

Governance

SIOP is governed by the elected members of the Executive Board. They meet three times a year: April, September, and January. They are joined at the April meeting by all of the committee chairs, both incoming and outgoing. In September and January they include selected committee chairs in their meetings.

Nomination and Election

SIOP issues a call for nominations every year in the fall to Fellows and Members (PhD level). Ballots are then distributed in early December to the same voting Members and Fellows. The following officers have these terms:

President Elect	One Year
President	One Year
Past President	One Year
Financial Officer/Secretary	Three Years
Representatives to APA Council (varies)	Three Years (staggered terms)
Communications Officer	Three Years (staggered terms)
Conferences and Programs Officer	Three Years (staggered terms)
External Relations Officer	Three Years (staggered terms)
Instructional and Education Officer	Three Years (staggered terms)
Membership Services Officer	Three Years (staggered terms)
Professional Practice Officer	Three Years (staggered terms)
Publications Officer	Three Years (staggered terms)
Research and Science Officer	Three Years (staggered terms)

A complete explanation of the nomination and election process is included in the bylaws, which can be found online on the Reports and Minutes page.

Apportionment

SIOP Members and Fellows who are also members of APA receive an apportionment ballot each year. Each voting member has 10 votes to delegate to the various APA divisions. If you are a member of APA, we urge you to give all 10 of your votes to Division 14 to maintain SIOP's visibility on the APA Council of Representatives. We need a strong presence on the Council to protect the concerns of I-O psychologists and other scientist practitioners.

Committees

The President appoints the chairs and approves the membership in all standing SIOP committees. Ethnic, racial, geographical, and gender diversity is encouraged on all committees. Most committees form in the spring but you may submit a committee volunteer form at any time. The SIOP Administrative Office will keep your form on file until the committees reform. The next page lists the Executive Board members as well as the committee chairs.

Mission Statement

The Society for Industrial and Organizational Psychology is a Division within APA that is also an organizational affiliate of APS. The Society's mission is to enhance human well-being and performance in organizational and work settings by promoting the science, practice, and teaching of industrial-organizational psychology. Towards this end, SIOP:

- Supports SIOP members in their efforts to study, apply, and teach the principles, findings, and methods of industrial-organizational psychology
- Provides forums for industrial-organizational psychologists to exchange research, insights, and information related to the science, practice, and teaching of industrial-organizational psychology

- Identifies opportunities for expanding and developing the science and practice of industrial-organizational psychology
- Monitors and addresses challenges to the understanding and practice of industrial-organizational psychology in organizational and work settings
- Promotes the education of current and future industrial-organizational psychologists
- Promotes public awareness of the field of industrial-organizational psychology

2011–2012 Officers and Committee Chair

President: Adrienne Colella

Acolella@tulane.edu
(504) 865-5308

President-Elect: Douglas Reynolds

doug.reynolds@ddiworld.com
(412) 220-2845

Past President: Eduardo Salas

esalas@ist.ucf.edu
(407) 882-1325

**Financial Officer/Secretary:
S. Morton McPhail**

mmcphail@valtera.com
(713) 650-6535

**Representatives to APA
Council: Howard Weiss**

weiss@Psych.Purdue.edu
(765) 494-6227

Debra Major

dmajor@odu.edu
(757) 683-4235

David Peterson

david.peterson.phd@gmail.com
415 525 2867

Paul Thayer

pthayer001@nc.rr.com
(919) 467-2880

**Conferences & Programs Officer: Julie
Olson-Buchanan**

julieo@csufresno.edu
(559) 278-4952

Publications Officer: Scott Highhouse

shighho@bgsu.edu
(419) 372-8078

Communications Officer:

Michael Zickar

mzickar@bgnet.bgsu.edu
(419) 372-9984

External Affairs Officer:

Lori Foster Thompson

lfthompson@ncsu.edu
(919) 513-7845

Membership Services Officer: Lise Saari

lise.saari@nyu.edu
(203) 524-5684

Professional Practice Officer:

Joan Brannick

joan@brannickhr.com
(813) 672-0500

Instructional & Educational Officer:

Milt Hakel

mhakel@bgsu.edu
(419) 372-8144

Research & Science Officer:

Steven Rogelberg

sgrogeb@uncc.edu
(704) 687-4742

Awards: Leaetta Hough

Leaetta@msn.com
(651) 227-4888

CE Coordinator: Kevin Smith

kevin.smith@pdri.com
(703)-812-5340

Doctoral Consortium: Linda Shanock

shanock@gmail.com
(704) 687-4381

Education and Training:

Michelle (Mikki) Hebl

Hebl@Rice.edu
(713) 348-2270

Electronic Communications:

Chris Rotolo

chris@behavioralinsights.com
(914) 299-6298

Ethnic and Minority Affairs:

Kizzy Parks

kparks@kparksconsulting.com
(321) 795-1908

External Relations: Deirdre Knapp

dknapp@humrro.org
(703) 706-5662

Fellowship: Wally Borman

wally.borman@pdri.com
(813) 229-6646

Historian: Paul Levy

plevy@uakron.edu
(330) 972-8369

International Affairs: Donald Truxillo

truxillod@pdx.edu
(503) 725-3969

Institutional Research:

Mariangela Battista

mariangela.battista@pfizer.com
(212) 733-3092

IOP Journal: Cynthia McCauley

mccauley@ccl.org
(336) 286-4420

Leading Edge Consortium:

Kurt Kraiger

Kurt.Kraiger@colostate.edu
(970) 491-6821

†LGBT: Brian Roote

brianroote@gmail.com
(678)832-0578

Membership: Kimberly Smith-Jentsch

kjentsch@mail.ucf.edu
(407) 823-0139

Organizational Frontiers: Eduardo Salas

esalas@ist.ucf.edu
(407) 882-1325

Placement and JobNet:

Adam Hilliard

ahilliard@selectintl.com
(219) 789-2347

Matthew O'Connell

boconnell@icfi.com
(703) 934-3611

Professional Practice: Rich Cober

rich.cober@marriott.com
(301) 380-4811

Professional Practice Series: Allen Kraut

allenkraut@aol.com
(914) 967-4917

Program–APA: Karin Orvis

korvis@odu.edu
(757) 683-4215

Program–APS: Shawn Burke

sburke@ist.ucf.edu
(407) 882-1326

Program–SIOP: Deborah Rupp

derupp@uiuc.edu
(217) 390-3048

Publications Board:

Scott Highhouse

shighho@bgsu.edu
(419) 372-8078

Scientific Affairs:

Tammy Allen

tallen@mail.usf.edu
(813) 974-0484

SIOP Conference:

Lisa Finkelstein

lisaf@niu.edu
(815) 753-0439

State Affairs: Mark Nagy

nagyms@xu.edu
(513) 745-1958

TIP: Lisa Steelman

lsteelma@fit.edu
(321) 674-7316

Visibility: Alexis Fink

alexis.fink@microsoft.com
(425) 703-6913

Workshops:

Liberty Munson

lmunson@microsoft.com
(425) 722-6360

ADMINISTRATIVE OFFICE

SIOP Administrative Office

440 East Poe Road,
Suite 101
Bowling Green OH 43402
(419) 353-0032 Fax (419) 352-2645

Web site: www.siop.org E-mail: siop@siop.org

SIOP Foundation

440 East Poe Road, Suite 101
Bowling Green, OH 43402
Milton Hakel President

Administrative Office

SIOP has an Administrative Office (AO) to provide services to members and to SIOP committees. Executive director David Nershi and the other professional staff members are there to answer your questions from 8 a.m. to 5 p.m. (EST), Monday thru Friday. If you have a question, this is the first place to turn.

The AO also produces *TIP, Industrial and Organizational Psychology: Perspectives on Science and Practice*, and two conference pieces. Mailings to all members originate here, so if you don't receive a mailing, let the AO know. Also, let us know when you move so you will never miss a SIOP publication. You can send your change of address to the AO or submit your changes on the SIOP Web site. The SIOP Web site is also maintained by the AO staff. Visit the SIOP Web site often. News items are placed there as well and an ever-increasing number of Web-based services.

Here is how to contact the Administrative Office:

SIOP

440 E Poe Rd, Ste 101
Bowling Green, OH 43402

Phone: 419-353-0032

Fax: 419-352-2645

Web site: www.siop.org

Administrative Office Staff:

Executive Director: David Nershi dnershi@siop.org

Membership Manager: Tracy Vanneman tvanneman@siop.org

Information Technology Manager: Larry Nader lnader@siop.org

Communications Specialist: Stephany Schings Below sbelow@siop.org

Publications Manager: Jenny Baker jbaker@siop.org

Finance Manager: Linda Lentz llentz@siop.org

PR: Clif Boutelle boutelle@siop.org

.Net Web Developer: Emeka Ewuzie eewuzie@siop.org

Web Site Administrator: Lori Peake lpeake@siop.org

The History of SIOP

Laura L. Koppes, SIOP Historian, Eastern Kentucky University, December 2000

The Society for Industrial and Organizational Psychology, Inc. (SIOP) can trace its roots to the founding of the American Psychological Association (APA) in 1892. APA's initial objective was "the advancement of Psychology as a science" (Cattell, 1895, cited in Sokal, 1992, p. 115). During these early years, APA was reluctant to recognize applied areas of psychology, consequently, APA members with applied interests sought other professional organizations to pursue their interests.

In 1930, the New York Association of Consulting Psychologists expanded and formed the Association of Consulting Psychologists (ACP). Industrial psychologists were involved in the formation of ACP and they participated every year in the ACP meetings. In 1937, under New York University Douglas Fryer's leadership, members of several applied groups including ACP, an APA clinical section, and other local and state groups, formed the American Association of Applied Psychology (AAAP) as a national association to represent the interests of applied psychologists.

The AAAP rapidly grew as the dominant organization in the U.S. for individuals with applied psychological interests. *Section D, Industrial and Business*, was one of four sections created within the organization. Membership to the section was limited to AAAP fellows or associates who "at the time of application for membership, are actively engaged in the application of psychology in business, industry, public service or allied fields" (Constitution of Section D, 1939, as cited by Benjamin, 1997b, p. 462).

Upon request of the National Research Council, AAAP, APA, and SPSSI (Society for the Psychological Study of Social Issues) were asked to collaborate for the benefit of the national welfare. In 1945, these groups agreed to merge and reorganize as the national psychological association in the U.S. (Capshew & Hilgard, 1992). The original five AAAP sections continued as sections of the new APA. AAAP Section D, Industrial and Business, became APA *Division 14, Industrial and Business Psychology* (one of 19 original divisions of APA). All members had to be "actively engaged in the application or study of psychology in business, industry, public service or allied vocational fields and whose activities are in conformity with the standards adopted by the Division" (Burt, 1947, as cited in Benjamin, 1997a, p. 108). *Business* was dropped from the division's name in 1962, and *Organizational* was added to the name in 1973. APA Division 14 became the *Division of Industrial and Organizational Psychology*.

In 1982, Division 14 incorporated as the *Society for Industrial and Organizational Psychology, Inc.*-A Division of the American Psychological Association to achieve some independence from APA (Hakel, 1979). The overall purpose of the society has not changed significantly from the purpose established by the AAAP Section D, Industrial and Business, in 1937. The society has changed with regard to structure, membership, and activities, primarily due to the expansion of the discipline and the growth of membership (Benjamin, 1997a). For example, the organization has evolved from one that was totally managed by volunteers to one that now uses a professional staff (Koppes, 2000a).

A more extensive coverage of the history of SIOP can be found in Benjamin (1997a; 1997b) and Koppes (2000a; 2000b). Katzell and Austin (1992) traced a history of Industrial and Organizational Psychology.

References

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Capshew, J.H., & Hilgard, E.R. (1992). The power of service: World War II and professional reform in the American Psychological Association. In R.W. Evans, V.S. Sexton, , & T.C. Cadwallader, (Eds.) (1992). *The American Psychological Association: A Historical Perspective*. (pp. 149–175). Washington, D.C.: The American Psychological Association.

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Koppes, L. L. (2000b). *A brief history of SIOP* [On-line]. Available: www.siop.org.

Sokal, M.M. (1992). Origins and early years of the American Psychological Association, 1890–1906. *American Psychologist*, 47, 111–122.

Involvement

To make the most of your SIOP membership, find a way to get involved.

Committee Volunteers. SIOP committees chairs are appointed by the president. Committee chairs direct the members of their committees. Only Fellows and full Members of the Society can chair committees, but Associate Members and International Affiliates are welcomed as committee members. From State Affairs to Conference Program, there is a SIOP committee for everyone. Call or e-mail the committee chairs or the Administrative Office for more information. (A list of committee chairs and contact information can be found in this packet under *Governance*.) To volunteer for a committee, go to <http://www.siop.org/Board.aspx>.



Excerpt from **How to Break In To The “In” Group**

Allen I. Kraut

From *TIP*, April, 1992

Volume 29, No. 4

It turns out that the way to get “in” and stay “in” is pretty straightforward. It usually starts with the SIOP members deciding they would like to take part, or join “in,” by nominating themselves to join one of the committees. (Yes, that is all it takes.)...So that is Step 1. This virtually guarantees you will be part of the “in” group, because we place everyone who asks.

Next, the trick is to do a good job on your committee, so you will get invited back and are recognized as a contributor. After a while, people (meaning the chairs and fellow committee members) will take notice of you.

Over time, you may be invited to chair a committee yourself. These jobs rotate every two years or so, and appointments are made by the SIOP president, who is usually looking for people he or she knows or hears about, and in whom he or she has confidence that they’ll do a good job and will bring a useful perspective to the SIOP Executive Committee.

(Incidentally, the voting for elected positions starts with nomination ballots, which all SIOP Members are asked to complete in the fall. Three of the top nominees for each elected position comprise the choices offered to the membership during the winter.)

My observations over the last decade or so, while I have been on or chaired several committees, is that every president puts his or her own spin on who is asked to chair committees (just as chairs have a lot to say about who serves on their committees). Their bases for choice may vary somewhat, but all seem to be heavily influenced by a few criteria. They select people whom they see as having a history of working for SIOP and its committees, contributing well, being respected by their peers, and being interested.

So getting invited “in” boils down to “who knows you” (not just who you know) and the reputation you’ve earned for wanting to serve SIOP. And a big piece of that reputation starts with the individual SIOP member saying “I *want* to take part!” The walls that keep people out of SIOP’s “in” groups are mainly of their own construction. This is our Society, it is still reasonably small, and there is plenty of room for all of us to be “in.”

SIOP Web Site

Located at www.siop.org, this is the best and most complete source for SIOP information. On this constantly updated site, SIOP members can find conference information, reports, change-of-address and other forms, and member e-mail addresses. Members can renew their dues or find information on positions available. Information about the field is also available to the general public. Check out these resources:

Media Resources: This service helps those in the media find an I-O psychologist with expertise on a specific topic. (Over 1,700 psychologists are listed, along with a brief description of their area of expertise.) Recent press releases are posted as well as a description of I-O psychology. Members may sign up to be listed as a resource to the media.

Consultant Locator: This sophisticated database links those looking for I-O psychologists with expertise in various specializations. Searches can be done for firms or individuals in many technical areas. Anyone in the world can search for an I-O consultant at no charge but only Society professional members can be listed.

JobNet: Employers and job seekers in the field of I-O psychology use this service as the main source of information on jobs in the I-O field. Register online to post a job or a resume. Searching the Positions Available listing is free.

Graduate Training Program Listings: Over 200 graduate programs in I-O psychology and related fields are listed here. Prospective students can find information on admission requirements, program focus, and so forth. Each program also lists a contact person. This list is constantly updated. Several other documents are included to help prospective students choose a program.

TIP Online: *The Industrial-Organizational Psychologist*, SIOP's quarterly publication, is available in both an HTML and a PDF version. The online version is available when the hard copy of *TIP* is mailed four times a year, in January, April, July, and October.

Lectures on Introductory I-O Psychology: *An Instructor's Guide for Introducing Industrial-Organizational Psychology* (copyright 1998) was prepared by the Education and Training Committee of SIOP. These ready-to-use lectures include PowerPoint presentations suitable for overheads.

Membership Directory: The membership directory is now available online, which allows members to access the most current information available.

Salary Surveys: Every 3 years, SIOP does a survey of the salaries in the field. The 1997 and 2000 surveys are available online. The 2000 survey was conducted during the first quarter of 2001 (i.e., the data were collected in 2001, but reflect income and conditions in 2000). A survey of members' 2003 salaries is being conducted for publication in 2004.

I-O Links: Members can find local and regional groups related to I-O psychology. SIOP also posts calls, announcements, and grants on this page.

Publications: SIOP's Education and Training Committee produces several publications such as Guidelines for Education and Training at the Masters and Doctoral Level. These are available on the SIOP Web site at no charge.

FYI: The Visibility Committee has prepared information for the general public about the work of I-O psychology. Information about testing and coaching is now available on the SIOP Web site.

Electronic Business: SIOP uses the efficiency of the Web for dues renewals, contact updates, and voting, as well as for communicating with the over 6,000 members of SIOP.

Annual Conference

The highlight of each year is the SIOP annual conference. This 3-day conference is held in a different city each year. In 2012, the conference will be in San Diego, Houston in 2013, and Honolulu, Hawaii in 2014 (click [here](#) for dates and further locations). Over 3,500 people (52% of SIOPs membership) attend and about half of them are on the program. Symposia, posters, panels, and sometimes debates make the SIOP conference the cutting edge in science *and* practice for the I-O field. Other activities that occur during the conference include:

Workshops: Held each year the day before the conference, workshops cover cutting-edge topics in such areas as legal issues, coaching, Web-based services, and selection. Presenters and topics are carefully chosen and receive very high evaluations. Continuing Education (CE) credits available.*

Friday Seminars: Held on Friday of the conference, these sessions have included Creativity in Work Organizations, What Every I-O Psychologist Should Know about Strategic Management, Multilevel Issues in I-O Research, Moderated Structural Equation Modeling, Emotions at Work, Experiential Learning, and Cross-Cultural I-O Psychology. CE credits are available.*

Placement Center: Throughout the conference, job seekers upload resumes and employers post job openings through SIOP's Placement Center, which operates only during the Annual Conference. Registered job seekers will have online access to the positions available while at the same time employers will have online access to resumes. Each registrant will be assigned a private, physical mailbox so that they may receive messages at the conference. Space for interviewing there is available.

Networking: Opportunities abound at the SIOP Conference to meet people, make contacts, form partnerships, and forge friendships in an open yet professional atmosphere. Breakfast, mid-morning, and mid-afternoon snacks are provided by Conference sponsors. There are receptions every evening that bring all participants together. There is a special reception for first-time conference attendees.

Social Activities: The SIOP Planning Committee also schedules social events during the course of the conference. In the past they have included golf outings, city or company tours, and 5K runs.

The Conference Program is mailed to all early conference registrants (deadline for early registration is typically mid to late February of each year). These publications, plus the Call for Proposals, are also available on the SIOP Web site at www.siop.org

Please plan to attend the SIOP conference every year!

* Continuing Education credits involve a fee not covered by Conference registration.

Publications

SIOP puts its members in touch with the latest research and the best resources in the field of I-O psychology. These publications include those published by SIOP as well as by other publishers.

Industrial and Organizational Psychology: Perspectives on Science and Practice(IOP) quarterly journal: The first issue of the journal debuted in March 2008, produced by Wiley-Blackwell Publishing, an industry leader in journal publishing. SIOP members receive this publication as a part of membership. The novel format of the journal focuses on interactive exchanges on topics of importance to science and practice in our field.

Organizational Frontiers, Professional Practice Series: These books are written and edited by SIOP members and their royalties benefit the Society. The books are published and distributed by Jossey-Bass. These publications trace the cutting edge of topics of high relevance to SIOP members. There are 23 books now in print in these two services. More than 35 books have been published in these two series. The SIOP Administrative Office sells these volumes to members at a 20% discount. There is an order form on the SIOP Web site.

Ethics Casebook: Edited by Lowman, *The Ethical Practice of Psychology in Organizations* provides practical information and case studies in I-O psychology. This book was written by SIOP members and published by APA. It is available from the APA and SIOP at a discount to members

Publications:

Building Better Organizations: Industrial-Organizational Psychology in the Workplace is a pamphlet describing the I-O field.

Standards: The Standards for Educational and Psychological Testing, copublished by AERA, APA, and NCME, is a book available from SIOP at a discount to members.

Principles: The Principles for the Validation and Use of Personnel Selection Procedures was newly revised in 2003; hard copies are available from SIOP for purchase. It is also available at no charge on the SIOP Web site.

The Industrial–Organizational Psychologist (TIP)

TIP is the official, quarterly publication of SIOP. Circulation is over 6,400 and includes SIOP members, public and corporate libraries, and individual subscribers.

TIP is a multifunctional publication. Not only does it keep the members in touch with what is going on in SIOP, it helps them keep in touch with each other. An excellent educational source, *TIP* provides subscribers with the latest developments in the field of I-O psychology. Editor Wendy Becker welcomes your comments and insights on how to make *TIP* an even better tool for SIOP members.

Editor:

Lisa Steelman

E-mail: lsteelma@fit.edu

Editorial Board:

Joan Brannick	Scott Highhouse
Stuart Carr	Rachel Hoult
Scott Cassidy	Paul Levy
Rich Cober	Jamie Madigan
Satoris Culbertson	David Pollack
Lily Cushenbery	Sylvia G. Roch
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Advertise in *TIP* and the Annual Conference Program

Advertising may be purchased in *TIP* and the Annual Conference Program. "Position Available" ads can also be obtained in *TIP* at a charge of \$113.00 for less than 200 words, and \$134.00 for 200-300 words. Please submit position available ads to be published in *TIP* by e-mail. Positions available and resumés may also be posted on the SIOP Web site in JobNet. For JobNet information, see the SIOP Web site. For information regarding advertising, contact the **SIOP Administrative Office, 440 E Poe Rd, Ste 101, Bowling Green, OH 43402, graphics@siop.org, (419) 353-0032.** Go to <http://www.siop.org/partner.aspx> for complete details.

Tip Advertising Rates

Rates per Insertion

Number of Insertions

<i>Size of Ad</i>	<i>One Time</i>	<i>Four or More</i>
Two-page spread	\$672	\$488
One page	\$399	\$294
Inside 1 st page*	\$715	\$510
Inside 2 nd page*	\$695	\$480
Half page	\$309	\$252
Inside back cover*	\$695	\$480
Back cover*	\$740	\$535
Back cover 4-color*	\$1,420	\$1,215

Plate Size

<i>Size of Ad</i>	<i>Vertical</i>	<i>Horizontal</i>
One page	7-1/4"	4-1/4"
Half page	3-1/4"	4-1/4"
Back cover	8-1/2"	5-1/2"

Publishing Information

TIP is published four times a year: July, October, January, and April. Respective closing dates are May 1, August 1, November 1, and February 1. *TIP* is a 5-1/2" x 8-1/2" booklet, printed by offset on enamel stock. Type is 10 point Times New Roman.

*Premium positions determined in October of each year.

Annual Conference Program

Rates per Insertion

<i>Size of Ad</i>	<i>Price</i>
Two-page spread	\$545
Full page	\$330
Half page	\$275
Quarter page	\$220

Plate Size

<i>Size of Ad</i>	<i>Vertical</i>	<i>Horizontal</i>
One page	9"	6-1/2"
Half page	4-1/4"	6-1/2"
Quarter page	4-1/4"	3-1/2"

Advertising is available in the Annual Conference Program. Submission of display ads is due into the SIOP Administrative Office by January. The Annual Convention Program is published in March and is mailed to all early deadline conference registrants. The Conference Program is an 8-1/2" x 11" booklet.

Media Resources

What is the SIOP Media Resources Database?

Reporters are increasingly seeking out SIOP members for their expert commentary on news stories. These are great opportunities to share our expertise with the general public and provide greater visibility for SIOP and its members.

SIOP has created a Media Resources Searchable Database to provide the media with ongoing contact information for credible authorities whom they can contact when preparing stories. The SIOP Media Resources Database is currently available 24 hours a day, 7 days a week, on the SIOP Web page, and reporters and news organizations have been notified of its availability. The Visibility Committee supports the work of a Public Relations consultant who extends SIOP's outreach into the world of news.

How Can I Sign Up?

You can register for the Media Resources Database on the SIOP Web site if you are interested in discussing your work and areas of expertise with the media.

Go to the SIOP Web site (www.siop.org).

Click on "Update your areas of interest." You will need your SIOP member username and password to access the interest area page.

You will be asked to indicate your top three areas of expertise (choose from the list provided) and provide a brief description of your specific expertise in each area. Rely on key words to keep your description brief. Reporters are often interested in trendy and less "traditional" workplace topics, so be sure to describe your expertise in these areas as well. If you are willing to talk with a reporter, click the "yes" button.

Please keep in mind that reporters are usually working on a 1 or 2 day deadline and need a quick response. So, if you register for the Media Resources Database, you must be willing to respond very quickly to reporters' queries.

Please consider registering for Media Resources and help to make I-O more visible!

Alexis Fink, Chair
SIOP Visibility Committee

APA Code of Ethics

In August of 2002, the APA Council of Representatives adopted a new Ethics Code. The new Code became effective June 1, 2003.

To view the new code, visit <http://www.apa.org/ethics/>