

Proposed SIOP Bylaw Changes

Proposed deletions are struck through, proposed additions are underlined, and sections not affected by the potential amendments are omitted.

ARTICLE II: MEMBERSHIP

2. Society Member status shall be open to Fellows, Members, and Associates of the American Psychological Association and Fellows and Members of the ~~American Psychological Society~~ Association for Psychological Science (APS), Canadian Psychological Association (CPA) and European Association of Work and Organizational Psychology (EAWOP) provided that applicants shall also satisfy the additional conditions stated below.

5b. Dues, if any, to be paid by Society Affiliates will be determined by vote of the ~~Executive Committee~~ Executive Board.

7a. The Fellowship Committee will submit recommendations to the ~~Executive Committee~~ Executive Board; the ~~Executive Committee~~ Executive Board will act upon the recommendations of the Fellowship Committee and will approve candidates.

7c. If a nominee for Society Fellow status is not approved by the ~~Executive Committee~~ Executive Board, or if a candidate for APA, APS, CPA or EAWOP fellowship is not approved by the organization to which the nomination is submitted, the Chair of the Fellowship Committee notifies the nominator.

9a. Action to drop membership requires a two-thirds vote, taken by secret ballot, of the membership present and voting at a scheduled business meeting of the Society. Such vote shall be taken only upon recommendation of the Committee on Professional Affairs or a special committee of three to be appointed by the President with the advice and consent of the ~~Executive Committee~~ Executive Board to investigate the particular case.

9b. The Committee's recommendation shall be submitted only (a) after it has accumulated the relevant facts and has given the accused individual an opportunity to answer the charges against him or her both in writing and by appearing in person before the Committee, and (b) after the committee recommendations have been reviewed and approved by a majority vote, taken by secret ballot, of the ~~Executive Committee~~ Executive Board of the Society.

ARTICLE III: OFFICERS

1. The officers of this organization shall be: a President, a President-Elect, the immediate Past-President, a Financial Officer/Secretary, ~~a Secretary, a Financial Officer,~~

~~and the Society Members at Large~~ and eight elected members of the Executive Board, together with the Division Representatives the APA Council of Representatives provided by the APA Bylaws.

3. It shall be the duty of the President to preside at all meetings of the Society, to act as chair of the ~~Executive Committee~~Executive Board and as a member of the Long Range Planning Committee, to exercise general supervision over the affairs of the Society, and to be an ex-officio member of all committees.

4. It shall be the duty of the President-Elect to serve on the ~~Executive Committee~~Executive Board and the Long Range Planning Committee, to preside in the absence of the President, to chair the Election Committee, and to carry out such other duties as may be delegated to him or her by the President.

5. ~~It shall be the duty of the Secretary to issue calls and notices of meetings, of nominations, and of other necessary business, to prepare minutes of Executive Committee~~Executive Board and Society business meetings, to maintain archival records of documents that pertain to Society business, to maintain liaison with relevant professional societies (e.g., APA, APS, CPA, and EAWOP), and to be contact person for Society Members, Associates, and Affiliates and those who want information about the Society. He or she shall serve as a member of the ~~Executive Committee~~Executive Board and the Long Range Planning Committee. Each of the eight elected members of the Executive Board, as well as the officer elected to the position of Financial Officer/Secretary, shall perform such duties as specified in these bylaws or in the SIOP Administrative Manual.

6. It shall be the duty of the Financial Officer/Secretary to have custody of all Society funds, collect dues, authorize disbursements, maintain financial records, prepare financial statements, and do financial planning in conjunction with the Long Range Planning Committee. The Financial Officer/Secretary shall also serve as the Secretary of the corporation and also as the officially designated Secretary of Division 14 of the American Psychological Association, and will be responsible for carrying out all official functions associated with those roles. He or she shall serve as a member of the ~~Executive Committee~~Executive Board and the Long Range Planning Committee.

7. The APA Division Representatives shall perform the duties outlined in the APA Bylaws.

ARTICLE IV: ~~EXECUTIVE COMMITTEE~~Executive Board

1. There shall be an ~~Executive Committee~~Executive Board of the Society, consisting of the President, the President-Elect, ~~the Secretary, the Financial Officer, the Division Representatives to the APA Council of Representatives, three Society Members at Large, and the immediate Past-President,~~ a Financial Officer/Secretary, and eight elected members, together with the Division Representatives the APA Council of Representatives provided by the APA Bylaws.

2. The ~~Executive Committee-Executive Board~~ shall have general supervision over the affairs of the Society. It may use mail ballots whenever it is deemed appropriate in matters affecting Society policy. It shall meet at least once a year, and shall make a full report to the membership at the time of each scheduled business meeting.

3. During the intervals between ~~Executive Committee-Executive Board~~ meetings, an Emergency Action Subcommittee of the ~~Executive Committee-Executive Board~~ shall be empowered to take action on behalf of the ~~Executive Committee-Executive Board~~ when, in the President's judgment, time does not permit contacting all members of the ~~Executive Committee-Executive Board~~ before an action is needed. The Emergency Action Subcommittee shall consist of the following ~~five~~ six or seven members of the ~~Executive Committee-Executive Board~~: President, Immediate Past-President, President-Elect, the Financial Officer/Secretary, ~~Secretary~~, and the three senior elected members (which in some years could include the Financial Officer/Secretary. Depending on the staggered terms of the Financial Officer/Secretary and elected members, every third year there will two senior elected members on the Emergency Action Subcommittee (those serving in their third year on the Executive Board). Actions of this group require a unanimous vote. Any actions taken by this Emergency Action Subcommittee shall be reported in full by the President at the next scheduled meeting of the full ~~Executive Committee-Executive Board~~.

4. The ~~Executive Committee-Executive Board~~ and Emergency Action Subcommittee may transact business by electronic media by voting on any proposal mailed or e-mailed ~~by the Secretary by the President or from the Administrative Office~~ with the approval of the President. Thirty (30) days from the mailing or e-mailing shall be allotted for the return of the vote thereon to the ~~Secretary~~ Administrative Office.

The voting shall be deemed closed at the end of the 30-day period or when all members have returned their vote. Any proposal not receiving a majority affirmative vote, or 2/3rds majority when required, at the end of the 30-day period shall be deemed lost.

5. Wherever in these Bylaws the term "~~Executive Committee-Executive Board~~" is used, it shall be construed to mean and be equivalent to "Board of Directors" and wherever the terms "~~Executive Committee-Executive Board Member~~" or "~~Member of the Executive Committee-Executive Board~~" or the like are used, they shall be construed to mean and be equivalent to "Director."

ARTICLE V: NOMINATIONS AND ELECTION

1. The Election Committee (see Article VII, Sections 1 and 5) shall conduct and supervise all elections of the Society. The officers and members of the ~~Executive Committee-Executive Board~~ shall be elected by the members of the Society.

2. The Election Committee, using the facilities of the ~~Secretary and the~~ Administrative Office, shall mail a call for nominations each year. The date when the

election ballot is printed and prepared for mailing shall establish the Society's annual election date. The nomination ballot shall provide spaces for at least three names for each office to be filled. The following will govern the call for nominations:

2a. Schedule of terms of office:

President-Elect: to serve a term of one year, as President for the subsequent year, and as immediate Past-President the following year.

~~Secretary: to serve a term of three years.~~

~~Financial Officer: to serve a term of three years.~~

~~Secretary and Financial Officer: to serve staggered terms of three years to be established by the Executive Committee Executive Board.~~

Representatives to APA Council: to serve staggered terms of three years, or in accord with any rules set forth by the APA Bylaws governing their term of office. In the event that apportionment ballots would result in an unusual number of Representatives with identical terms, the ~~Executive Committee~~ Executive Board will adjust the length of the term for one or more seats being contested at that time.

~~Society Members at Large~~ Executive Board Members (including the Financial Officer/Secretary): to serve staggered terms of three years. Either three new Executive Board Members or two new Executive Board Members and the Financial/Officer/Secretary will be elected each year.

2b. Eligibility for office: ~~any Society Fellow or Society Member of the Society except:~~

~~—— President and President Elect during their terms of office.~~

~~—— Secretary and Financial Officer during their first two years in office.~~

~~—— Past Presidents for office of President.~~

~~—— Society Members not also members of APA for the office of Division Representative to the APA Council of Representatives~~

For President-Elect and for Members of the Executive Board (including the Financial Officer/Secretary), any Society Fellow or Society Member.

For Division Representative to the APA Council, any Society Fellow or Society Member who is also a Fellow or Member of APA.

3. The ~~Secretary~~ Election Committee chair shall prepare a ballot for all offices for which terms expire each year.

3a. The Election Committee of the Society shall count the nominating ballots and certify to the ~~Secretary~~ Administrative Office a list of names of persons who are nominated for each office, plus any persons nominated under Section 3, paragraph b, below. The ballot shall include at least three and no more than five Society Members nominated nominees for the office of Society President-Elect, ~~Secretary~~, and Financial Officer/Secretary, at least two and no more than ~~four~~ five Society Members nominated ~~nominees~~ candidates for each vacancy ~~in the office of Society Member at Large on the Executive Board~~, and at least two and no more than three nominees for each APA Division Representative to be elected.

3c. Before placing a nominee on the ballot the ~~Secretary~~ Administrative Office shall secure in writing a statement that the nominee is willing to be a candidate for the office.

4. The Society may conduct its nominations and elections, other than APA Division Representatives, through the facilities selected by the ~~Executive Committee~~ Executive Board.

6. All elections shall be by a preferential voting system, according to the procedures established by the ~~Executive Committee~~ Executive Board.

7. The Election Committee shall file a report with the ~~Executive Committee~~ Executive Board and shall report the names of those elected to the membership at the next scheduled business meeting of the Society.

10. In the event that an individual elected to the position of President-Elect, ~~Secretary~~, Financial Officer/Secretary, or ~~Member at Large~~ Executive Board Member is unable to assume office, then the election ballots for the affected position would be tabulated as if the individual unable to assume the elected office was not on the ballot. The newly elected individual would serve a term of office as determined by Bylaws Article V Section 13 or 17.

16. In the event an APA Council Representative position becomes vacant, then the guidelines set forth by APA Rule 110-5.5 would be followed. If the individual is unable to complete a term and there is only one meeting remaining to complete his or her term, the ~~Executive Committee~~ Executive Board would appoint an individual qualified to fill the vacancy. Otherwise, a new Representative would be elected with all deliberate speed, and an interim appointment of a qualified individual would be made by the ~~Executive Committee~~ Executive Board.

17. In the event the position of ~~Secretary, Financial Officer, or Member at Large~~ Member of the Executive Board becomes vacant at any time during the term of office, that vacancy would be filled by the individual receiving the next largest number of votes (as certified by the Society's Election Committee) in the most recent election for the position in question, and that person would serve the balance of the unexpired term. If there were less than eighteen months remaining to the term of office for the vacated

position, then nothing would preclude the individual assuming the vacant position from having his/her name placed on the ballot to complete a full term of office if so nominated during any subsequent Call for Nominations held by the Society. Prospective nominees who have served 18 months or more of an unexpired term in the position of ~~Secretary, Financial Officer, or Member-at-Large~~ Member of the Executive Board are not eligible to be nominated or elected to complete a full term of office for the aforementioned position. If the vacancy occurs after the Society's annual election date in the last year of a three-year term, then the ~~Executive Committee~~ Executive Board would appoint a qualified individual to assume the vacant position. This individual could serve in the position again if so nominated and elected.

ARTICLE VI: MEETINGS

1. A business meeting of the Society may take place in conjunction with the Society's annual conference. Additional meetings may be scheduled at a time and location designated by the ~~Executive Committee~~ Executive Board.

ARTICLE VII: COMMITTEES

1. The standing committees of the Society shall consist of the following: Fellowship, Membership, Election, Program, Program-APA, Program-APS, Scientific Affairs, Professional Practice, Education and Training, The Industrial-Organizational Psychologist (TIP), Workshops, Long Range Planning, State Affairs, Awards, Organizational Frontiers Series, Professional Practice Series, Society Conference, Historian, Ethnic Minority Affairs, Placement and APA/APS relations. In addition, ad hoc committees may be established by vote of the Society Members or by the ~~Executive Committee~~ Executive Board to perform tasks of a brief or temporary nature.

2. Standing Committees shall be composed of three or more Society Members appointed by the President, with the advice and consent of the ~~Executive Committee~~ Executive Board. The President will appoint the Chair unless otherwise provided in the Bylaws.

11. The Continuing Education and Workshop Committee shall (a) encourage and promote improvements of the scientific and professional skills of Society's members, (b) evaluate training needs of the members, (c) prepare and conduct an Annual Workshop in Industrial and Organizational Psychology in conjunction with the Society's annual conference and at such other times and locations as the ~~Executive Committee~~ Executive Board may approve (e.g., at the APA convention), (d) take action to approve or disapprove applications to the Society to certify continuing education (CE) programs in Industrial and Organizational Psychology, and (e) carry out all functions necessary to remain an approved sponsor of CE activities.

12. The Committee on Long Range Planning shall review the affairs of the society including the current strategic plan and make recommendations to the ~~Executive Committee~~ and the Society Members concerning ways and means by which the Society's

purpose given in Article I can be met. The President-Elect, the Past-President, the President, ~~the Secretary, the Financial Officer/Secretary, and the Society Members at Large of the Executive Committee~~ and three senior members of the Executive Board shall be its members (except in one of every three years when there are only two senior members in their third year of service). The President shall designate one of the three senior members of the Executive Board as the chair of the Committee on Long Range Planning.

15. The Awards Committee shall be responsible for administering awards, prizes, and other forms of recognition approved by the ~~Executive Committee~~ Executive Board. The Awards Committee shall propose nominees for Society awards, and awards of other relevant professional societies (e.g., APA, APS, CPA, EAWOP).

21. APA/APS Relations Committee: The Committee on APA/APS Relations emphasizes collaborations with the American Psychological Association and ~~American Psychological Society~~ Association for Psychological Science on issues and initiatives in support of mutual goals and interests. There are two subcommittees of this committee. The APA Program Subcommittee is responsible for developing SIOP's program for the annual APA Convention. The APS Program Subcommittee is responsible for developing SIOP's program for the annual APS Convention. These subcommittees have two responsibilities: a) developing program proposals and/or soliciting proposals from others; and b) reviewing and evaluating proposals submitted to SIOP. The committee as a whole coordinates with the SIOP president to identify candidates for nomination to APA and APS governance groups. Members of this committee monitor APA/APS policy and projects that influence the practice or research of I-O psychologists. The committee is comprised of the president and president-elect, SIOP representatives to the APA Council, members who have experience with the APA or APS governing bodies, and the chairpersons of the APA and APS subcommittees.

23. The authorization or reauthorization for each standing committee of the Society for Industrial and Organizational Psychology (with the exception of the Long Range Planning Committee) will be for a maximum period of five years. Continuation of a standing committee after five years will require reauthorization by a majority vote of the ~~Executive Committee~~ Executive Board. If the continuation of a committee is not authorized, a change in the Bylaws to reflect this decision will require a majority vote of the ~~Executive Committee~~ Executive Board.

24. The authorization or reauthorization for each Ad Hoc committee of the Society for Industrial and Organizational Psychology will be for a maximum period of two years. Continuation of an Ad Hoc committee after two years will require reauthorization by a majority vote of the ~~Executive Committee~~ Executive Board.

ARTICLE VIII: DUES

2. Dues for Society membership will be recommended by the ~~Executive Committee~~ Executive Board and shall be decided by a majority vote of the ~~Executive Committee~~

Executive Board. All dues increases shall be announced to the membership by February 1 and members will have at least 60 days to provide input to the ~~Executive Committee~~ Executive Board before a final vote on the dues is taken at the spring meeting of the ~~Executive Committee~~ Executive Board. If the ~~Executive Committee~~ Executive Board recommends a change in dues that exceeds 15%, then a majority vote of the membership at a scheduled meeting of the society or via a mailing to the membership is required to approve such a change in dues.

ARTICLE IX: AMENDMENTS

1. The Society, by vote of two-thirds of the Society Members present at a scheduled business meeting of the Society, or by a majority vote of the Society Members voting on a mail or electronic ballot, may adopt such amendments to these Bylaws as have been (a) read at the preceding Society business meeting, or (b) mailed to the last known post office address of each Society Member at least two months prior to vote, or (c) published in "The Industrial-Organizational Psychologist" at least two months prior to the vote, or (d) e-mailed to the last known e-mail address of each Society Member at least 30 days prior to the vote by the ~~Secretary~~ Administrative Office with the approval of the President.

ARTICLE X: VOTING UPON SHARES OF OTHER CORPORATIONS

Unless otherwise voted by the ~~Executive Committee~~ Executive Board, the President shall have full power and authority on behalf of the Society to vote either in person or by proxy at any meeting of shareholders of any corporation in which this Society may hold shares, and at any such meeting may possess and exercise all of the rights and powers incident to the ownership of such shares which, as the owner thereof, this Society might have possessed and exercised if present. The ~~Executive Committee~~ Executive Board may confer like powers on any other person and may revoke any such powers as granted at its pleasure.

ARTICLE XII: PROHIBITION AGAINST SHARING IN SOCIETY EARNINGS

1. No Society Member or officer or person connected with the Society, or any other private individual shall receive at any time any of the net earnings or pecuniary profit from the operations of the Society, provided that this shall not prevent payment to any such person of such reasonable compensation for services rendered to or for the Society in effecting any of its purposes as shall be fixed by the ~~Executive Committee~~ Executive Board; and no such person or persons shall be entitled to share in the distribution of any of the corporate assets upon the dissolution of the Society. All Society Members shall be deemed to have expressly consented and agreed that upon such dissolution or winding up of the affairs of the Society, whether voluntary or involuntary, the assets of the Society, after all debts have been satisfied, then remaining in the hands of the ~~Executive Committee~~ Executive Board shall be distributed, transferred, conveyed, delivered and

paid over in such amounts as the ~~Executive Committee~~Executive Board may determine or may be determined by a court of competent jurisdiction upon application of the ~~Executive Committee~~Executive Board, exclusively to an organization organized and operated exclusively for scientific and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1954, as amended.

ARTICLE XIII: INVESTMENTS

The Society shall have the right to retain all or any part of any securities or property acquired by it in whatever manner, and or reinvest any funds held by it, according to the judgment of the ~~Executive Committee~~Executive Board, without being restricted for class of investments which a trustee is or may hereafter be permitted by law to make or any similar restriction, provided, however, that no action shall be taken by or on behalf of the Society if such action is a prohibited transaction or results in the denial of the tax exemption under Sections 503 or 507 of the Internal Revenue Code of 1954, as amended, or as it may hereafter be amended.

ARTICLE XIV: SEAL

The seal of the Society shall be circular in form, bearing its name, the words District of Columbia, and the year of its incorporation. The ~~Secretary~~ Administrative Office shall have custody of the seal and may affix it (as may any other officer if authorized by the ~~Executive Committee~~Executive Board) to any instrument requiring the Society seal.