NASA Astronaut Dr. Stan Love to Speak About Mars Mission

In a presentation sure to pique the interests and spark the imaginations of SIOP attendees in all fields of I-O, NASA Astronaut Stanley G. Love will speak about the difficulties encountered in sending human beings to Mars during his closing keynote address at this year’s SIOP conference. Continue reading to learn more!

Why It’s Hard to Send Humans to Mars

Human explorers reached the Moon more than 40 years ago. At the time it seemed like we might get to Mars soon after. Why haven’t we done it yet? The answer is complicated but fascinating, and it encompasses the major challenges of space flight: the need to travel at huge speeds, the limits of how well chemical rocket engines can perform, and the need for every part of the mission to go perfectly (in space, 99% is a failing grade!) Mastering all of that can get us to the Moon. Going to Mars, a thousand times further than the Moon, is more challenging still. To go to Mars, we must find ways to keep humans healthy for long periods without gravity or protection from radiation, build spaceship components that can run for years without failing, and create rockets big enough to carry the astronauts, their equipment, and many months’ worth of supplies all the way to another planet and back. These are very tough problems ... but understanding them is the first step toward solving them.

Stan Love Biography

Dr. Love studied astronomy at the University of Washington in Seattle, receiving a Master of Science Degree in 1989 and a Doctor of Philosophy Degree in 1993. He was selected as a NASA astronaut in 1998. He currently works as a crew representative for the Space Launch System (SLS) and continues to help plan for human exploration of asteroids, the moon, and Mars. Learn more about Dr. Love by reading his full biography here!
Get Up to Speed With Two Conference Speed Mentoring Sessions!

Looking for a quick professional boost at the annual conference? You might enjoy the intimate one-on-one discussions and opportunity to ask questions during one of SIOP’s two speed mentoring sessions. In order to ensure a quality experience for protégés, participation in these events is limited and pre-registration is required.

Practitioner Speed Mentoring Event – Friday, April 28, 2017, 5:00-6:30 pm, Southern Hemisphere IV, Dolphin Hotel

SIOP welcomes all interested practitioners to attend the eighth annual speed-mentoring event. This event is also available on a more limited basis to students. At this event, practitioners will have the opportunity to participate in two 25-minute roundtable discussions with one or two seasoned professionals on predetermined topics of interest. This event is a terrific opportunity for practitioners to seek guidance, knowledge, and wisdom from mentors who have “been there and done that.”

To participate in this event, click here!
Registration will remain open through March 31.

Science Funding Speed Mentoring Event – Friday, April 28, 2017, 5:00-6:30 pm, Southern Hemisphere V, Dolphin Hotel

The 2017 Conference marks the 4th annual Science Funding Speed Mentoring event. This event complements several other conference events focused on improving science advocacy by providing SIOP members with information and resources to more effectively pursue scientific funding opportunities. Protégés who sign up for this special event will get the opportunity to engage in two (2) consecutive half-hour small group discussions with expert science fundees and funders.

To participate in this event, click here!
Registration will remain open through April 8.

Executive Board Sessions Highlight Larger Topics

Gain insight into important professional issues this year at the SIOP 2017 Conference Executive Board Sessions. Seven sessions cover a range of topics, some specific to I-O psychology and others focusing on larger professional or societal issues. The sessions, including a conversation with SIOP leadership on strategic initiatives scheduled for Friday, April 28 at 11 am, are all 50 minutes in length and are distributed throughout the conference schedule.

Sessions on social media and pro-social work are intended to extend the reach of I-O work in the world by creating greater awareness, and providing attendees with tools and opportunities to get involved. The pro-social session, “Building the ROI of I-O Through IMPACT Initiatives,” builds on work done at the 2016 Conference Theme Track.

Other Executive Board Special Sessions include discussions of research as advocacy; federal research and funding opportunities; efforts to better understand I-O education and training from an international perspective; and revisions to SIOP’s Principles for the Validation and Use of Employee Selection Procedures.

Read more about the Executive Board Special Sessions here.
Dive Into the Toothless Shark Tank!

Bring your best entrepreneurial idea to pitch in the 2017 Toothless I-O Shark Tank.

The Toothless I-O Shark Tank debuted to an audience of more than 200 at the 2016 SIOP Annual Conference as 10 audience members pitched their ideas to a panel of successful I-O entrepreneurs in a session modeled on the popular TV show, Shark Tank.

The 2017 Conference Toothless I-O Shark Tank, scheduled for Friday, April 28 from 3:00-3:50 pm, will again offer aspiring I-O entrepreneurs the opportunity to pitch their ideas to a distinguished panel of successful entrepreneurs.

Preregistration is not required, but those who sign up in advance will receive guidance on preparing their pitch and be given the first presentation slots during the session.

Conference attendees who would like to pitch their I-O startup ideas during the session are encouraged to contact facilitator Laura Heft to sign up for a spot to pitch this year’s “sharks.”

Read more on the SIOP website.

Download the Whova Event App and Get a Head Start on the SIOP Conference

SIOP’s new event app, Whova, offers great functionality for scheduling and networking at the 2017 Conference!

Features include:
• Searchable program and personal schedule
• Interactive maps
• Announcements
• Note taking and document sharing
• Business card scanning and contact exchange
• Live polling and mobile surveys
• Individual and group chat

Registered conference attendees should have received an email invitation to join the mobile event.

Download the event app here, and be sure to sign up using the email you used for conference registration. Doing this will automatically populate your personal profile, which you may then edit as desired.

Pro Tip: Be sure to upload a good headshot to maximize the app’s networking value! Once you’ve reviewed your profile, announce your attendance on the SIOP event bulletin board so your colleagues can find you.

Be sure to also follow SIOP’s social media throughout the conference, using the hashtag #SIOP17 for updates, announcements, photos, and more! Learn about SIOP’s social media platforms here.
What Makes an HRM Impact Award Winner?

The HRM Impact Awards recognize effective, evidence-based HR practices, honoring the companies and individuals who create them.

Jack in the Box Inc. is the most recent recipient of this prestigious award for a project that supported its employees and its corporate health. Jack in the Box has transformed its business model over the past decade, which in turn necessitated changes to the structure of the organization to reflect its current and future business needs. During this time, employees experienced considerable, wide-reaching change. It was critical for the company to not only support the growth and development of staff during this time but also to drive improved performance throughout all levels of the enterprise.

Jack in the Box management partnered with the Metrus Group to better understand how well employees at all levels were aligned with the business strategy and customer value proposition, whether employees had the proper tools, training and information to facilitate their performance, and how engaged and committed employees were to the business. This people-equity assessment process, called ACE (Alignment, Capabilities and Engagement) helped management understand how human capital measurements can, and do, predict critical drivers of business outcomes. Equally important, the process identified where the biggest returns on people investment lay.

Watch a short video on the ACE process here. Click here to learn about other HRM Impact Award winners! Then submit your organization’s innovative, evidence-based program for this year’s award by April 30, 2017.

Visit the HRM Impact website for eligibility information and submission guidelines.

---

SIOP Salary Survey Technical Report Released

The just released technical report for the 2016 SIOP Income and Employment Survey contains good news for the profession in general and particularly good news for women working in the field.

It was prepared by the SIOP Income and Employment Survey Team, whose members include Mark Poteet, Brandy Parker, Anne Herman, Amy DuVernet, and Kate Conley.

“We were pleased to find that the gender wage gap has continued to close,” DuVernet said. “This is particularly impressive when compared with the gender wage gap for US employment as a whole. Over the last seven years, we’ve seen a rise in the female-to-male ratio from 83.3% in 2008 to 89.7% in 2015.”

Continue reading about this report on the SIOP website here!
Take the 2017 SIOP Social Media Survey by March 18!

In an effort to learn more about SIOP members’ communication preferences and to help improve our membership channels, the SIOP Content Initiative Team like to learn more about your social media use!

Please take a few minutes to answer our questions regarding your use of social media for professional purposes. Take the survey here!

All responses will be compiled and analyzed to improve how we share content through SIOP’s platforms and better cater our services for you. Please complete this short survey by March 18, 2017. We appreciate your time and input!

New Offerings for Practitioners

Here is a brief rundown of several recently developed vehicles for practitioners to network and share information.

Practitioner Network Reception
6-7 p.m. on Thursday, April 28 at SIOP 2017

This first-time event promises to be a great time coupled with the practical benefits of sharing insights, expanding your network, and making new friends. Additional information will be posted here as it becomes available.

Professional Practice Homepage and Newsletter

The newly created Professional Practice page of the SIOP website is a members-only resource, providing information on a variety of topics pertinent to practitioners, including the inaugural Professional Practice Update newsletter published by the Professional Practice Committee (PPC).

IOP Practice Forum

The new IOP Practice Forum provides practitioners with an outlet for communicating and/or learning about current trends, lessons learned, best practices, effective practice principles, relevant issues, different points of view, and implementation challenges associated with practice in I-O psychology. The Forum has an open call for submissions. Learn more about the development of the forum here and review the submission guidelines here.

The Bridge: Connecting Science and Practice

The Bridge column is written by the Professional Practice Committee and appears in The Industrial-Organization Psychologist (TIP). The column’s authors strive to further connect science and practice by publishing articles on the subject of science and practice integration. Read the latest Bridge columns here.

Graduate Students: Apply Now for an APA Convention Student Travel Award!

The APA Science Directorate is pleased to sponsor its annual travel award competition for graduate students of psychology who will present research at the APA convention. This year’s convention will be held August 3–6, 2017 in Washington, DC.

Graduate students in psychology who are the first author of a poster or talk are eligible to apply for one of this year’s grants of $300 each. Applicants are required to submit an application form, cover letter, research summary, CV and paper/poster acceptance notice. The deadline for applications to arrive is April 7, 2017. Read more on the SIOP website!