Many Paths to the Summit

The 13th annual Leading Edge Consortium (LEC) offers many paths to the peak of performance in executive coaching.

Join us at the Hilton Minneapolis on October 20-21, 2017 for “Innovations in Executive Coaching: Deepening your Expertise in a Dynamic World” to upgrade and enhance your executive coaching skills so you can keep pace with your clients’ changing needs.

Nearly 20 presenters drawn from the top thinkers and practitioners in the field provide advanced information in a variety of presentation formats that allow for meaningful interaction and deep learning. Keynote presentations are interspersed throughout the 2-day event that combines panels, small group discussions and TED-style talks to deepen your expertise, provoke your thinking, and connect you with others who are passionate about excellence in coaching.

This event is shaping up to be another successful LEC, with seats for the popular preconsortium workshops filling up quickly. Don’t miss your chance to take part.

Hotel Deadline Approaching

The deadline to book your hotel stay in SIOP’s room block and recieve the special attendee rate is September 19!
Proposals Submission Deadline Nears

The proposal submission deadline for SIOP’s 33rd Annual Conference is Wednesday, September 13, 2017, 5:00 p.m. EDT, and current membership is a requirement for submission.

History shows that many wait until the last minute to submit their proposals. History also shows that’s probably not the best approach. This recent article on the potential pitfalls of procrastination should inspire you to finish your proposal in a timely fashion.

Read all the submission details in the Call for Proposals.

SIOP Seeks Conference Reviewers

The SIOP 2018 Program Committee is requesting SIOP members’ help to build a top-notch, peer-reviewed conference program in Chicago!

Signing up to serve as a reviewer is easy and quick (less than a minute). Simply follow steps 1-2-3 on the reviewer sign-up page.

The reviewer signup deadline is September 13, 2017 (5:00 PM US EDT).

Submit Nominations Now for SIOP Fellows

SIOP is now accepting nominations for Fellow status. The nomination period will end on November 1, 2017.

SIOP Fellow nominees can come from all I-O areas and from all employment settings. SIOP recognizes several bases for Fellowship: research, teaching, practice, administration, and professional service. The common criterion in every case is “demonstrated outstanding contribution.” Fellowship nominees must:

- Be a SIOP Member in good standing for a minimum of two (2) years at the time of election by the Executive Board.
- Have an earned doctorate from an accredited institution at least ten (10) years prior to election by the Executive Board.
- Be nominated by other Members or Fellows. Self-nomination is not permitted.

In addition, nominations must include evidence that the nominee’s contributions have had meaningful, sustained, and unusual impact on the field of industrial and organizational psychology.

The Fellowship Committee reviews all candidates and makes its recommendations to the SIOP Executive Board. New Fellows will be announced at the 2018 SIOP Annual Conference in Chicago, Illinois.

Find comprehensive information on Fellowship, including detailed nomination instructions and a list of current Fellows, here.
**SIOP President Oswald Addresses Hurricane Harvey**

The floodwaters may be receding, but the devastation left by Hurricane Harvey will surely impact its victims for years to come.

Harvey was the wettest tropical cyclone on record in the contiguous United States, and its impact is unparalleled. After what FEMA director Brock Long called the worst disaster the state of Texas has ever seen, the extent of damage continues to be revealed. Harvey has caused at least 65 confirmed deaths, and the results of the subsequent flooding are still impacting the Greater Houston metropolitan area and beyond. The storm has left thousands of residents permanently or temporarily homeless across 11 counties in Texas. Economic losses are preliminarily estimated at between $70 and nearly $200 billion, and the recovery could take years.

**If You Were Affected**

First and foremost, if Harvey has adversely affected you, we want you to know that you are in our thoughts and prayers. You have the full backing and support of SIOP and its members during this difficult time. SIOP is currently reaching out to members located within the affected areas to offer support. In addition, if you are directly affected and need assistance, please contact SIOP Member Tracey Rizzuto at trizzut@lsu.edu or traceyrizzutolsu@gmail.com. In addition, SIOP is working with APA Division 13 and others on an initiative to aid Harvey survivors. Read more on that below.

**How You Can Help**

I have been in contact with several SIOP members in the region already, and I am currently in Houston offering my assistance to those who have been affected. Many SIOP members have extensive experience dealing with disasters, significant change events, and helping business owners, managers, workers, and organizations implement recovery and development plans. SIOP members also have access to a wide range of services that could potentially be beneficial in a disaster situation, everything from assistance with re-employment and rebuilding of organizations, businesses, and careers, to clinical and counseling help.

SIOP encourages members to offer their assistance in any way they can to the victims of this devastating storm. Here are a few ways you can help:

- **Donate to Harvey Victims Through a Number of Organizations:** A recent *New York Times* article by Christina Caronaug (August 28, 2017), titled "Where to Donate to Harvey Victims (and How to Avoid Scams)," offers good advice for where to donate and tips for avoiding scams.
- **The Society for Consulting Psychology (APA Division 13) HOPE Initiative:** SCP is seeking volunteers for what it is calling the HOPE (Harvey Organizational Psychology Effort) project. This initiative will involve rebuilding as well as efforts beyond business recovery (e.g., book replacement, transportation assistance, virtual guest lectures, etc.). SIOP is volunteering its assistance for this initiative, which involves developing a list of volunteers’ expertise and interests. Tracey Rizzuto, who has extensive experience working on SIOP’s KARE initiative after Hurricane Katrina, is working with SCP’s John Fennig and others to lead SIOP’s work on this project. Specific information regarding how you can volunteer for these efforts is forthcoming. Please check the SIOP website and your email in the coming days and weeks for more information.
- **Texas Department of State Health Services Disaster Volunteer Registry:** The Texas Dis-aster Volunteer Registry allows health professionals and lay persons wishing to support medical preparedness and response to register as a responder with participating organizations to provide services during a disaster or public health emergency. Learn more on their website.
- **Emergency Temporary License Now Available to Assist Hurricane Harvey Victims:** In accordance with Governor Abbott’s disaster proclamation issued as a result of Hurricane Harvey, the Texas State Board of Examiners of Psychologists has suspended those portions of Rule 463.27 that could prevent, hinder, or delay access to mental health treatment for the areas affected by Hurricane Harvey. Effective immediately, individuals licensed to practice psychology in another jurisdiction may apply for an emergency temporary license from this agency under Rule 463.27. Read more on the Texas State Board of Examiners of Psychologists’ website.
Further Reading

Based on SIOP’s work with the KARE initiative after Hurricane Katrina, a few of the members who were instrumental in those efforts have shared their findings and best practices for helping after a disaster:


I hope the SIOP members affected by this unprecedented storm will take some solace in knowing they are in the thoughts of SIOP’s leaders and membership. I also encourage our members to continue to seek out avenues for helping rebuild after the damage, especially any opportunities there may be to utilize our unique I-O skills and knowledge.

As we now face the aftermath of yet another devastating storm, Hurricane Irma, SIOP’s leadership will continue to explore ways we may offer our assistance to those impacted by these tragedies. We will keep members informed as new developments arise, so please keep checking the SIOP website as well as your email for messages from SIOP!

Sincerely,

Fred Oswald, SIOP President

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**SIOP Releases Newest APA Council Representative Report**

The APA Council of Representatives met August 2 and 4 in Washington DC. All four Council representatives from Division 14 were present. This report highlights items that are most relevant for SIOP.

APA has been proactive in voicing opposition to recent Federal government initiatives, including the government’s hiring freeze, immigration bans, and proposals to repeal/replace the Affordable Care Act. Dr. Arthur Evans was introduced as the new CEO of APA. He has a PhD in clinical and community psychology from the University of Maryland, with academic and applied psychology experiences. Two proposed changes to APA bylaws were supported by Council, and several guidelines were approved in the Consent Agenda, including the *Guidelines for Education and Training in Industrial/Organizational Psychology.*

Continue reading the report by Georgia T. Chao, Deirdre Knapp, Gary Latham, and Stephen Stark on the [SIOP website](https://www.siop.org).
SIOP Officer Nominations Now Open

SIOP is now seeking nominations for four Executive Board positions:

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

Read about the roles and responsibilities of these offices [here](#). Members, Fellows, Retired Members, and Retired Fellows may make nominations. Associates and Students are not eligible to participate.

**The nomination period closes September 30, 2017.** Election balloting runs **November 1-30, 2017.** Election results will be announced December 10, 2017 and the winners will take office at the 2018 Annual Conference. Read more about election procedures [here](#).

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SIOP Releases 2017 Post-Conference Survey Results

From April 27th to 29th, 2017, Orlando, Florida hosted 4801 registered attendees at the [32nd Annual Conference of the Society for Industrial and Organizational Psychology](#). Out of the 4801 registered attendees, 1298 responded to the post-conference survey for a response rate of 27%.

The SIOP 2017 Post-Conference Survey Report, managed by Jessica Nicklin, Conference Evaluation Chair, was created by Mercer | Sirota and can be found on the SIOP website.

Conference attendance increased 11% over 2016 and was the highest number in the past 5 years.

Overall, respondents had a positive experience at the conference in Orlando, Florida and more than three-quarters of them plan to attend next year’s conference in Chicago, up 10% from last year.

When attendees were asked to describe the conference in one word, 60% of words were positive (n = 593), whereas the rest were neutral or negative in tone (n = 393). The results are shown in the word cloud visualization below.

“Informative” and “Busy” remain the top two most common descriptions. Most of the other top words are fairly stable from year to year, though “Interesting” has jumped up six spots to the third most common descriptor. There are two new entries to the top conference descriptors, “Great” and “Networking.”

In other positive news, 39% of respondents indicated they would serve as a reviewer in 2018, up four points from Anaheim. Read the full report [here](#).
#SmarterWorkplace Awareness Month
Help Raise Awareness of I-O Psychology During September

Do you share your work or accomplishments on social media? Celebrate achievements for your company or colleagues on social? If so, that’s great! It helps build your personal brand while raising awareness for the profession.

During the month of September, we ask you to take one more step that will help highlight how SIOP and I-O psychology make life better at work: Tag your social media posts #SmarterWorkplace.

You can also help by downloading social media graphics and email badges to use in your electronic communications and sharing the SIOP branding video.

Not active on social media? There are still effective ways you can help! Here are a few ideas:

- Give a talk about I-O psychology’s role in the workplace at a meeting of your local Chamber of Commerce or civic organization (e.g. Kiwanis, Rotary, Exchange Club).
- Present to a high school class or introductory level class in psychology or business at your local university.
- Promote your business or academic department while you promote the profession by hosting a reception for local businesses, nonprofit, and/or government agencies.

SIOP has several resources you can use in these efforts, including brochures for students and the general public; white papers on timely business topics; an interactive career paths app; and several other resources for students.

Industrial and Organizational Psychology: Perspectives on Science and Practice

IOP Journal Accepting Commentaries

Two focal articles have recently been accepted for Volume 11, Issue 1 of SIOP’s journal, Industrial and Organizational Psychology: Perspectives on Science and Practice. They are now available for comment on the SIOP website. The deadline for commentary submissions is September 22, 2017.

The first focal article for this issue is “A Systems-Based Approach to Fostering Robust Science in Industrial-Organizational Psychology” by James A. Grand, Steven G. Rogelberg, Tammy D. Allen, Ronald S. Landis, Douglas H. Reynolds, John C. Scott, Scott Tonidandel, and Donald M. Truxillo.

The second focal article is “Beyond Blaming the Victim: Toward a More Progressive Understanding of Workplace Mistreatment” by Lilia M. Cortina, Verónica Caridad Rabelo, and Kathryn J. Holland.

The focal articles can be downloaded from the Industrial and Organizational Psychology: Perspectives on Science and Practice page. The journal page also contains details on the process of preparing and submitting a commentary. Please contact Editor John Scott at JScott@APMetrics.com with any questions about the commentary process.

With the December 2016 issue, the IOP journal is introducing a new Practice Forum, designed to help advance the effective practice of industrial-organizational psychology through practitioner-oriented articles. This forum will give practitioners an outlet for communicating and/or learning about various practice-related issues. Click here for more information!
Jeff McHenry Is New APA Council Representative

SIOP received results of the American Psychological Association (APA) Council of Representatives election in August and is pleased to announce that Fellow Jeff McHenry, Principal of Rainier Leadership Solutions, has been elected to serve as an APA Council Representative for Division 14.

McHenry will join the SIOP Executive Board effective January 1, 2018, and will serve a 3-year term. He will replace Dierdre Knapp, whose term will expire at the end of December.

Council is composed of representatives of divisions; representatives of state, provincial, and territorial psychological associations (SPTAs); and the members of the Board of Directors.

Read more about Jeff McHenry and the APA Council of Representatives here.

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Advancing Your Personal Brand - SIOP Can Help!

Personal branding, the intentional creation of an image representing you and your work, is an important career task, whether you work in industry, academia, or are an independent consultant. As one blogger wrote, a personal brand is “the secret sauce that can make you stand out in a stack of resumes.”

SIOP has a suite of tools available to help members build their personal brand by sharing their areas of expertise, and all are available through the Find An I-O Page on the SIOP website. Access to the Membership Directory is limited to current SIOP members, but the other three directories are public facing and are frequently accessed. Listing your relevant information in these directories can help strengthen your personal brand and create more opportunities for you. To take advantage of this service and participate in these listings, log into your SIOP account and select “Manage Privacy and Opt In/Out” from the Account Actions Menu. After opting into the specific services in which you want to participate, edit your demographic information to reflect your interest areas. These will appear on the media resources database.

Also be sure to complete the information in the Consultant Locator Service and Registry menus, if applicable. Learn more about how to optimize your membership profile here.

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Don’t be this person...

Jeff McHenry

Institution
Degree
Major Field of Study
Degree Month/Year

Primary Employer Type
Secondary Employer Type

Interest Area (1st choice)
Interest Area (2nd choice)
Interest Area (3rd choice)

Home Address
Home Phone
Home Email

Employer
Website

Member Type
Work Address
Work Phone
Work Email

my.SIOP
SIOP Committee Connection: The Women’s Inclusion Network

The Women’s Inclusion Network (WIN), an ad hoc committee approved at the January 2017 meeting of SIOP’s Executive Board, has been putting check marks next to the initial goals outlined in the committee proposal.

Writing in the Summer 2017 TIP, Lisa Moore reported on the inaugural meeting held at the #SIOP17 conference. She said the meeting “focused on gathering ideas and developing ways for scholars, practitioners, industry partners, students, and others interested in working on ways to make sure women are better included in all work places and work spaces.”

The committee has created a Facebook group (check), and is putting together three proposals for the 2018 conference based on discussions among members (check).

WIN is planning to host a Game Night at #SIOP18. Committee Chair and SIOP Fellow Mindy Bergman said, “We were looking to do something different—more social, more interactive, and more family friendly.” She said there will be “snacks and games and the opportunity to say ‘I beat a SIOP Fellow at Scattergories!’”

Committee members have begun working with Administrative Office staff to develop stories on WIN members’ research on gendered workplace issues. These activities will lead to further checks on the list and the creation of a solid foundation for long term work.

Read more about how a question from Aditi Raghuram led to the formation of the committee, and the committee’s goals here.

As Moore wrote in the TIP article, WIN welcomes the participation of all SIOP members “female, male, cis-, transitioning/transgender, nonbinary identifying, etc. interested in promoting the improvement of the experiences of women in I-O psychology and in the broader workplace.” Joining the Facebook group is a good way to get involved in the effort.

Focus on the Foundation: John Scott Joins Board of Directors

The SIOP Foundation Board has recently selected a new member to fill the seat left empty when Paul Thayer passed away in January, 2017.

John Scott, COO of APTMetrics, Inc. and a SIOP Fellow, was selected from a field of 17 highly-qualified candidates. Scott said he is quite honored to be elected, and “couldn’t think of a more vital and worthwhile endeavor” than working with the Foundation to advance I-O psychology’s ability to “address critical workplace challenges and promoting decent work across both formal and informal economies around the world.”

Read more about Scott and his long association with SIOP here.

The SIOP Foundation was founded in 1996, and Scott joins the other 8 members of the Board as they are beginning a round of strategic planning for the Foundation and how it can support SIOP and the wider profession.

Read more about the Foundation here.

Questions About the Foundation?

Contact Linda Lentz at the SIOP Administrative Office at 419-353-0032 or by e-mail here.