SIOP Announces 2018 Top Ten Workplace Trends

The SIOP Visibility Committee is pleased to announce its fifth annual Top 10 Workplace Trends list!

To create this list, SIOP asked its members for their predictions, compiled those predictions into a list of possible trends, and surveyed its members to identify which were the top 10 that organizations are likely to face in 2018.

What workplace needs are members predicting businesses will need to address in 2018? More than 800 members responded, and here’s what they had to say:

#10. The Gig Economy and Contract Work

#9. Automation of Jobs and Tasks

#8. Selecting, Training, Developing, and Retaining Millennials

#7. Leadership Development and Improvement

#6. Algorithmic Selection Systems/People Analytics

#5. The Changing Nature of How People Work

#4. Artificial Intelligence and Machine Learning in I-O

#3. Work-life Balance Interventions/Teleworking/Employee Wellness

#2. Diversity, Inclusion, and Equity

And the #1 trend this year...

#1. Addressing Sexual Harassment in the Workplace

Read a full story about the trends on SIOP's website here!
Register for #SIOP18
Now to Get Our Best Pricing

The SIOP Conference is not only the premiere international gathering of I-O psychologists, it’s still one of the absolute best values available for professional development.

Early registration fees are just $175 for student affiliates and $250 for professional members.

But the early registration rate ends **February 21, 2018**. Regular pricing will be in effect through April 3; after that, late registration pricing goes into effect. This structure was implemented to cover additional expenses entailed by accommodating late registrants.

Once again, the SIOP Conference and Program Committees have put together a program offering both breadth and depth. Nearly 1,000 presentations will be given over the course of the three-day conference. These are complemented by pre-conference workshops, consortia and seminars, as well as the exhibit hall, the conference Placement Center, and other special offerings. Get a bird’s eye view with the conference event schedule.

Read more about several new and key features of the conference in Conference Chair Tracy Kantrowitz’s recent TIP article.

Review the entire conference fee structure [here](#) and [register now](#) for the 33rd Annual SIOP Conference.

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**Make the Case for Your Attendance at the 2018 SIOP Conference**

You don’t want to miss #SIOP18, the world’s largest and most prestigious conference on work and organizational psychology, April 19-21 in Chicago!

If you’re wondering how to justify the cost of attendance at the premiere I-O psychology learning and networking event, visit the Opportunity Toolkit. We’ve gathered tips and templates to help you communicate:

- The professional value of the conference
- Why you should attend the conference
- Additional value derived from attending the workshops and seminars, and
- The benefits of membership

Don’t delay, visit the Conference Opportunity Toolkit and start making your case today.

**OPPORTUNITY TOOLKIT**

Make a Case for Attending #SIOP18 in Chicago
Team SIOP Wants You! Volunteer As a Conference Ambassador

With all the sessions, professional development, and networking activities, the SIOP Conference can be overwhelming—especially for first-time attendees.

If you’re a seasoned attendee, please consider sharing your tips and techniques for getting the most out of the conference with a newcomer as a Conference Ambassador.

Volunteering as a Conference Ambassador is a great way to “pay it forward,” and to connect with those new to the field.

You can volunteer when you register for the conference, or afterward through the conference registration site. When you volunteer as a Conference Ambassador, you can help a newcomer feel welcome, expand your own horizons, and maybe even make a long-term professional connection.

Read more about the obligations and benefits of being an ambassador here, then join Team SIOP as a Conference Ambassador!

Don’t Miss A Thing

Follow SIOP and search #SIOP18 on Twitter, Facebook, and LinkedIn to get all the updates leading up to the 33rd Annual SIOP Conference.

As the conference date approaches, we’ll once again add Whova to our conference communications offerings. Registrants will receive information on how to activate their Whova account by e-mail. You can download the app any time, and the conference will go live on Whova in early March. Read more about Whova here.

Download graphics you can use to promote your participation in the conference here.

Artificial Intelligence in I-O - It’s Not Just a Fad

A new episode in SIOP’s The I-O Podcast series is now available! The third installment of the series explores the applications of machine learning in I-O psychology with guests Neil Morelli, Rachel T. King and Michael C. Campion.

Hosted by Kelly Stewart and edited by Drake Doumit, the I-O Podcast channel provides authentic, free-flowing conversation regarding current trends, controversies, and topics of interest within or related to the realm of industrial and organizational psychology.

The I-O Podcast is available for Google Play, iTunes, and Direct Download. Read more about the series and download series installments here.
SIOP Now Accepting Nominations for APA Council of Representatives

SIOP is now accepting nominations for members to serve on the APA Council of Representatives.

SIOP members who are also voting APA members will be electing two new representative to the Council to replace Georgia Chao and Gary Latham, whose terms expire December 31, 2018.

SIOP’s voting APA members should have recently received an email with instructions from SIOP. Those members can begin the nomination process here. You will need your username and password.

Nominees must be a SIOP Member or Fellow and an APA Member or Fellow in good standing. The deadline for nominations is midnight EST January 30, 2018. Read more about the process in a recent article on the SIOP website.

I-O Psychology at the United Nations: Job and Internship Opportunities

There are increasing numbers of opportunities to do meaningful and exciting I-O psychology related work at the United Nations. Although I-O psychology professionals are not yet employed in large numbers at the UN, the UN is starting to recognize the value of I-O expertise and its application to the work of the UN and its affiliated organizations.

The SIOP United Nations Committee would like to see more I-O psychologists in positions at the UN to provide expertise to the UN and to increase the influence of our profession.

Toward that end, the committee published an article detailing advice for finding an I-O related job or internship at the United Nations in the Winter 2018 edition of The Industrial-Organizational Psychologist (TIP) d. The information was developed by the SIOP UN Committee and shared at the New York I-O Psychology Career Fair held on November 2, 2017.

Find this and much more in the Winter 2018 edition of TIP. Learn more about the work of the SIOP United Nations Committee here.

SIOP@APS 2018—Updates on the San Francisco Program

The 2018 APS Annual Convention will be held May 24-27 at the Hilton San Francisco Union Square Hotel.

Although the symposium deadline has passed, there is still time to submit your poster by January 31, 2017.

SIOP membership is well represented on the roster of invited addresses and symposia speakers. And the SIOP at APS committee is once again hosting the I-O happy hour at APS, a great place to mingle with old friends and new.

Read more about the event in the recent TIP article by Margaret Beier, Harrison J. Kell, and Christopher Wiese.
SIOP is pleased to announce that the organization's governing documents can now be easily accessed by members via one consolidated portal, the SIOP Governance Page.

This page serves as a resource for the SIOP Executive Board and committees to guide leadership activity and decision making, but it also gives the general SIOP membership a transparent view of the Society's governing guidelines, policies, position statements, and procedures.

The page can be found at the bottom of SIOP's newly revamped About Us page or accessed under the “Membership” drop-down menu while logged in.

This portal is a culmination of governance management work first initiated by then-President Tammy Allen in 2013. Allen tasked SIOP's Support, Planning, and Research Committee (SPARC, ad hoc), led at the time by Mort McPhail, to develop a 10-year calendar to guide review of processes, structures, policies, statements, and other documents adopted by or on behalf of SIOP. Read more about the process in a recent article on the SIOP website.

Although most of the 75+ governing documents have already undergone one or more formal reviews through the Business Rhythm process, the cycle is ongoing. Therefore, the Governance Page is intended to be a “living” portal, with frequent updates made as new Executive Board actions are taken and as documents come due for review or original authoring. Visit the Governance Page here, or review the rest of the information on the About Us page.

**New Officers Appointed to the Alliance for Organizational Psychology**

Elections to appoint new officers for the Alliance for Organizational Psychology (AOP) were recently held. Joining the AOP Board for four-year terms are SIOP Member Gudela Grote (President), Fellow Steven Rogelberg (Secretary General), and Member Mark Poteet (Treasurer), along with Bonnie Cheng (Communications).

The Alliance for Organizational Psychology is the joint effort uniting SIOP, EAWOP, IAAP-Div. 1, and C-SIOP in promoting the science and practice of I-O psychology worldwide. This includes increasing the visibility and impact of I-O in policies that affect the lives of workers.

Read more about the elections and the upcoming international congress here.

Congratulations to the newly elected officers!
Focus on the Foundation: The 2018 HRM Impact Awards

The HRM Impact Award, given annually by SIOP and the SIOP Foundation in collaboration with SHRM and the SHRM Foundation, began with an idea Howard Klein had at the 26th Annual SIOP Conference in Chicago.

This year will mark the sixth consecutive year the award has been given to recognize excellence in evidence-based HR management.

The submission window is February 1 through April 30, 2018 for this prestigious international award.

SIOP Foundation President Milt Hakel told the story of the award's inception this way: Klein, a long-time member of both SHRM and SIOP, was inspired by remarks at the 2011 SIOP Conference opening plenary to suggest that the two organizations collaborate on an HR award. He spoke with Wayne Cascio, Gary Latham, and Rich Klimoski, and they soon had the outline of an award program.

The first awards were given in 2013 to Frito Lay, Proctor & Gamble, the Bureau of Alcohol, Tobacco, Firearms and Explosives, and North Shore-LIJ. Google also received an honorable mention. Since then, an illustrious group of companies has joined the ranks of HRM Impact Award recipients, with CVS Health being the most recent.

Should your organization’s name be on that list too? The award review committee considers four criteria when evaluating submissions: operational or financial impact; people impact on employees and teams; scientific impact on the field; and the quality of supporting evidence provided. For more detail, read the award criteria, eligibility rules, and submission guidelines.

The 2018 winner(s) will be recognized at the SIOP Leading Edge Consortium and the SHRM Volunteer Summit, dates and locations to be announced.

Watch a short video about CVS Health, the 2017 HRM Impact Award winner here.

Find additional videos on the HRM Impact Award recipients page.

SIOP Conversation Series: A Conversation with Amy Grubb

The SIOP Visibility Committee is proud to present the next installment in its Conversation Series, a half-hour conversation with SIOP Member Amy Grubb, senior I-O psychologist at the FBI!

Wednesday, March 14, 2018
10:30 AM – 11:00 AM CT
Add to Calendar
REGISTER HERE

The Conversation Series is a live webinar-style series in which SIOP members and those involved in the field can have a conversation with some of the leading minds in I-O psychology. Amy Grubb, Ph.D. is the senior I-O psychologist at the FBI. In this role, she has been responsible for the implementation of a number of change initiatives, from serving as a leader on the post-9/11 enterprise-wide transformation of the FBI to a balanced national security and law enforcement mission to implementing HR systems and procedures operational programs. Read a complete biography of Dr. Grubb here!