



# Newsbriefs

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[Home](#) | [SIOP News](#) | [Contact](#)



October 2017

## Headlines

[There's Still Time to Register for the LEC!](#)

[SIOP Fellow Nominations Deadline Is November 1](#)

[New Member Badges Now Available](#)

[CVS Health Named 2017 HRM Impact Award Recipient](#)

[APA Presidential Election Information and SIOP Endorsement](#)

[SIOP Pathway to Success](#)

[A Conversation With Bob Hogan and Tomas Chamorro-Premuzic](#)

[SIOP Committee Connection The International E&T Subcommittee](#)

[NSF Funding Opportunity](#)

[Report on NSF Funded Cross-Disciplinary Workshop](#)

[How Would You Rank Your I-O Graduate Program?](#)

[IOOB 2018 Conference Submissions Now Open](#)

13TH ANNUAL SIOP LEADING EDGE CONSORTIUM

## INNOVATIONS in Executive Coaching:

Deepening Your Expertise  
in a Dynamic World



OCTOBER 20-21, 2017 | HILTON MINNEAPOLIS  
PRECONSORTIUM WORKSHOPS: OCTOBER 19

## There's Still Time to Register for the LEC!

Limited seats are still open for the upcoming 13th Annual Leading Edge Consortium (LEC), **["Innovations in Executive Coaching: Deepening Your Expertise in a Dynamic World."](#)** Act quickly to reserve your seat and join SIOP and Presenting Partner Echospan in Minneapolis, October 20-21, 2017.

This multi-faceted conference, features **[top thinkers and practitioners](#)** presenting cutting edge information in a variety of formats. View the complete session agenda **[here](#)**.

The LEC features a number of opportunities for networking and conversations, both during the meeting schedule and in the evenings. Enjoy a meal with colleagues at one of Minneapolis' premiere restaurants during the optional **[Friday Night Networking Dinners](#)**.

The consortium includes breakfast and lunch on Friday and Saturday, breaks, a reception on Thursday evening, and a hosted cocktail hour on Friday night, compliments of our Cocktail Hour Partner, Hogan.

Registration also includes access to all presentation materials from the event as well as the Resource Guide, a compilation of presenter references and citations to relevant articles, web pages, and publications on the topic of innovations in executive coaching. **[Register today!](#)**

## Announcements

13th Annual River Cities I-O  
(RCIO) Psychology Conference

Call for Papers  
Special Issue: Work and the  
Multitude of Age Constructs



**Download Your  
Member Badge Today!**

## Nomination Deadline for SIOP Fellows November 1

SIOP Fellowship is a high honor, conferred in recognition of outstanding contributions and performance in any area of I-O psychology and all employment settings.

Like most worthwhile endeavors, the Fellowship nomination process requires an investment of time, and the Fellowship Committee has provided extensive **[guidance on the nomination requirements.](#)**

Each nominee is considered individually; the Fellowship Committee takes very seriously its obligation to make sure that outstanding SIOP Members are recognized.

Members wishing to nominate a colleague or role model for Fellowship are urged to **[review the Fellows information](#)** and begin the process today!

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## Show Off Your SIOP Membership With a New Badge!

SIOP membership is an accomplishment of which you can be proud, an accomplishment that differentiates you from other professionals and acknowledges your unique skills and expertise in I-O psychology.

Now you can display your SIOP membership in electronic communications with the new member badges. To download yours, click **[here](#)** or log into your my.SIOP account and scroll down to the bottom of the page to find the "Digital Member Badges" icon on the right side of the "Membership Materials" area. Digital student badges are also available for student members.

## CVS Health Named 2017 HRM Impact Award Winner

SIOP and the Society for Human Resource Management (SHRM), along with their foundations, have named CVS Health as recipient of the 2017 **[Human Resource Management Impact Award.](#)**

The nine-member HRM Impact Award Committee conducted two rounds of voting to choose this year's recipient from the largest-ever field of applicants. We are proud to announce the selection of CVS Health as the recipient of the 2017 HRM Impact Award for their Customer Care Representative Virtual Job Tryout program.

CVS Health is a *Fortune* 10 pharmacy innovation company with a unique integrated model helping people on their path to better health. The company partnered with Shaker industrial-organizational psychologists to streamline and optimize their Customer Care Representative selection process, to increase the performance of new hires and provide an engaging candidate experience in a rapidly evolving digital landscape that is changing industries and disciplines.

Read more about the HRM Impact Award **[here.](#)** Learn more about the SIOP Foundation **[here.](#)**



## **APA Presidential Elections Close October 30** **SIOP Endorses Rosie Phillips Bingham**

The election for the **American Psychological Association (APA) President** runs September 15 through October 30, 2017. President-elect ballots were sent to all APA Fellows, Members, and Voting Associates.

APA members nominated five candidates to appear on the 2017 president-elect ballot. SIOP President **Fred Oswald** sent all candidates for APA President three questions that are directly related to SIOP interests. Three of the five candidates responded, and their full answers appear on the SIOP website.

**[Read the candidates' answers here!](#)**

Dream big  
Do more  
**ROSIE**



**Rosie Phillips Bingham**  
**for APA President**

The SIOP Executive Board's Emergency Action Committee unanimously approved a motion from the four APA Council Representatives representing SIOP/Division 14 (**Georgia T. Chao, Deirdre Knapp, Gary Latham, and Stephen Stark**), to formally endorse **Rosie Phillips Bingham** for APA President. SIOP generally does not endorse a candidate for APA President. However, this endorsement is based on thorough consideration and information about the candidates.

**[A rationale and discussion of SIOP's endorsement can be found here.](#)**

**[A list of frequently asked questions regarding the election can be found here.](#)**

For information about all candidates, you can read an article in the recent issue of the **[APA Monitor](#)** or visit the **[APA elections page](#)**. You can also view **[video statements from the candidates](#)** on APA's website.

APA has more than 71,000 voting members, but it only took 9,553 to elect Jessica Henderson Daniel to APA President last year. There are over 1,400 SIOP members who are also eligible to vote in APA elections. Although the overall voter participation rate is around 15%, last year the SIOP/APA voter participation rate was about 42%!

**We can make an impact on APA Presidential elections. Please vote your conscience before the October 30 deadline!**

### **SIOP APA Council Representatives**

Georgia T. Chao  
Deirdre Knapp  
Gary Latham  
Stephen Stark



AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION

## A Pathway to Success: SIOP Member Tiffany Poepelman Speaks About Her Membership Journey

A SIOP bylaws amendment approved by the SIOP Executive Board in May 2014 and by vote of the SIOP membership in March 2015 established the opportunity for qualified SIOP Associates to apply for an upgrade to Member status.

This amendment created the Path to Membership Status for Associates, and gives long-term, engaged Associates access to Member status and its benefits, including the ability to vote in SIOP elections and to hold positions on the Executive Board and as Committee Chair.

Since its inception, approximately 25 SIOP Associates have successfully completed the Path to Membership. One such success story is **Tiffany Poepelman**, Senior Sales Performance Consultant at LindeIn. SIOP asked Tiffany to share her experience upgrading from an Associate to Member.

In [the full interview](#), Tiffany discussed why it was important to her to become a full SIOP member, the additional benefits of full membership, the transition process itself. She closed with several great recommendations for others who want to try to gain full Member status.

"While you're serving your five years as an Associate member, make the most of it! There are so many ways to get involved:

- Serve on a committee
- Join a task force
- Become a reviewer for conference submissions
- Write for *IOP*, *TIP*, or other SIOP channels
- Help other new members/students as an ambassador at the annual event
- Share your research and the work of others on social media

This time will be well spent and allow you to grow relationships, learn about the community, identify roles you may want to take on and of course, help you grow as a professional outside of work."

Visit the SIOP website to [continue reading Tiffany's interview](#) or to [begin your own Associate to Member story](#) today!



### How to Utilize the Associate Pathway to Membership

SIOP Associates who meet the following eligibility requirements may apply to become a Member:

- Paid status as an Associate for a period of at least the past 5 consecutive years.
- Be engaged in professional activities as described in Article II, 2a2 of the **Society bylaws**.
- Submit a letter of nomination from a Society Member or Society Fellow who can attest to your professional activities as described in Article II, 2a2 of the Society bylaws.
- Have obtained a master's degree that meets criteria as established in policy by the Executive Board.
- Have attended three official meetings (includes the **SIOP Annual Conference** and SIOP **Leading Edge Consortium**) of the Society in the last five years.

If you are an Associate who meets these criteria, we encourage you to apply for the upgrade to Member status. Please contact **Jayne Tegge**, Member Services Specialist, with any questions.

## A Conversation With Bob Hogan and Tomas Chamorro-Premuzic

Wednesday, November 1, 2017  
11:30 AM – 12:00 PM EDT

### [REGISTER HERE](#)

Have your morning coffee over a live conversation with Bob Hogan, PhD and Tomas Chamorro-Premuzic, PhD. In the second conversation in this series, we will talk with these two prominent I-O psychologists about their background, work, and insights on the field. Dr. Bob Hogan is the founder and president of Hogan Assessments. To learn more about Dr. Hogan, [click here](#). Dr. Tomas Chamorro-Premuzic is the CEO of Hogan Assessments. To learn more about Dr. Chamorro-Premuzic, [click here](#).



### Ask A Question/Help Shape the Series

You will be able to submit a question for Bob Hogan and Tomas Chamorro-Premuzic on the check-out page after registering for the event here.

Share this event on [Facebook](#), [Twitter](#), and [LinkedIn](#). [Add it to Calendar](#). We hope you can make it!

# SIOP Committee Connection

## The International Education & Training (E&T) Subcommittee

The SIOP Education & Training (E&T) Committee established a subcommittee last year focused solely on enhancing our understanding of the training of I-O psychologists across the globe.

Continuing the effort started by **Joe Allen** (current E&T chair) and **Marissa Shuffler** (former International E&T subcommittee chair and E&T chair-in-training), **Jenn Feitosa**, assistant professor at City University of New York, Brooklyn College, is the current chair of the International E&T subcommittee.

Although this is a developing effort, they have already learned some key differences and commonalities across I-O E&T around the world. Initial findings from this subcommittee's efforts, as shared in the [Fall 2017 issue of TIP](#), showed that leadership and management, individual assessment, and performance appraisal/management seemed to be the most important topics in E&T overall.

More differences exist regarding how to select students to programs, especially whether they require or put any weight on interview, research experience, or letters of recommendation as proxies of graduate performance. However, Feitosa, Shuffler, and Allen also highlight that "with a few exceptions, SIOP's E&T resources, tools, and viewpoints have essentially been US-centric for many years." With the intention to change the US-centric approach and expand our knowledge, Jenn has been communicating with other SIOP members, such as **Lynda Zugec**, *TIP*'s "International Practice Forum" columnist, to gather more information regarding:

1. How I-O psychology training happens around the world,
2. The needs of and gains for becoming more internationally focused, and
3. The importance of connecting SIOP members across the globe.

Members from programs outside the US are urged to check SIOP's list of I-O programs around the world to be sure their program is [listed](#), and to [share in-depth information about their I-O programs](#). Read a description of all SIOP's committees [here](#). To learn more about SIOP's committee structure, visit the About Us section of the SIOP website for a [current roster of Executive Board Members and Committee Chairs](#).

# advocacy alert



## Funding Opportunity: NSF Releases Solicitation for Cyberlearning for Work at the Human-Technology Frontier Program

On September 21, the [National Science Foundation](#) (NSF) published a solicitation for the [Cyberlearning for Work at the Human-Technology Frontier](#) program, which aims to advance innovative technologies that facilitate science, technology, engineering, and mathematics (STEM) education and re-education for those entering an increasingly technological workforce.

This interdisciplinary program integrates education and learning sciences, computer and information science and engineering, and cognitive and behavioral sciences in pursuit of experimental cyberlearning technologies.

**Total Funding and Award Information:** NSF anticipates making \$15 million available for approximately 20 awards, with individual awards of up to \$750,000 over a maximum of three years. No cost share is required.

**Due Dates:** The submission deadline for full proposals is January 8, 2018 and then annually on the second Monday in January.

**Eligibility:** Individuals may serve as a Principal Investigator (PI) or Co-PI on no more than two proposals.

[Learn more about the solicitation](#) on the SIOP website.

## NSF Funding Helps Workshop Participants Collaborate Across Disciplines

Several blindfolded people are examining an elephant. One, positioned by the animal's front leg, believes it's a tree trunk. Another, feeling the elephant's trunk, thinks it's a type of serpent, and so on. The familiar story illustrates how different perspectives change our understanding of the world.

This idea has long driven scientists in their explorations, and it motivated Alicia Grandey, Professor at Pennsylvania State University, to organize a cross-disciplinary workshop for psychology, management, and engineering scholars, described in a [recently released report](#).

The Workshop on Work Climate in Organizations at Pennsylvania State University on May 12-13, 2016 was funded by a grant from the National Science Foundation Science of Organizations (SoO) and Science of Science and Innovation Policy (SciSIP) Programs. A pre-workshop event about emotional dynamics at work received additional support from Penn State's interdisciplinary Emotions Research Network (ERN).

The workshop's specific focus was work climate, but its overarching goal was to help participants learn more about the challenges and opportunities of studying organizational innovation and effectiveness across disciplines.

Read more about the workshop, elements of successful cross-disciplinary collaboration, and advice for NSF grant seekers [here](#).



## How Would You Rank Your I-O Graduate Program?

Have you ever wanted a way to compare I-O graduate schools on program culture or faculty support of students? Do you think that it's important to rank graduate programs on more than faculty research productivity? Well, **now is your chance!**

A team of graduate student researchers from BGSU and Baruch College seeks graduate students, professors, and professionals in I-O psychology to help study characteristics of I-O graduate programs. This study will allow incoming master's AND doctoral students in the field to compare programs on criteria that are important to them.



I-O program scores will be reported in two articles, which will be published in a summer 2018 issue of *TIP*.

The study should take 20 minutes of your time at most. Participation is strictly voluntary. Let others know what you think about the program you attend(ed).

Please note: this study is being done as part of a larger project to analyze graduate I-O programs (see Salter et al., 2016, in the **Summer** and **Fall** editions of *TIP* for more information).

Contact the investigators of this experiment, **Jenna-Lyn Roman** and **Nicholas Howald** should you have any further questions.

To participate, please follow the **[Qualtrics survey link](#)**.

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## IOOB 2018 Conference Submissions Now Open

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.

The IOOB Conference moves from city to city each year, and the upcoming conference is set for February 23 – 24, 2018. It was last held in Tulsa in 2005. Registering for IOOB 2018 is a two-step process. The first step is to upload your 500-word abstract and answer a few questions for us on the submission form. **The submission deadline is December 15, 2017.**

University of Tulsa is the hosting institution and the Downtown Tulsa Doubletree Hotel is the official conference hotel, offering discounted rates. Learn more about the conference **[here](#)**.