SIOP Announces 2017 Top 10 Workplace Trends

What workplace needs are I-O psychologists predicting businesses will want to address in 2017?

To create this list, SIOP asked its members for their predictions, compiled them into a list of possible trends, and surveyed our members to identify which were the top 10 that organizations are likely to see emerge or continue to grow in 2017.

More than 800 of members responded, and here’s what they say will be the top trends organizations see in the coming year:

#10. Increased Focus on Employee Health and Wellness

#9. Data Integration Across Sources, Systems, and Processes

#8. Growing Importance of Diversity and Inclusion

#7. Capturing the Voice of the Employee

#6. The Changing Nature of the Workforce

#5. Flexibility and Its Effect on the Way Work Is Done

#4. People Analytics

#3. Leveraging Big Data to Make Data-Driven Decisions

#2. Adapting to Change Effectively

And the #1 trend this year...The Changing Nature of Performance Management

Read a full description of each trend and a summary of key findings comparing this year’s trends from the previous years’ lists on the SIOP website.

To read last year’s list, click here. The 2015 and 2014 lists are also available on the SIOP website.

To learn more about this year’s list, please contact Stephanie Klein (srklein42@hotmail.com), Visibility Committee Chair, or Liberty Munson (libertymunson@live.com), Visibility Committee’s Media Subcommittee Chair.
Announcements

2017 IPAC Conference: Submission Deadline January 22

2017 Conference on Commitment Submission Deadline February 15

32nd Annual Conference Registration Open!

Registration is now open for the premier event in industrial-organizational psychology, the 32nd Annual SIOP Conference! This year’s event is scheduled for April 27-29, 2017 at the Walt Disney World Swan and Dolphin hotel.

Register before the early bird deadline on February 22, 2017 to save as much as 20% on registration for the largest conference of academics and practitioners in I-O psychology in the world. More than 4,000 of your colleagues will be there to join you!

The SIOP Annual Conference is a great place to build your career and glean information to address strategic issues within your organization.

Click here for all of the conference details or find information on specific topics through the quick links below.

- 2017 Conference Event Schedule
- Registration Fees
- Conference Web and Email Graphics
- Hotel Information
- Continuing Education Credits
- Conference FAQs

The Opportunity Toolkit Helps You Get to Orlando

The SIOP annual conference provides extraordinary professional value, with hundreds of presentations, scores of networking opportunities, and thousands of I-O psychology and HR professionals in attendance.

The SIOP Opportunity Toolkit is an online resource that can help you convey the value of attendance at the conference and the preconference workshops, as well as explain the benefits of membership.

Access the SIOP Opportunity Toolkit here.
The Preconference Workshops: Designed to Your Specifications

The 11 sessions offered during the Preconference Workshops, **April 26, 2017** at the Walt Disney World Swan and Dolphin were created in response to participant surveys taken last spring.

Registrants at the last few years’ workshops were asked to vote on workshop topics and to comment on other changes that would make the workshops more appealing. Based on those survey responses, the workshop committee has re-instituted a half-day registration option, and has provided resources to help registrants explain the professional benefits of attendance at the workshops.

Registrants for the 2017 Preconference Workshops have the flexibility of registering for a single half-day session, or for the full-day option with two workshops. Both the full- and half-day options provide access to the presentation decks for all the workshops, as well as networking opportunities at the reception and coffee break(s). Lunch is also included with the full-day registration.

### SIOP Welcomes New Officers

The results of the recent election are in, and SIOP’s newest Executive Board officers are:

- **Talya Bauer** - President-Elect
- **Lori Foster** - Communications Officer
- **Eden King** - Conferences & Programs Officer
- **Steve Kozlowski** - Research & Science Officer

Congratulations to this year’s winners! The new officers (pictured above in the order listed) will take their positions at SIOP’s 32nd Annual Conference, **April 27-29, 2017** in Orlando, Florida. Additional information about each of the officers’ vision and goals can be found [here](#), or continue reading about the new officers and the voting process [here](#).

### DOJ Funding Opportunity

The Bureau of Justice Assistance (BJA) within the Department of Justice’s (DOJ) Office of Justice Programs (OJP) recently announced it is seeking proposals for the Smart Policing Initiative (SPI).

Applications for collaborative funding up to $700,000 are due **January 26, 2017**. Read more about the initiative and funding requirements [here](#).
Jeffrey R. Hughes Named New SIOP Executive Director

SIOP President Mort McPhail has announced that after a long and thorough search and evaluation process, Jeffrey R. Hughes has been named the next executive director of SIOP.

David Nershi, who has led the SIOP Administrative Office team for the last 11 years, will retire May 1, 2017.

Hughes will begin working full-time February 1, 2017 in the SIOP Administrative Office, located in Bowling Green, OH. This will allow him several months to work with Nershi and the administrative staff as they prepare for the SIOP Annual Conference in April.

Hughes is a seasoned association executive who has served as CEO and president for two nonprofit organizations, most recently the Industrial Supply Association and prior to that GAMA International.

The director search process was led by Bill Macey and Fred Oswald, with the help of Search Advisory Committee members Tammy Allen, Milt Hakel, Ann Marie Ryan, Neal Schmitt, and Nancy Tippins. Read more about Jeffrey Hughes here.

APA Calls and Announcements

SIOP APA Representative Nominations Sought
SIOP is now accepting nominations for a member to serve on the APA Council of Representatives. Nominations for APA Council of Representatives are due January 30, 2017.

SIOP members who are also voting APA members will be electing one representative. The elected candidate will serve a 3-year term beginning January 1, 2018. Please click here to begin the nomination process. You will need your SIOP user name and password. Nominees must be SIOP and APA members in good standing.

The SIOP Elections Committee intends to submit a list of three nominees for the position to APA for the ballot. The nominees will be those eligible members who receive the highest number of nominations. Each of the nominees is required to submit a candidate statement not to exceed 250 words. These statements will be posted on the APA and SIOP websites to help educate voters. The ballot to vote for APA Council Representatives will come from APA.

Call for 2018 Lecturer Nominations

The American Psychological Association’s Board of Scientific Affairs (BSA) and Science Directorate are soliciting nominations for speakers for the 2018 Master Lecture Program and the 2018 Distinguished Scientist Lecture Program. Nominations must be received by February 17, 2017. Read more here.

Call for APA Board and Committee Nominations

Nominations are requested for candidates to fill positions on 12 APA boards and committees. Nominations are due by Friday, March 4, 2017. More information on the boards, committees, and nomination process is available here.

APA Board and Committee Election Results

Two SIOP members were recently elected to APA boards and/or committees. Stuart Carr will serve on the Committee on International Relations in Psychology and Ann Hergatt Huffman will serve on the Board of Convention Affairs.
Voting Members Approve Two Bylaws Amendments

SIOP voting members recently approved two Society bylaws amendments:

- The first amendment provides recognition for persons elected as SIOP president-elect but who are unable to serve as president due to death or illness.
- The second bylaw amendment eliminates an outmoded membership category (International Affiliate) and was recommended by the Membership Committee.

A simple majority of voters is required for approval of the amendment. The first amendment passed 368 to 11 and the second passed 369 to 8. Both amendments were recommended for passage by the SIOP Executive Board.

The complete language for the proposed amendments as well as a rationale for each proposal can be found here. Only bylaws sections with changes are shown in the amendment language. The bylaws in their entirety can be found here.

Voting by voting SIOP members (SIOP Members, SIOP Retired Members, SIOP Fellows, SIOP Retired Fellows) began December 2, 2016 and continued through January 2, 2017.

Focus On: Maximizing Your SIOP Membership

What’s So Interesting?

What interests you? An easy way to make sure you receive information and opportunities in line with your interests is to complete (or update, if needed) the Interest Area information in your member profile.

Up-to-date Interest Area information will help the staff at the SIOP Administrative Office share relevant information with you. In addition, it will help colleagues looking for collaborators, members of the media looking for experts, and potential clients find you. The Interest Area information fields are formatted for ease of use, and will only take a few minutes to update in four easy steps:

- Log into your my.siop account at SIOP.org
- Select the “Edit Demographic Information” option from the Account Actions list
- Scroll down to the Demographic Information section and select from the 34 pre-programmed areas
- Save your changes

That’s it! The start of the year is the perfect time to update your information, so take a few minutes to do it today!

License, Certifications, and Affiliations, Please!

While analyzing membership demographics recently, we noticed only a fraction of our active members have reported licensure, certifications, and affiliation with other professional organizations. SIOP uses this information to better understand the professional development needs of our members and to help develop relevant programs and continuing education opportunities.

Log into your my.siop account, select the “Edit Demographic Information” option from the Account Actions list and scroll to the bottom of the page to access the Affiliations, Licensure, and Certifications section.

Updating this information will only take seconds and your time investment will pay off in more programs that are germane for your needs and interests.

For complete instructions on updating your profile, please view this PowerPoint document “Pump Up Your Profile.”
New IOP ScholarOne Portal

Starting in 2017, the Industrial and Organizational Psychology journal will begin accepting manuscripts through its dedicated ScholarOne Manuscripts website. This portal will be the location for online submission of Focal Articles, Commentaries and Practice Forum proposals. Peer reviews will also be conducted through this website.

Author submission guides may be found here. Questions or comments can be directed to IOP Editor John C. Scott. System questions should be directed to Jen Baker, the SIOP Administrative Office contact.

2017 Annual IOOB Conference February 9-11 at Rice University

The 2017 Industrial Organizational and Organizational Behavior (IOOB) Graduate Student Conference will be held February 9-11, 2017 at the Jones School of Business on the Rice University campus. The theme for this year’s event is “Out-of-sight, Out-of-mind: Bringing Overlooked Research to the Forefront.”

SIOP Fellow Mikki Hebl will give the opening keynote and past SIOP president Jose Cortina will give the closing keynote.

Other SIOP members scheduled to speak include Murray Barrick, Whitney Botsford Morgan, Kristen Jones, Brent Lyons, Juan Madera, Larry Martinez, Mort McPhail, Fred Oswald, Enrica Ruggs, Eduardo Salas, Kraig Schell, Sarah Singletary Walker, Kelley Slack, and Jen Wessel.

Registration is $30. Register or find more information on the program and accommodations at the 2017 IOOB Website.

Foundation Feature:
John C. Flanagan Award

The American Institutes for Research donated funds to the SIOP Foundation to establish the John C. Flanagan Award for Best Student Presentation at the SIOP Conference to honor the memory of a pioneering I-O psychologist.

John C. Flanagan (1906-1996) earned a B.S. in physics in 1929 at the University of Washington, and a M.A. in education from the same institution three years later. He was granted a Ph.D. in mental measurement at Harvard University in 1934, and went to work at the Cooperative Test Service. Flanagan began five years with the Army Air Corps in 1941.

Following WWII, he founded the American Institutes for Research (AIR), known for its wide-ranging research in all I-O specialties, educational research, and related areas, such as Project Talent. He is probably best known for the creation of the Critical Incident technique of job analysis. His substantial impact on the field is recognized through this award funded by AIR.

The John C. Flanagan Award, which recognizes the best student poster at the SIOP Conference, is chosen from accepted conference submissions and currently provides a cash award of $1500.

The John C. Flanagan Award was first bestowed in 1993. Current SIOP executive board members Fred Oswald and Michelle (Mikki) Hebl are among the recipients.

Click here for more about John C. Flanagan and here for a list of past winners.