SIOP Government Relations Introduces the Policing Reform Initiative to Congressional Staff

In February, SIOP President-Elect Jim Outtz joined Lewis-Burke for a series of meetings with representatives from Capitol Hill and nongovernmental organizations to highlight the impacts and applications of I-O evidence-based research on policing reform, to urge stakeholders to apply I-O research to related policies and programs, and to position and promote SIOP as a collaborator and resource for these organizations going forward.

The meetings were part of a nearly year-long comprehensive initiative that began with a discussion led by Lewis-Burke at the April 2015 Annual Conference. During the conversation, Dr. Outtz proposed developing a government relations initiative on policing as a way to apply I-O to an active federal policy debate by leveraging SIOP members’ research on police recruitment and selection processes, leadership, individual and organizational decision making, and training. Following the meeting, Lewis-Burke began working with Dr. Outtz to create a working group to coordinate I-O efforts in this space and consider evidence-based solutions to complex policing challenges.

In June 2015, SIOP and Lewis-Burke facilitated the first working group call, including SIOP members Dr. Frederick Oswald, Dr. Michelle Hebl, Dr. Kevin Ford, Dr. Daniel Newman, Dr. Leaetta Hough, Dr. Cindy McCauley, and Dr. Ann Marie Ryan. Over the next several months the working group held several more calls. During the discussions, Lewis-Burke contributed updates on policing concerns and solutions discussed by members of Congress; the Obama Administration and federal agencies; and nongovernmental stakeholders—such as the National Academies of Sciences, Engineering, and Medicine—while SIOP members considered relevant I-O research and models to address these issues. Through this process, Lewis-Burke and SIOP developed a strategy to draft a series of guidance documents that categorized I-O findings in key areas, such as police recruitment and selection processes, leadership, and training to share with and inform key federal decision makers.
identified by Lewis-Burke. In January, the guidance documents were finalized and posted on the SIOP Government Relations website, which set the stage for the advocacy meetings. The first wave of meetings facilitated by Lewis-Burke were with a number of bipartisan, bicameral congressional offices that have been heavily involved in the ongoing conversation over policing reform, including the offices of Senator Ben Cardin (D-MD), Senator Roy Blunt (R-MO), Rep. Jim Sensenbrenner (R-WI), and Rep. Elijah Cummings (D-MD). The meetings were a complete success, as staff from each office expressed interest in learning more about the I-O-backed solutions outlined in the guidance documents and pledged to consider engaging SIOP as a consultative resource in future discussions on policing reform. The second wave of meetings included discussions with Democratic staff from the House Judiciary Committee; Republican staff from the Senate Judiciary Committee; and Poornima Madhavan, director of the National Academies of Sciences, Engineering, and Medicine Board on Human-Systems Integration (BOHSI). Lewis-Burke and SIOP will continue to interact with these offices and maintain the relationships built through these meetings.

Over the past year, the federal conversation on policing reform has proven to be an enduring topic that has sparked various reviews of policies and programs and reformed guidelines from federal agencies, bipartisan congressional hearings and legislation, and numerous reports and discussions held by think tanks and stakeholder organizations. It was also mentioned in the President’s 2016 State of the Union address, as well as on the presidential campaign trail. The stakeholder meetings affirmed that there is a desire for more information and consideration of evidence-based solutions to complex issues on policing, and through the efforts of SIOP’s working group on policing, the Society is well-positioned to continue to advocate for the consideration of I-O in future discussions.

In addition to providing a voice in the federal discussion on policing, SIOP’s convening of a topical working group that promotes prolonged membership engagement and focuses on a key government relations initiative will provide a lasting framework for future advocacy initiatives. The success of this endeavor opens the door for new opportunities to bridge member interests with federal policies and the development of an active base for government relations activities at SIOP.
"Truxillo, Bauer, and Erdogan take a fresh perspective in Psychology and Work by keeping their audience of students firmly in focus on every page. I felt more like I was in a room with these established social scientists, hearing them enthusiastically describe this exciting field to me, than I felt like I was reading a textbook. I especially loved the 'What do you think?' prompts at the end of the chapters; these challenge the students to go beyond learning concepts to thinking about how to really use them in practical ways." —Lisa Finkelstein, Northern Illinois University

"This is a great new contribution to the world of I/O textbooks. Students and instructors will not only find empirically-supported theory and practice, but will appreciate why it's engaging and fun to be an I/O psychologist." —Kurt Kraiger, Colorado State University

Psychology and Work is a new textbook for introductory Industrial and Organizational (I/O) Psychology classes. Written by award-winning I/O professors with expertise in I/O Psychology and teaching this course, the book is organized into three main sections. It first includes a brief overview of the history of I/O Psychology and a chapter on research methods, subsequently covers the core principles of Industrial Psychology, and then discusses the key areas of Organizational Psychology.

Each chapter covers the implications of issues for organizations, individual workers, and students. The book contains numerous features that highlight key concepts and their relevance to students:

- Learning goals at the beginning of each chapter direct students to main objectives
- What Does This Mean for You? and Workplace Application boxes throughout the book address the implications of the material for students
- Case study boxes with accompanying questions illustrate how concepts are relevant in real-world practice
- Reading lists and Your Turn questions provide further discussion for each chapter
- Keywords defined in the margins help students grasp important concepts
- Sections discussing global and current issues give students a sense of what's happening in the I/O psychology field

The book also has extensive online resources such as interactive features, quizzes, PowerPoint slides, and an instructor's manual. Accompanied by a dynamic design and a strong set of pedagogical tools, Psychology and Work presents all-new content and relevant coverage for the I/O psychology course.

©2016 | Pb: 978-1-4872-508-9 | 588 pages
For more information or to request a complimentary exam copy, please visit: www.routledge.com/978148725089