

The 26<sup>th</sup> Annual Conference of the Society for  
Industrial and Organizational Psychology

Call for Proposals

Hilton Chicago  
Chicago, IL

Conference: April 14-16, 2011  
Preconference Workshops April 13, 2011

**ELECTRONIC SUBMISSION DEADLINE**  
**Wednesday, September 15<sup>th</sup>, 2010, 5:00 p.m. Eastern**  
**Daylight Time**

Dear SIOP Colleagues:

Below you will find information and instructions regarding submissions for the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology.

Coordinating our annual conference is an exceptional team effort involving hundreds of dedicated volunteers. I'd like to acknowledge a few of the key committees and contributors. Sara Weiner was responsible for leading the fabulous 25<sup>th</sup> anniversary conference in Atlanta and continues to serve in an advisory capacity as past-chair. Deborah Rupp is the Program Chair-in-Training. Sara & Deborah work with me on the Strategic Program Planning Subcommittee, and it is our responsibility to design, coordinate, and successfully deliver the SIOP conference program. We will meet at the end of September to assign reviewers to each submitted proposal and again in mid-November to schedule the program.

The subcommittees plan pivotal pieces of the program and the chairs of these committees are Deborah Rupp (Saturday Theme Track), Stephan Dilchert and Deniz Ones (Thursday Theme Track), Liu-Qin Yang (Friday Seminars), Jaclyn Jensen (Call for Proposals and Flanagan Award), S. Bartholomew Craig (Master Collaboration), and Lauren McNall (Communities of Interest and Interactive Posters).

The SIOP Administrative Office oversees all of our efforts under the absolutely outstanding leadership of Dave Nershi, SIOP's Executive Director. We are grateful to each member of the staff who contributes a unique expertise that ensures our success: Jen Baker, Clif Boutelle, Emeka Ewuzie, Linda Lentz, Larry Nader, Lori Peake, Stephany Schings Below, and Tracy Vanneman.

Volunteers are essential to ensuring the quality of the conference by reviewing the many hundreds of submitted proposals. Please consider volunteering for the Program Committee

(again, or for the first time!) and agreeing to review 3–5 papers. This conference would not be possible without your help -- please watch for the e-mail in mid-July formally inviting reviewers.

Finally, our thanks go to those who have taken the time to provide valuable feedback regarding ways to continuously improve the SIOP program and conference. We know from your input that attending and presenting at SIOP provides an immense opportunity for professional growth and networking. We do hope you will be a part of the 26<sup>th</sup> annual conference in Chicago.

I am truly honored to be a part of the planning team for the 2011 SIOP conference and greatly look forward to seeing everyone in Chicago!

Mariangela Battista, Program Chair  
Pfizer Inc.  
E-mail: [program@siop.org](mailto:program@siop.org)

### **Strategic Program Planning Subcommittee Members:**

Deborah Rupp, Incoming Program Chair (2012)

Sara Weiner, Past Program Chair (2010)

#### **Interactive Posters/Communities of Interest**

Lauren McNall, Chair

Marina Fields

Matisha Montgomery

Magda du Preez

John Donovan

#### **Thursday Theme Track**

Stephan Dilchert, Chair

Deniz Ones, Chair

Susan Jackson

Leatta Hough

Juergen Deller

Andrew Biga

Katherine Holt

Rachael Klein

Susan D'Mello

Brenton Wiernik

Cathy DuBois

#### **Call for Proposals/Flanagan Award**

Jaclyn Jensen, Chair

Brad Chambers

Alyssa Westring

Ronald Bledow

Dana Glenn-Dunleavy

#### **Saturday Theme Track**

Deborah Rupp, Chair

Anne Herman

Autumn Krauss

Evan Sinar

David Woehr

Jeff Kudisch

Michelle Donovan

Scott Brooks

#### **Friday Seminars**

Liu-Qin Yang, Chair

Daisy Chang

Michael Ford

Burcu Rodopman

Ashley Walvoord

#### **Master Collaboration**

S. Bartholomew Craig, Chair

Ruchi Patel

K. Adam Ortiz

### **3-Day Conference Program Format:**

- Each day of the conference will have a unique defining element in addition to our standard peer-reviewed program.
  - o Thursday and Saturday will feature theme tracks. Each theme track is comprised of a full day of coordinated programming (e.g., invited speakers, debates). These themes will represent one vertical track presented with 18 other concurrent non-theme sessions. Thursday's theme track will be devoted to *Managing HR for Sustainability* and Saturday's track is titled *Leveraging Data to Drive Organizational Decisions*
  - o Friday will contain a host of exciting events including Friday Seminars for CE credits. Topics include: grant writing, corporate social responsibility and the role of I-O psychology during an economic recession.

- The conference will begin and end with plenary sessions and will also include a major invited address.
- There will be an all-conference reception Saturday night to celebrate the conclusion of the conference. We hope you will stay the whole day on Saturday to take advantage of the full 3 days of learning and networking opportunities.
- There are six session types for this year's submissions: (a) Debate (b) Symposium/Forum, (c) Roundtable/Conversation Hour, (d) Master Tutorial, (e) Panel Discussion, and (f) Poster. Research, practice, theory, and teaching-oriented content are encouraged under each session type.
- Each submission should be of high quality and contribute to or advance the field of I-O psychology.
- This year, we particularly encourage debate submissions. Debates are an effective and engaging way to flesh out a topic and subject it to forthright evaluation. Please consider this format for submission.
- We also encourage 50-minute or 80-minute submissions versus 110-minute submissions. In addition to the suggested length you provide when you submit your proposal, reviewers will assess the length they believe should be allocated to a session. This information will help the Program Committee make a final determination of how much time to schedule for an accepted submission.
- When submitting to the conference, submitters will indicate whether the content of their submission is mostly relevant for practitioners, academics, or a mixed audience. This designation will be used to determine the composition of the assigned reviewers.
- An individual cannot be a presenter in more than three program sessions. For clarification, a description of how SIOF defines a "presenter" appears in the section "Rules for Submission." **Session chairs are included in this rule.** Please do NOT submit more than three proposals in which you are a presenter or session chair.
- Because there are always more great submissions than space permits on the SIOF program, you can elect to have your submission automatically considered for presentation at the 2011 APA conference if it is not accepted for presentation at the 2011 SIOF conference. Selecting this option does NOT guarantee that your submission will be accepted at APA. APA will notify you if your submission is accepted. If your submission is accepted by APA, you will then have the option to be on the program; you are not committing to the APA conference by having your submission automatically considered. Also, selecting this option does not affect the likelihood of a submission being accepted to the SIOF conference.
- SIOF provides an LCD projector, screen, and microphones (2 table microphones, 1 podium microphone, and 1 wired lavalier microphone). A select number of sessions will be audio recorded. **Overhead projectors are no longer provided. Please note that in order to use the LCD projector you will be required to bring your own laptop.**

## Key Dates and Deadlines

### Online Submission Begins: (Email Call to all members)

July 8, 2010

**Reviewer Recruitment:** Please volunteer! All professional members (Fellows, Members, Associates, International Affiliates and Retired Members) are eligible. Student Affiliates are eligible to review if they have successfully defended their dissertation proposal and have presented at a SIOF conference as a first author).

July 14, 2010

### Deadline for Conference Proposal Submissions:

September 15, 2010, 5:00 p.m. EDT (Eastern Daylight Time)

### Announcement of Workshops and Friday Seminars:

October issue of *TIP*

### Notification of Acceptance or Rejection of Proposals:

Mid December 2010

### Online registration begins:

Early January 2011

### Early registration deadline:

February 15, 2011

## Rules for Submission

**Who may submit a proposal?** Any Fellow, Member, Associate, International Affiliate, Retired member, or Student Affiliate of SIOF.

**Who may serve as chairperson of a session?** Fellows, Members, Associates, International Affiliates, or Retired members of SIOF. Student Affiliates may co-chair a session with one of the above.

**Who may participate in a session?** Fellows, Members, Associates, International Affiliates, Retired members and Student Affiliates of SIOF. Nonmembers may participate (even as first authors) if sponsored by a Fellow, Member, Associate, International Affiliate, or Retired member of the Society.

**What is involved in sponsoring a nonmember?** In order to fulfill the sponsor requirements for a nonmember, the member must take the following steps. The member must:

- provide the nonmember with all information about registration and hotel arrangements.
- inform the nonmember about financial requirements/arrangements for the conference.
- inform the nonmember that the SIOF conference is a noncommercial meeting where people share ideas regarding the science and practice of I-O psychology.
- upload the paper or provide their login to the nonmember for submission.

No other tasks (e.g., notifying the SIOF office; completing separate forms) are required in order to sponsor a nonmember.

**In how many proposals may an individual participate?** An individual may be a presenter or chair in NO MORE THAN THREE program submissions. The purposes of this rule are to help with program scheduling and to diversify the program. *This limitation will be observed at the time of submission.* It is the responsibility of the individual submitting the session to ensure that individuals have not agreed to be a presenter in more than three proposed sessions. For this purpose, being a presenter is defined as:

- First author presentation of a paper in a Poster Session
- First author presentation of a paper in a Symposium/Forum (if you are also the session chair or co-chair of the same session this only counts as one presentation)
- Presenter/panelist in a Roundtable/Conversation Hour, Panel Discussion, Debate, or Master Tutorial
- Participation as a discussant or moderator
- Session chair or co-chair (if you are also the first author of a paper in the same Symposium/Forum this only counts as one presentation)
- Invited sessions (e.g., invited speaker for theme track) do NOT count towards the “rule of 3.”

**Presentation commitment.** *By submitting a proposal, you are indicating your personal commitment to deliver the presentation at the 2011 SIOP conference should it be accepted. Prior to submission, please consider any potential travel or funding constraints that would prevent you from delivering your presentation should it be accepted. All presenters must pay their own travel expenses and the conference registration fee, even if they only plan to attend their own session(s). Presenters who are not SIOP members must pay the nonmember registration fee. You are also indicating that you have the legal right to present and distribute the material in your proposal. Please note that there can be NO*

**SUBSTITUTIONS of presenters or papers after submission.** This rule includes authors who may have left the institution from which the proposal was originally submitted. The possibility for such occurrences should be discussed among authors prior to submission.

**Scheduling of sessions.** Individuals are expected to participate at the time scheduled by the Program Committee. Please make explicit any time constraints when submitting your proposal in the section entitled, “Special Requests.” The Program Committee will consider all constraints when scheduling presentations but may not be able to accommodate all requests. Special requests will NOT reduce your likelihood of acceptance.

**Eligibility of presentations.** Except by special invitation from the Program Committee, no works (e.g., journal articles, book chapters, books) that have been previously published, presented at another conference (with the exception of student conferences), or already accepted for publication (or contracted for publication) should be submitted. A proposal should not be submitted simultaneously for review to any other international, national, regional, or state meeting. **If permission must be obtained from a sponsoring organization (e.g. your employer) to allow the presentation of data or other information, such permission MUST be secured PRIOR to submission.**

**Word limits.** Submissions that exceed the word limits listed below (under Proposal Format Requirements) will NOT BE REVIEWED. Please note that the word limit INCLUDES any appendices but does not include references.

**Blind review.** Papers submitted for presentation at a Poster Session will be blind reviewed by at least three members of the Program Committee. All other proposals also will be reviewed by at least three members of the same committee, but a blind-review process will not be used.

**Attendance, taping, and citation.** Submission of a proposal is taken as agreement to present at its scheduled time, to allow audio recording of the session, and to allow individuals to cite your presented work in their future research. It is expected that accepted proposals will be presented in full, and thus submitters should ensure that they have the legal right to present the material included in the submission. Thus, it is critical that no proprietary information be included in proposals. This will facilitate open exchange of information and materials prior to and following the conference.

**Notification of acceptance.** The Program Committee will notify the person who submitted the proposal about acceptance or rejection, including reviewer comments, no later than December 31, 2010.

**Commercial content.** Presenters should be sensitive to the potential commercialization of products and/or services discussed in the context of their sessions. Presentations that focus on the commercial intent of a product or service rather than on the science and practice of I-O psychology are not permitted. If you wish to promote a particular product or service, you may want to become a sponsor of the conference and have a booth in the Exhibit Hall. Contact Dave Nershi at the SIOP Administrative Office ([dnershi@siop.org](mailto:dnershi@siop.org)) for more information.

***Please adhere to all the submission rules so your proposal may be reviewed and, if accepted, presented at the conference.***

## Proposal Format Requirements & Session Types

The SIOP program has different session types (e.g., Posters, Symposium/Forum). To submit a proposal, you will need to adhere to the proposal format requirements for that session type. That is, each of the session types has a specific proposal format associated with it. The number of participants described below in each type of session should serve as a guideline only.

### **SESSION TYPES**

**Debate.** The debate session type is an effective way to present opposing views about a topic. We strongly encourage submissions of this type for the 2011 conference. The participant composition and format of the debate can vary. Generally, it can include a moderator and either one or two people to represent each side of a controversial topic within I-O psychology. The debate may consist of the moderator stating a position, one side presenting arguments that affirm the proposition, and the other side presenting arguments against the proposition. Alternatively, the moderator may pose pointed questions to the debaters, whereby they each share their conflicting views of the specific issue under consideration. Time for rebuttal and audience questions can be incorporated into the session. At the end of the session, the moderator can sum up the main points of the session. When submitting a debate proposal, be sure to include a statement of the I-O topic to be debated, information about the participant composition and format of the debate, descriptions of the major points likely to be argued by each side or the questions that will be posed to the debaters, and information about the debaters' expertise and general perspective on the focal topic. **Submissions that do not have at least two presenters with different affiliations in the session (i.e., every presenter cannot be from the same institution) will not be accepted.**

#### **Debate Submission Requirements**

- A summary with a minimum of 900 words to a maximum of 3,000 words (excluding references) that describes the session in enough detail so reviewers can evaluate it effectively
- 50-word abstract
- 100-word press paragraph (see press paragraph guidelines below)
- Does not need to be prepared for blind review

(See [SIOP Web site](#) for an example of a Debate submission)

**Symposium/Forum.** A Symposium/Forum is a multi-presenter session. Recall that this session type welcomes all submissions that in years past were submitted to: (a) Symposium; (b) Practice Forum; (c) Academic-Practitioner Collaborative Forum; (d) Education, Teaching, and Learning Forum; and (e) Theoretical Advancement. Any multipresenter session including research, practice, theory, and teaching-oriented content should be submitted here. Participants in a Symposium/Forum should include a chairperson and three to four presenters. A Symposium/Forum often includes discussants, but it does not have to do so. We encourage submissions in which diverse and novel perspectives are presented, including sessions in which the audience plays the role of discussant and the

chair facilitates the discussion. Stand-alone papers are not assigned to symposia; such papers should be submitted as posters.

Although individual presentations within a Symposium/Forum may have all authors from the same institution, the overall session *must* contain presenters from at least two different affiliations. This submission rule originally resulted from considerable feedback and concern about sessions becoming “advertisements” for products by a single company or research being presented from a single academic program. The program is intended to be science based and inclusive for all participants. Sufficient time should be allotted for audience participation. It is assumed that first authors indicated on a submission will serve as the actual presenters at the SIOP conference.

***Symposium/Forum Submission Requirements:***

- 50-word abstract
- 750-word (excluding references) general summary
- 750-word summary (excluding references) detailing each presentation’s contribution
- May include one or more discussants but is not required (note discussants cannot discuss their own papers)
- If a discussant is included, a summary of the discussant’s comments is **not** needed
- 100-word press paragraph (see press paragraph guidelines below)
- Does not need to be prepared for blind review

**Examples of submissions**

- A bundle of presentations discussing actual or potential work implementing I-O techniques or addressing I-O issues in organizations. These might include discussing challenges in the work environment and innovative solutions to these challenges using the principles of I-O psychology.
- A bundle of presentations discussing empirical work or a combination of empirical and theoretical work about a common topic or research question.
- A bundle of presentations discussing new teaching methods and techniques, the measurement of teacher competence, teaching skills, methods to foster student learning, the assessment of student learning, and so forth. Participants also may discuss challenges unique to an educational environment or share research and applications in educational institutions.
- A bundle of presentations proposing new or discussing existing theoretical work.
- A bundle of presentations focusing on a single collaboration or on multiple collaborative efforts between academics and practitioners. The focus could be on the issues related to conducting such collaborations or the results of such collaborations.

(See [SIOP Web site](#) for examples of Symposium/Forum submissions)

***Roundtable/Conversation Hour.*** The typical approach for this session type is to have one or two experts on a focal scientific or practical I-O topic serve as hosts. Members of the audience are typically seated in a circle to facilitate their active participation in the discussion with the hosts and with each other. The purposes of this session type include helping attendees with problems they are currently facing, discussing the latest developments in an area, and/or developing contacts with people who have similar interests. Proposals for roundtables/conversation hours should provide a focal topic,

describe why it would be an appropriate topic for this session type, list one or two committed experts to serve as hosts, and provide background information about the expertise of each host on the focal topic. Although the expert(s) may wish to make a short presentation to begin the session, the majority of time should be devoted to answering questions from the audience and/or promoting discussion and networking.

***Roundtable/Conversation Hour Submission Requirements:***

- A summary with a minimum of 900 words to a maximum of 3,000 words (excluding references) that describes the session in enough detail so reviewers can evaluate it effectively
- In general, the summary should specify the purpose(s) of the session, the focal I-O topic under consideration, and the expertise of the host(s) on the focal topic
- 50-word abstract
- 100-word press paragraph (see press paragraph guidelines below)
- Does not need to be prepared for blind review

(See [SIOP Web site](#) for an example of a Roundtable/Conversation Hour submission)

***Master Tutorial.*** The primary purpose of the Master Tutorial is to develop and educate the audience about a focal I-O topic. As examples, tutorials might be developed to provide an update on a specified content area, discuss a new statistical technique, or describe how knowledge from another discipline can be applied to an I-O problem or topic. Topics that are not appropriate include descriptions of products that the presenter is marketing. Proposals for tutorials should describe the specific content to be taught in the tutorial and indicate whether the coverage of the material will be basic or advanced. If appropriate and in accordance with APA requirements, as a service to our members, continuing education credit (CE credit) will be offered for participation in these sessions. For this reason, all Master Tutorials must be at least 80 minutes long. In addition, to facilitate this process, all submissions for Master Tutorials must include 3–4 learning objectives (e.g., “Participants will be able to identify the various antecedents and consequences of counterproductive work behavior) and curricula vitae for all presenters.

***Master Tutorial Submission Requirements***

- A summary with a minimum of 900 words to a maximum of 3,000 words (excluding references & vitae) that describes the session in enough detail so reviewers can evaluate it effectively
- The summary should include the learning objectives for the session and the curricula vitae of the presenters
- 50-word abstract
- 100-word press paragraph (see press paragraph guidelines below)
- Does not need to be prepared for blind review

(See [SIOP Web site](#) for an example of a Master Tutorial submission)

***Panel Discussion.*** In a Panel Discussion, the chairperson plays a very active role, serving as the moderator who asks questions of the panelists and ensures that all panelists (three to five people) have the opportunity to speak. Panel Discussions should generate

spontaneous interaction among panelists and between panelists and the audience. Diversity among panelists is important to the success of the session. Further, all panelists must recognize the need for advance preparation. A Panel Discussion proposal should describe the questions that will be addressed by the panel, the underlying issues or themes to be discussed, and the structure or format of the session. Submissions that do not have at least two presenters with different affiliations in the session (i.e., every presenter cannot be from the same institution) will not be accepted.

### **Panel Discussion Submission Requirements**

- A summary with a minimum of 900 words to a maximum of 3,000 words (excluding references) that describes the session in enough detail so reviewers can evaluate it effectively
- 50-word abstract
- 100-word press paragraph (see press paragraph guidelines below)
- Does not need to be prepared for blind review

(See [SIOP Web site](#) for an example of a Panel Discussion submission)

**Poster.** Several poster sessions will be organized to give participants opportunities to present individual papers. Poster sessions will be 50 minutes long. At each poster session, many authors simultaneously present their papers, primarily in a visual medium, with key excerpts from the papers displayed on large boards (8' x 4'). The audience circulates among posters and stops to discuss papers of particular interest with the authors. Papers submitted for poster presentation must represent completed work and be prepared according to instructions provided in the *Publication Manual of the American Psychological Association, 5th Edition*. Please note that nonempirical submissions advancing theoretical propositions ARE permitted. *Top posters will again be featured this year during an evening social hour.* No audiovisual equipment or electricity will be available for Poster Sessions.

There are two unique components associated with poster submissions.

**The John C. Flanagan Award for Best Student Presentation at the SIOP Conference.** The John C. Flanagan Award was established to recognize the best student contribution at the SIOP conference. Poster submissions whose first author is a student are automatically considered for the Flanagan award. To qualify for the Flanagan Award, a student must, at the time of the paper's submission, (a) have a paid Student Affiliate membership in SIOP, (b) be enrolled in a PhD program, and (c) be the first author of the paper submitted. In the case of multiple authors, order of authorship should reflect the relative scientific or professional contributions of the individuals involved (see *Publication Manual of the American Psychological Association, 5<sup>th</sup> Edition*).

**Interactive Poster Sessions.** An Interactive Poster Session is a dynamic forum among presenters, a facilitator, and the audience, intended to encourage discussion and sharing of multiple perspectives. Each Interactive Poster Session highlights approximately four posters with a common theme. The first part of the session functions similarly to traditional poster sessions, with audience members viewing posters and interacting with the authors. During the second part of the session, a facilitator will lead the audience and authors in an informal discussion of the posters

and the broader topical area. Posters and topic areas for the Interactive Poster Sessions are selected by the Program Committee (not the poster submitter) from the pool of posters accepted to the conference. *Authors who do **not** wish their posters to be considered for an interactive session should indicate this in the "Special Requests" section when the poster is submitted.* Opting out of the pool for an interactive session does not have any impact on the likelihood of a poster being accepted to the conference.

**Poster Format Submission Requirements:**

- 50-word abstract
- A complete paper with a maximum of 3,500 words
- References, tables, and figures do **not** count toward the 3,500 word limit, but appendices **do** count toward the limit
- 100-word press paragraph (see press paragraph guidelines below)
- This format must be prepared for blind review. Omit names that could identify the author(s). Also, go to "Properties" in the file menu, click on the summary tab, and delete any identifiers.

(See [SIOP Web site](#) for an example of a Poster submission)

**Other Session Types.** The Program Committee welcomes proposals for other engaging session types. To submit a proposal for a new type of session, choose the above session type that is closest to what you want to do, complete the submission, and then e-mail program chair, Mariangela Battista ([mariangela.battista@pfizer.com](mailto:mariangela.battista@pfizer.com)), to explain the novel session type.

## How to Submit Your Proposal

**The entire submission process will continue to be strictly online. Please do not send any additional materials (hard copy, diskette, etc.) to the Administrative Office!**

**SIOP Username & Password:** You will need your SIOP username and password to submit a proposal. If you need your username and password, go to the submission login site and request that the information be e-mailed to you. Please note that the information can only be e-mailed to you at the e-mail address in the SIOP database. Contact the Administrative Office at [SIOP@siop.org](mailto:SIOP@siop.org) if you need to update your e-mail address or if you need help.

**Online Submission Availability:** We expect that access to our online proposal submission site will be available when you receive this Call for Proposals. Submitters may go back and edit their submission by entering the submission site and selecting an existing submission at any time UP UNTIL THE DEADLINE. Please remember that traffic on this site is extremely heavy close to the deadline so it is possible that you will not get on the site or that your processing time will be very slow. The site will automatically shut down at **5:00 p.m. Eastern Daylight Time on September 15, 2010**, and you will not be able to make any changes after that time.

## Online Submission Elements

*Please note that if your proposal is accepted, the information you enter during the online submission process is used to create the program. Be certain to enter the correct information.*

### **Proposal Title**

10 word (**maximum**) for your proposed session

### **Content Areas**

Placing your submission into a content area helps to ensure it is evaluated by a reviewer with specific content expertise. These categories and groupings are identical to those from last year. Please read through every content area to make sure you pick those with the best fit. We recognize that this list is not exhaustive. There is no “other” category. Choose the best “fit.”

1. Careers/Mentoring/Socialization/  
Onboarding/Retirement
2. Coaching/Leadership Development
3. Consulting Practices/Ethical Issues
4. Counterproductive Behavior/  
Workplace Deviance
5. Emotions/Emotional Labor
6. Employee Withdrawal (e.g., absence,  
turnover)/Retention
7. Global/International/Cross-Cultural  
Issues
8. Groups/Teams
9. Human Factors/Ergonomics
10. Inclusion/Diversity (e.g., sexual  
orientation, race, gender)
11. Innovation/Creativity
12. Job Analysis/Job Design/Competency  
Modeling
13. Job Attitudes/Engagement
14. Job Performance/Citizenship Behavior
15. Judgment/Decision Making
16. Leadership
17. Legal Issues/Employment Law
18. Measurement/Statistical Techniques
19. Motivation/Rewards/Compensation
20. Occupational Health/Safety/Stress &  
Strain/Aging
21. Organizational Culture/Climate
22. Organizational Justice
23. Organizational Performance/Change/  
Downsizing/OD
24. Performance Appraisal/Feedback/  
Performance Management
25. Personality
26. Research Methodology (e.g., surveys)
27. Staffing (e.g., recruitment, applicant  
reactions, selection system design,  
succession planning, workforce  
planning)
28. Strategic HR/Utility/Changing Role of  
HR
29. Teaching I-O Psychology/Student  
Affiliate Issues/Professional  
Development
30. Testing/Assessment (e.g., selection  
methods; validation; predictors)
31. Training
32. Work and Family/Non-Work Life/  
Leisure

### **Suggested Reviewer Profile**

When entering your submission, you will indicate whether the content of your submission seems most relevant for practitioners, academics, or a mixed academic/practitioner audience. This designation will impact the composition of the assigned reviewers.

Whenever possible, we will attempt to do the following:

- When the “mostly relevant for practitioners” option is chosen: 3 practitioners and 1 academic assigned as reviewers.
- When the “mostly relevant for academics” option is chosen: 1 practitioner and 3 academics assigned as reviewers.
- When the “mixed audience” option is chosen: 2 practitioners and 2 academics assigned as reviewers.

### **Abstract**

Abstracts for all accepted sessions will be published in the conference program. Abstracts **must** be 50 words or less.

Example:

*This study was conducted to clarify the meaning of computational self-awareness (mathematical discrepancy between self- and other ratings) in multisource feedback. Through the application of Item Response Theory (IRT), the relationship between observed and latent performance domains on a 360° assessment was compared for high versus low computationally self-aware individuals.*

### **Press Paragraph**

A paragraph (100 words or less) describing the proposal in simple, nontechnical terms will enable the Program Committee and staff to publicize accepted proposals to members of the media. Please DO NOT copy the abstract for use as a press paragraph.

Example:

*Differences in self- and other ratings on 360 assessments have traditionally been considered important at the feedback level; a manager’s self-assessment may differ from the ratings of his/her constituent groups, and this difference can be one source of managerial conflict. Recently, the degree to which a difference exists between self- and other ratings has become a topic of interest to organizational researchers. The thought here is that congruence of self- and other ratings is indicative of rater “self-awareness.” This study documents the reliability of self-awareness and implements a statistical procedure to tease out possible sources of differentiation between high and low self-aware individuals.*

### **Special Requests**

Please indicate any special request (e.g., scheduling, presentation needs such as a flip chart). Special requests must be made at the time you submit your proposal. Once accepted, special requests cannot be considered.

### **Number of Authors/Participants**

You must count **ALL** authors, including yourself if applicable, regardless of whether they will be presenting at the session or not. The number of authors/participants that you give will be used to create the participant list and the conference program. **Submission participants cannot be changed after the proposal has been accepted.**

### **Amount of Time Requested**

Regular poster sessions and Interactive Poster Sessions are scheduled for 50 minutes. All other conference sessions are either 50 minutes, 80 minutes, or 110 minutes long. Please indicate in your proposal how long you would like your session to be. We are striving for a greater number of shorter sessions so please consider 50 or 80 minute sessions. Note that 110 minute session requests should be made sparingly and are intended only for sessions with at least five presentations, including the discussant.

### **Word Count**

You will be asked to confirm that you have conformed to the word-count requirements (see above) of your submission and that you recognize that failing to abide by these requirements will preclude the submission from review.

### **Diversity of Affiliation (relevant for Debate, Symposium/Forum, and Panel Discussion submissions only)**

You will be asked to confirm that you have conformed to the diversity of affiliation requirement (see above) and that you recognize that not doing so means your submission will not be reviewed.

### **Commitment to Present**

You will be asked to affirm that all presenters (i.e., first authors, discussants, chairs) in the proposed session have indicated their personal commitment to give the presentation at the 2011 SIOF conference should it be accepted. *Prior to submission, please consider any potential travel or funding constraints that would prevent the delivery of the presentation should it be accepted. All presenters must pay their own travel expenses and the conference registration fee, even if they only plan to attend their own session(s). Presenters who are not SIOF members must pay the nonmember registration fee. You will also be asked to affirm that you understand that **there can be NO SUBSTITUTIONS of presenters or papers after submission.*** This rule includes authors who may have left the institution from which the proposal was originally submitted. The possibility for such occurrences should be discussed among authors prior to submission. All submitters are asked to ensure that those affiliated with your submission are aware of the commitment to present, including the travel and registration expenses associated with attending the SIOF conference.

### **Legal Right to Present the Paper**

You will be asked to affirm that all presenters (i.e., first authors, discussants, chairs) in the proposed session have indicated that they have the legal right to present AND distribute all information included in the submission (i.e., that any proprietary materials included in the proposal CAN be presented AND distributed at the conference).

### **Automatic Consideration for the 2011 APA Conference**

There are always more great submissions than space permits on the SIOF conference program. You can elect to have your submission automatically forwarded to and considered for presentation at the APA conference if it is not accepted at the SIOF conference. Selecting this option does NOT guarantee that your submission will be accepted for the APA conference. APA will notify you if your submission is accepted. If your submission is accepted by APA, you will then have the option to be on the program; you are not committing to the APA conference by having your submission be automatically considered. Also, selecting this option does not affect the likelihood of your submission being accepted

for SIOF. For information on the date and location of the 2011 APA conference, visit <http://www.apa.org>.

### **Human Resources Continuing Education (CE) Credits**

Submitters will have the option to have their submissions considered for HR Certification Institute recertification credits (for PHR/SPHR/GPHR certifications). There are a handful of requirements for submission eligibility, most importantly that the program directly tie in to one or more items in the **PHR/SPHR Body of Knowledge**. If your submission is a symposium/forum or a master tutorial (no other submission formats are eligible for this opportunity) and it is HR-related, please select this checkbox when prompted during the online submission process. Participation in this opportunity will not influence any acceptance decisions.

### **Environmental Sustainability/Green Submissions for 2011 Only**

If presentation content (regardless of presentation format) is related to environmental sustainability or green initiatives please check the corresponding checkbox during the submission process. This is for the 2011 Conference only because the Thursday Theme Track will focus on Environmental Sustainability. Once checked, it will allow the program committee to ensure no conflict in scheduling with Thursday Theme Track. It will not influence any acceptance decisions.

### **Required Submission Document Format**

At the conclusion of the submission process you will need to upload your entire submission. The document you submit must conform to the following format in order for SIOF to use sophisticated software to process the submissions.

*Your file should adhere to the following requirements:*

- 1 inch margins, 12-point Times New Roman type, Word document
- DO NOT USE special margins or fonts, tab stops, or soft carriage returns
- Do not use all capital letters. It is very important to prepare this document exactly as stated below.

*Your file should contain the following information (in order):*

1. Type of proposed session (Debate, Symposium/Forum, Poster, etc.) typed on the first line.
2. The word TITLE on the second line.
3. The title of the proposed session on the third line.
4. A blank line.
5. The word ABSTRACT on the fifth line.
6. The abstract on the following lines (no more than 50 words).
7. A blank line.
8. The words PRESS PARAGRAPH on the new line.
9. The press paragraph on the following lines (no more than 100 words).
10. Several blank lines or a new page.
11. The full text of the proposal, including tables, figures, and references as needed.
12. If you are submitting a Master Tutorial, curricula vitae for all presenters and 3–4 learning objectives.

*Blind review for posters.* If your submission is a poster, be sure to omit names that could identify the author(s). Also, please go to "Properties" in the file menu, click on the summary tab, and delete any identifiers. All other submissions are NOT blind reviewed.

### **Participant List**

During the submission process, you will be asked to list the following information for each participant, including coauthors who are not presenting:

- Full name, title, and affiliation.
- Complete mailing address, phone number, and e-mail address.
- Role in session—list chair first, then presenters with coauthors, and finally the discussant(s).

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