique or application.

For more information, and to see the list of Short Courses on R, click here.

Check Out the New SIOP Surveys Page

Are you looking for Member or Salary Survey results? Want to start your own survey of SIOP members? Institutional Research Committee (IRC) member Nick Cale recently completed work on the redesign of the SIOP Surveys page with the help of Jim Rebar, SIOP’s web content specialist.

Survey data, guidelines, information on the IRC, and more are now available in one, convenient location. Review old Conference Satisfaction reports for how to improve your presentation, check the Survey Calendar for upcoming surveys, or review the 2018 Membership Survey results to help guide your next strategic planning session.

For questions about surveys or the IRC, contact IRC chair, Amy DuVernet, at IRC@siop.org.

Professional Practice Series and Organizational Frontier Series Editors Chosen

The editor search results for the Organizational Frontier Series, and Professional Practice Series are in!

For the Organizational Frontier Series, the Search Committee unanimously agreed upon Angelo DeNisi and Kevin Murphy as the Joint Series Editors.

After reviewing application packages and compiling ratings and rankings, the Search Committee selected Elaine Pulakos as the Series Editor for the SIOP Professional Practice Series.

Each editor will serve for a term of 5 years.
The Holidays Are Here!

In observance of the Thanksgiving Holiday, the AO will be closing at 2:00 PM Eastern Time on Wednesday, November 21 and will open again at 8:00 AM on Monday, November 26.

Be a Part of #SIOPServingMilitary

This week, in the United States, we celebrate Veterans Day, honoring those who volunteered to give up a civilian lifestyle to serve our nation and to keep us safe. At SIOP, we have been honoring these men and women by launching our inaugural #SIOPServingMilitary campaign on social media.

We are highlighting the work accomplished by I-O psychologists focused on enabling veterans, the broader military community, and their families to find meaningful civilian-sector work and education that leverages the skills acquired while serving as a military community member.

We encourage you to read the linked articles in our social media posts, share the ones you find interesting or noteworthy, and add your own with the hashtags #SIOPServingMilitary and #IOPsych. And to all those in the military community, whether you are a SIOP member or not, we extend our sincerest gratitude for your sacrifice and service! We hope you find value in #SIOPServingMilitary.

For more information on this initiative, visit the SIOP website.

November Savings With SIOP

One of the many benefits SIOP offers to members is free access to the SIOP Saving Center.

The SIOP Saving Center offers exclusive deals on office supplies, hotels, and even offers personal benefits.

For the month of November, Office Depot is offering members-only specials. Register for online ordering to save up to 71% off additional kitchen, breakroom, and office products.

To explore all the saving possibilities, click here!
APA Apportionment Ballot

SIOP members who are also members of the American Psychological Association (APA) have already received the annual apportionment ballot from APA. The apportionment ballot is conducted annually to determine the composition of the following years’ APA Council of Representatives.

The ballot asks you to allocate 10 votes among the divisions and state associations with which you are affiliated. These points are used to determine how many seats each division and state association receives on the Council.

Please **ALLOCATE AS MANY OF YOUR VOTES AS POSSIBLE TO OUR DIVISION (Division 14 of APA).**

Please be sure to submit your apportionment ballot and make your vote count! Voting closes **December 14, 2018 at midnight.**

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SIOP Members Make News With APA

On November 8, APA released news that SIOP Member **Sandra L. Shullman**, PhD, a consulting psychologist internationally known in leadership assessment and development has been elected to lead the APA as president in 2020. The same day, APA announced that **Steve W. J. Kozlowski**, PhD, has been named the first chair of its new Open Science and Methodology Committee.

SIOP President **Talya Bauer** said, “SIOP is thrilled that Sandra Shullman was voted in as president-elect for APA. As a member of SIOP, her presidency is a huge win-win for both APA and all of us within Division 14. We look forward to working with the APA presidential trio in the years to come.”

SIOP officially endorsed Shullman’s bid for the position this September, based on her responses to questions posed by Bauer on the organization’s behalf. In her discussion, Shullman recognized the work SIOP has done over the years to raise awareness about, and maintain standards for, the profession of I-O psychology. “As APA president, I want to build on that great work and to create a more centrally engaged role for SIOP and I-O psychology within APA, including active engagement and leadership in the APA Council of Representatives, in existing APA initiatives, and in new efforts in transforming APA for the future,” she wrote.

Kozlowski said of his APA appointment, “The creation of the Open Science Methodology Committee signifies the American Psychological Association’s (APA) commitment to advancing open science practices across the broad range of psychological science represented in APA’s journal portfolio. I appreciate the trust placed in me and the opportunity to lead this effort, as it complements open science initiatives within SIOP.”

To learn more about Shullman and Kozlowski, visit the [SIOP website](http://siop.org).