November 2017

Headlines

SIOP Officer Voting Through November 30
Sterling Circle Recognizes Long Term Commitment
Make Your Predictions for Top 10 Workplace Trends
New White Paper on Talent Analytics
Ron Landis Named New IOP Journal Editor
Study of Small Town Elected Officials
Support SIOP with APA Apportionment Ballot
Mark Your Calendar for the 2018 Preconference Workshops
SIOP Committee Connection Institutional Research Committee
IOOB 2018 Conference Submissions Due December 15
13th Annual LEC Draws Nearly 250 Attendees
APA Releases Stress in America Survey
Focus on the Foundation: 2016-2017 Annual Report

Vote for Team SIOP!
SIOP Officer Elections Now Open
November 1-30, 2017

Cast Your Vote in the SIOP Officer Elections

Time is running out to cast your vote for SIOP President-Elect and three members of the Executive Board!

Elections are an important part of ensuring strong leadership for the future of SIOP. SIOP’s elections determine not only the future of the Society but also the future of the field of I-O psychology.

Voting members (Members, Fellows, Retired Members, and Retired Fellows) may cast ballots through November 30.

Open positions are:

- President-Elect
- Financial Officer/Secretary
- Membership Services Officer
- Publications Officer

Full bios and goals statements for the candidates of all open positions are available at www.siop.org/presidents/candidates.aspx. Read descriptions of the duties for each position here.

To begin voting, go to my.siop.org/membership/elect. You will need your username and password. If you have forgotten them, click the “Can’t access your account?” option.

Please contact the Administrative Office at (419) 353-0032 or email lnader@siop.org if you have questions. Additional details on the voting process can be found on the voting site once you log in. Information on the election procedures can be found here.

Your participation in the election process is important. Thanks for taking the time to cast your ballot!
Announcements

Virtual Workers Needed for Dissertation Research—Deadline: December 31

Wanted: Unpublished Studies on Microaggressions and Their Relationship to Well-Being: December 31

Wanted: Papers on Transformational and Transactional Leadership Styles: Dec. 31

Call for Papers – Special Issue: Work and the Multitude of Age Constructs: Deadline December 31

Show your SIOP pride with an electronic member badge in your email, social media, and other online messages.

Download Your Member Badge Here!

The Sterling Circle: Recognizing Long-Term Commitment to the Field of I-O Psychology

The Sterling Circle is a unique membership honor for SIOP’s current 25+ year members, celebrating their long-term commitment to the organization and the advancement of the field of I-O psychology.

Since June, 101 members have been added to the Sterling Circle.

Read the list of new members in the Fall 2017 edition of The Industrial and Organizational Psychologist and join in offering thanks and congratulations to these members!

What Are Your Top Workplace Trend Predictions?

Thanks to Cort Rudolph for the humorous Twitter post, but SIOP’s Visibility Committee really does want your considered input on the 5th annual "Top 10 Workplace Trends" list!

SIOP members submitted their input for the open call for trends earlier this month. Keep an eye out for an email in the next few weeks to choose your top 10 favorites from the full list!

The final list will be announced to members and the media in December. This initiative has been well-received and covered in a variety of media outlets in the past. Please help build on that interest by providing your input!

If you have questions or comments about the Top 10 Workplace Trends list, please email visibility@siop.org.

Read last year’s list on the SIOP website here!
IOP Welcomes Ron Landis as its New Editor

The SIOP Publications Board is proud to announce Ronald S. Landis will serve as incoming editor of *Industrial and Organizational Psychology: Perspectives on Science and Practice* (IOP), SIOP’s premier journal.

Landis, the Nambury S. Raju Professor of Psychology at Illinois Institute of Technology, will begin serving as editor-in-training, working with the current editor, John Scott, on January 1, 2018. Landis will assume full duties beginning April 1, 2018. The position is a 3-year term.

“I could not think of a more qualified editor for SIOP’s flagship journal than Ron Landis,” said outgoing editor John Scott. “His professional, methodological and research contributions are widely recognized in the field, and he has significant editorial experience with a number of leading journals in psychology and management. Ron’s intellect, creativity, integrity, and network will take IOP to the next level, and I am extraordinarily pleased to be transitioning the editor role to such an outstanding colleague.”

Read more about the selection process and Landis’s plans for the future of the journal on SIOP.org.
Study of Elected Municipal Officials Explores Work Lives of Those Holding Two or More Jobs

Just under 5% of the employed population of the United States has two or more jobs, according to data published in October by the Bureau of Labor Statistics. Approximately 7.3 million people are working multiple jobs for a variety of reasons, only one of which is additional income.

The correlational study, “Work to Work Spillover for Elected Officials,” presented by Nicholas Howald, a PhD student at Bowling Green State University, and SIOP Fellow Michael Zickar, Professor and Chair of BGSU’s Department of Psychology, at the 2017 SIOP Annual Conference investigated this significant but largely unstudied segment of the working population through a sampling of municipal elected officials.

Interestingly, job-to-job enrichment, one of the subjects of this study, contributed to the choice of its sample population.

Mike Zickar, Robert E. Gibby, and Tim Jenny published a study on “Job Attitudes of Workers With Two Jobs” in 2004. “We were studying just anybody who was working multiple jobs, and it took a lot of effort to get a decent sample of people who were working more than one job, because there’s no association of moonlighters or anything like that,” Zickar said.

“I was on City Council at the time and I don’t know when, but it dawned on me that for everyone on city council across the country, it’s public record and their emails are almost always accessible. And almost everyone on city council is working multiple jobs,” he continued.

Read more about the current study on the SIOP website.

Support SIOP (Division 14) with your APA Apportionment Ballot

If you are a member of the American Psychological Association (APA), please allocate as many of your votes as possible to our division (division 14 of APA).

The annual APA apportionment ballot determines the composition of the following years’ APA Council of Representatives and your allocation will help us keep or increase the number of representatives we have. The Council makes decisions about many items of great interest to SIOP members. Voting closes December 15, 2017. Learn more on the SIOP website.

Mark Your Calendar for the #SIOP18 Preconference Workshops: Wednesday, April 18, 2018

You don’t want to miss the SIOP preconference workshops at the Sheraton Grand Chicago! Gain hands-on experience with cutting-edge I-O topics from the field’s leading experts, network with your colleagues, and socialize at the premier evening reception! Led by Chair Gavan O’Shea, the Workshop Committee surveyed recent workshop attendees and gathered a spectacular set of experts to lead a diverse selection of workshops on innovative and timely topics. The popular half day attendance option will be offered again.

See the full list of workshops in the Fall 2017 edition of TIP.

New Individual Leadership Assessment Course

The Workshop Committee in close collaboration with the Professional Practice Committee is offering a new professional development course on individual leadership assessment at the 2018 Chicago SIOP conference. Read more about the course here, and see the conference event schedule here.

SIOP 2018 Annual Conference registration will open in mid-December!
The Institutional Research Committee
Report by Amy DuVernet

The Institutional Research Committee (IRC) provides oversight of all SIOP research efforts that collect survey data from SIOP membership and/or utilize archival member data. The committee also partners with other committees, the Administrative Office, and SIOPs survey vendor partners to facilitate institutionalized surveys, including the triennial salary survey.

New survey guidelines. Over the past several months, the IRC has been revising SIOP research survey and archival data guidelines to provide structure to the survey review process and clarify the committee’s role that process. Specifically, the IRC aims to:

1. Relieve the burden on SIOP members by preventing redundancy in survey questions and over-solicitation.
2. Improve data quality and security and store data for future endeavors.
3. Advocate for and protect member rights, including their rights to anonymity and access to insights gathered from the research.

To this end, the IRC has implemented new guidelines for surveying that enhance the control and distribution of survey data and aim to limit disturbance to members. The approval process is detailed in the SIOP Research Guidelines and Policies for Member Survey.

Member survey data visibility. The committee recognizes the importance of making member survey data available for archival research. As such, we are beginning the work towards delineating the various sources of archival member data to enhance the existing member surveys page. We have also been working towards providing additional insights from the most recent SIOP salary survey effort. An article focused on the relationship between SIOP member salaries and gender is planned for the next issue of The Industrial-Organizational Psychologist. This article will provide a more in depth look at the variables that interact with gender to impact salary.

Please feel free to contact us for surveying needs, data access, or any questions at IRC@siop.org.

Editor's Note: The update on the International Education & Training (E&T) Subcommittee in the October 2016 edition of Newsbriefs was provided by Jennifer Feitosa. We thank her for the report!

IOOB 2018 Conference Details Available Online

The IOOB conference is an annual student-led meeting bringing together graduate and undergraduate student scholars with interests in industrial and organizational psychology and organizational behavior.

This year’s conference will take place February 23-24, 2018 on the University of Tulsa campus, and features keynotes from three SIOP members: Robert Hogan, Hogan Assessment Systems, Tara Behrend, George Washington University, and John Binning, Illinois State University.

Registration for the event is $35, and students are welcome to attend whether or not they are presenting. Conference submissions are due December 15.

Read all the details on the IOOB website.
13th Annual LEC Draws Nearly 250 Attendees

Top thinkers and practitioners presented new approaches, models, and interventions in executive coaching during the recent SIOP Leading Edge Consortium (LEC), “Innovations in Executive Coaching: Deepening Your Expertise in a Dynamic World,” at the Hilton Minneapolis.

Attendees from around the world participated in the events October 20 and 21, with many of them taking part in a new feature of the gathering, two pre-consortium workshops held October 19.

The organizing committee skillfully wove together different perspectives, presentation formats, and activities to create a dynamic event. Sandra O. Davis chaired and handled many of the speaker introductions. Other committee members, who also helped with the emcee tasks, included Erica Desrosiers, Michael H. Frisch, Tim Jackson, Rob Kaiser, Jeff McHenry, and Vicki Vandaveer.

Esteemed researchers and practitioners delivered multi-faceted learning to 248 attendees, who hailed from eight countries, 37 US states, and the District of Columbia.

The event included the annual presentation of the HRM Impact Award. SIOP President Fred Oswald, Rice University, and President Elect Talya Bauer, Portland State University, presented Maggie Collins and Meredith Vey, representatives of CVS Health, with a plaque at the luncheon on Friday.

Watch a video and read more about CVS Health’s winning initiative on the HRM Impact winners’ page.

Read a full report on the Leading Edge Consortium on the SIOP website, and see more photos on SIOP’s Facebook page.
APA Releases Stress in America™ Survey Results and New Help Center Content

In a departure from its normal schedule, APA released the Stress in America™ survey earlier this month. The survey was fielded in August and the early release was triggered by the findings’s relevance to the current political climate.

Findings from Stress in America™: The State of Our Nation include:

• When asked to think about the nation this year, nearly six in 10 adults (59 percent) report that the current social divisiveness causes them stress. A majority of adults from both political parties say the future of the nation is a source of stress, though the number is significantly higher for Democrats (73 percent) than for Republicans (56 percent) and independents (59 percent).

Along with the report, APA has provided a press release, infographics and new Help Center content: 10 tips for dealing with the stress of uncertainty and managing conversations when you disagree politically. Find the full report and other resources here.

Focus on the Foundation: 2016-2017 Annual Report

The SIOP Foundation has released its 2016-2017 Annual Report.

President Milt Hakel begins his prefatory message by reflecting that, “The future isn’t what it used to be. It’s arriving faster and with more surprises, both welcome and unwelcome, than ever before.”

The report goes on to highlight some recent accomplishments of SIOP and SIOP Foundation award winners.

John Scott, COO of APT Metrics, SIOP Fellow and the newest addition to the Board of Trustees, is profiled.

The many contributors who are actively helping to shape the future of I-O psychology through their support of the SIOP Foundation are recognized.

A statement of the Foundation’s finances and a list of the awards funded by the Foundation are also included.

Access the Annual Report here.

Donate easily and securely on the SIOP website to support the award fund of your choice.