

Dear Colleagues,

Welcome to SIOP in San Francisco! This is our first ever 3-day annual conference event and we are so pleased you are here for this special occasion. We would like to take this opportunity to point out some exciting features of our conference.

Excellent Peer-Reviewed Content

At any point in time you will have at least 19 choices of different sessions to attend. Our program content is incredibly varied. We encourage you to not only attend sessions right up your alley, but also try some sessions that totally are not. We believe the science and practice of I-O psychology is only enhanced by engaging in boundary-spanning activities.

Theme Tracks

Attend some or all of the theme track sessions. A theme track is almost a conference within a conference. It is a narrow, actionable theme that appeals to individuals regardless of whether they work in an applied setting or academia and reflects a cutting-edge topic or trend. For each theme, there will be multiple integrated sessions (e.g., invited speakers, debates) scheduled back-to-back throughout the day. For those looking for a more unified and more intimate conference experience, this is a great option. The Thursday theme track focuses on individual and organizational health. The Saturday theme track focuses on the dynamic state of I-O education from both academic and practice perspectives. (Participants who attend the Saturday theme track for the entire day will receive 7 CE credits.)

Featured Posters

We will once again showcase the top-20 rated posters (nearly perfect ratings) at an evening all-conference reception. Come view some of the best poster submissions to the conference while sipping drinks in a relaxed atmosphere with the presenters.

Friday Invited Addresses: Dr. Jac Fitz-enz and Dr. Paul Ekman

We will have two keynote addresses on Friday that are major events. Dr. Jac Fitz-enz will give an address titled "Workforce Intelligence: The Predictive Initiative." In this talk, Dr. Fitz-enz will discuss a project he conducted with 25 vendors and corporations to develop the first integrated, predictive, human capital management planning, data mining software and future-facing metrics system. Dr. Fitz-enz is often called the "father" of human capital strategic analysis and measurement. He introduced metrics to human resources through the Saratoga Institute (which he founded) in 1978. Recently, he was honored by SHRM as one of 50 people who, in the past 50 years, have "significantly changed" how organizations manage people. Dr. Fitz-enz has published over 225 articles, reports, and book chapters, and 8 books on measurement and management. Dr. Paul Ekman will give an address titled "Emotional Skills." Five emotional skills will be described with examples of how they can be acquired; for example, recognizing signs of concealed emotions and signs of when emotions are first beginning in others. Dr. Ekman was named by the American Psychological Association as one of the most influential psychologists of the 20th century based on publications, citations, and awards. Dr. Ekman is best known for his landmark work that found that facial expressions of emotion are not culturally determined but universal to human culture. He has appeared on *48 Hours*, *Dateline*, *Good Morning America*, *20/20*, *Larry King Live*, *The Oprah Winfrey Show*, *The Tonight Show*, and many other TV programs.

Continuing Education Credits

For those in need of continuing education credits, this conference has a record high number of opportunities (see page 6). Enjoy.

Try Something New

Besides the typical session formats we are accustomed to such as symposia/forum, panel discussions, and so forth, we encourage you to try a Community of Interest Session and/or an Interactive Poster Session at this conference. Both of these session types are unique in their approach and are very engaging. We will have 12 Communities of Interest (COI) sessions. These are sessions designed to create new com-

munities around common themes or interests. These sessions have no chair, presenters, or discussant. Instead, they are informally moderated by one or two facilitators. Interactive Poster sessions are small gatherings of academics and practitioners who review and then discuss 4 thought-provoking posters.

Opening Plenary Session

SIOP San Francisco will kick off with the presentation of SIOP's highest awards and the newest SIOP Fellows. The event will be highlighted by the Presidential Address by Lois Tetrick.

Executive Committee Track

Friday will feature 8 hours of programming organized by the SIOP Executive Committee. Special sessions will focus on creative federal funding opportunities, SIOP's new journal, SIOP's branding and visibility efforts, and a report on the recent practitioner survey. A Town Hall Meeting has been scheduled for Friday at 1:00 p.m., at which time SIOP leaders will be discussing important issues including bylaws changes resulting from the work of the Governance Task Force. All Executive Committee sessions will take place in Continental 3.

Closing Address

For the first time we will have a closing conference event and an invited address by Anthony J. Rucci. His comments will focus on "I-O Psychology's Core Purpose: Where Science and Practice Meet." Rucci is senior lecturer in the Department of Management at the Fisher College of Business at The Ohio State University and joined the faculty following a 25-year business career as an executive officer with three international companies: Baxter International, Sears Roebuck and Co., and Cardinal Health. In addition, he has been chairman of the Board of Sears de Mexico, dean of the College of Business at the University of Illinois at Chicago, and CEO of The Ohio State University Physicians, Inc. He received his PhD in industrial-organizational psychology from Bowling Green State University.

Closing Reception

We will wrap up this historic annual conference with a unique not-to-be-missed California wine reception. Enjoy the fruit of the vine with friends and colleagues. Attendees can enjoy the refreshments and purchase beverages as at our regular receptions or can opt to buy a passport to sample wines from Napa Valley vineyards.

Final Thoughts

Creating this conference, as you would imagine, is a massive volunteer effort. Despite our collective best efforts, all will sadly not be perfect. With such a massive conference, there are just too many possibilities for unexpected and unanticipated issues to arise. We still sincerely apologize in advance for that microphone or projector that might not work. We apologize in advance for scheduling two sessions that you really want to go to at the same time. We apologize in advance for putting what turns out to be the most popular session at the conference in the wrong sized room. We apologize for any other crazy odd things that happen. With this said, we are very dedicated to continually improving the conference each year. Please share with us, Dave Nershi (our executive director), **John Scott** (incoming program chair) and **Julie Olson-Buchanan** (incoming conference chair), your feedback (both positive and constructive).

The SIOP conference is truly special. It is uniquely a conference for the people, by the people (we have over 1000 volunteers involved in this effort). It is possibly one of the only conferences in the world that has roughly an equal number of academics and practitioners in attendance. It is in many ways the science/practice ideal. We have a lot to be proud of. We feel very fortunate to have served SIOP as your program and conference chair.

Enjoy the conference!

Steven G. Rogelberg

Program Chair

University of North Carolina at Charlotte

Douglas Pugh

Conference Chair

University of North Carolina at Charlotte