

SIOP Hawaii 2014: A Welcome From Your Conference Chair May 15-17 (preconference activities on May 14)

Robin Cohen
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Johnson & Johnson

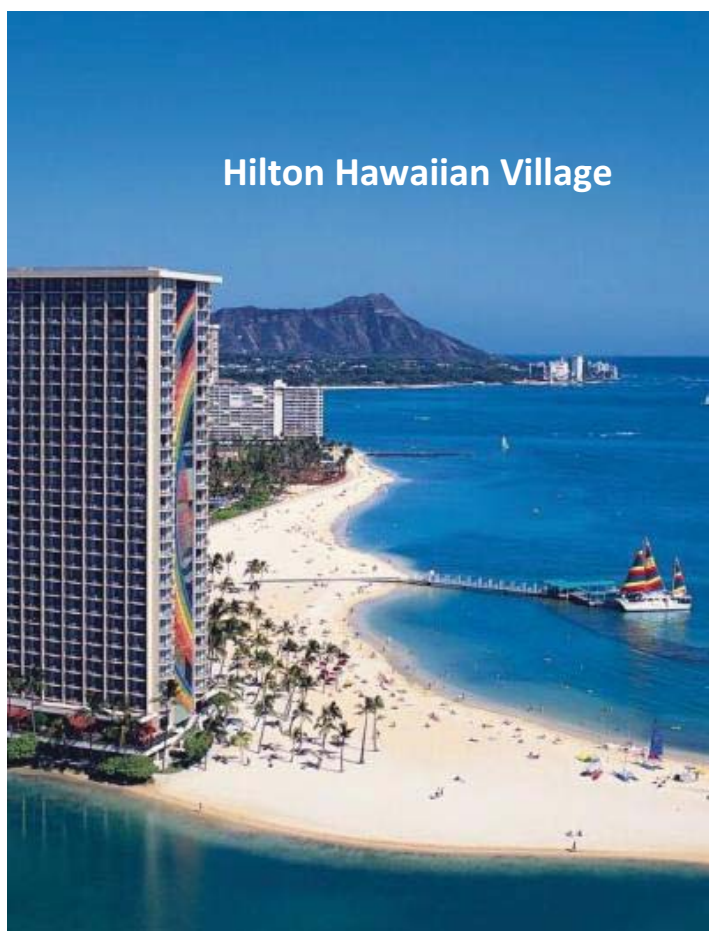
Aloha! SIOP's 29th annual conference is almost here. Every year we say you are not going to want to miss this SIOP but this year you are REALLY not going to want to miss this SIOP. SIOP 2014 will be focused on making connections—connections that will continue to impact our ability to make a difference in both our science and our practice (**Tammy Allen's** presidential year

theme). And don't forget about all of those opportunities to connect with colleagues, network, and learn!

Our Hawaii conference is destined to be one of the best yet, thanks to the incredible dedication of hundreds of volunteers and our stellar Administrative Office staff. For those of you who have not started to plan for Honolulu here's a little roadmap of what you need to know...

Immediately (as in, right now. Really!)

If you have not yet done so, make your hotel reservations. The Hilton Hawaiian Village is located on Waikiki's widest stretch of white sand beach and is conveniently located only 3 miles from downtown Honolulu and many popular Oahu attractions. There are 22 acres of oceanfront paradise and there is plenty to see and do. During your stay you can swim in one of the five pools, snorkel, kayak, surf, paddle board, take a submarine tour and shop until you drop at one of the nearby 90 shops. There are over 18



restaurants and lounges, and there is a world class spa where you can relax and unwind. You can book online using [this convenient link](#), or you can call the hotel directly at 1-808-949-4321 (and mention that you are coming for the SIOP conference). As you'll see below, we have many great preconference events planned for Wednesday, and we have a full day of programming on Saturday capped off with a not-to-be-missed closing plenary and party on Saturday afternoon. So, book your trip accordingly! We also have arranged a special block of rooms at the Sheraton Maui Resort & Spa if you are planning a pre- or post-conference trip to Maui.

If you have not yet done so, register for the conference and preconference activities. To get the best conference registration rate and to receive your program book in the mail (great airplane reading!), you will need to register by February 19. The registration process is entirely online and you can register [here](#). And, as the workshops, preconference events, and Friday Seminars are all first come, first served, you'll want to get on this right away!

Workshops. Mark your calendars! The Workshop Committee, headed by **Erica Desrosiers**, has prepared 10 outstanding workshops for the 2014 conference. These professional development opportunities include a diverse selection of in-

novative topics designed to meet the many different needs of our SIOP members. Check out the [workshops web page](#) for an overview of the extraordinary panel of nationally and internationally recognized experts from both inside and outside of I-O who will be leading this year's workshops. Be sure to register early to ensure your first choices. Never been to a workshop before? Maybe this is the year to start!

Placement. The Placement Center continues to be a one-of-a-kind resource to connect employers with job-seeking I-O psychologists. Employers and job seekers get access to a networking database that helps employers and job seekers make matches before, during, and after the conference. Employers can meet with job seekers in our center or use the center to arrange an off-site interview. Applicants can send out targeted resumes and inquiries to specific hiring managers. Applicants that sign up for the Placement Center also receive exclusive access to resources to help them build their job search and interview skills, including mock interviews with I-O professionals to help prospective applicants brush up on their interview skills in a low-stakes setting, as well as webinars in the months leading up to the conference covering topics such as resumé writing and interviewing skills. The center is equipped with IT resources that are specifically used for Placement Cen-

ter registrants. **Anne Hansen** is managing this year's placement activities, with registration and preconference matching opening prior to the conference, on-site services provided from May 15-17, and continued access to applicant résumés and job opportunities in the months following the conference.

Student volunteers. Student volunteers are needed to help the conference run smoothly. Volunteers assist in a variety of ways such as helping with registration, assembling materials and signs, and serving as direction and information providers. Interested students should indicate their wish to volunteer when they register for the conference. Any questions should be directed to **Adam Hilliard** (AHilliard@selectintl.com), Volunteer Coordinator, who will be in touch with volunteer assignments as the conference approaches.

SIOP Consortia

In keeping with the “*Connections*” theme, prior to the SIOP 2014 Conference we will introduce our first ever Connected Consortia! The three SIOP Consortia (Doctoral Student, Junior Faculty, and Masters Student) will be hosted in conjunction with each other. This will enable better networking between consortia participants as well as presenters/panelists. (Each consortium will also have focused break-out sessions.) This once in a lifetime event will

take place on May 14, 2014! The newly formed SIOP Consortia Committee, chaired by **Mark Frame**, will be hosting an informative, interactive, educational, and fun series of talks, presentations, and discussions. As in years past, participants will have opportunities to discuss career opportunities, learn about publishing opportunities, and hear from experts on teaching and research; but this year there will be even more opportunities to make *Connections*. Here's the information on each consortium.

The 29th Annual Lee Hakel Doctoral Student Consortium. The Lee Hakel Doctoral Student Consortium (DSC) is designed for upper level graduate students in I-O psychology and OB/HRM nearing completion of their doctorates: third-year students or above who have completed most or all coursework and are working on their dissertations. The consortium will feature an impressive lineup of speakers, both academics and practitioners, chosen for their outstanding contributions to the field and unique perspectives on the opportunities and challenges faced by I-O psychologists at different stages of their careers. Special networking sessions will provide DSC participants an opportunity to meet and make *Connections* with other Consortia attendees and speakers. Nomination forms were sent via e-mail in December to each program's director; enrollment is limited to a maximum of 40 participants. For further information on the

2014 consortium, please contact **Wendy Bedwell** (wbedwell@usf.edu) or **Tracey Rizzuto** (trizzut@lsu.edu).

The 8th Annual SIOP Master's Student Consortium. The SIOP Master's Student Consortium (MSC) will be making its eighth appearance this year. The consortium is designed for students enrolled in master's programs in I-O psychology and OB/HRM. The program will include a lineup of speakers who graduated from master's programs and have excelled as managers and consultants. Nomination forms were sent via e-mail in December to each program's director, as with years past, enrollment is limited. Students will attend workshop style sessions and panel discussions. Networking sessions will be offered allowing MSC participants to meet and make *Connections* with other Consortia attendees and speakers. If you have questions about the consortium, or would like to nominate a speaker, please contact **Melanie Coleman** (Melanie.Coleman@wal-mart.com).

The 9th Annual SIOP Junior Faculty Consortium. The Ninth Annual Junior Faculty Consortium (JFC) will be designed to assist the untenured faculty members of SIOP to develop and hone the skills needed to meet their career objectives. It will serve as a "realistic job preview" for participants who are considering the

option of an academic career. As always the JFC will provide insights from journal editors as well as academics who have recently achieved tenure. Concurrent sessions will be offered as well as networking sessions where JFC participants will have the opportunity to meet and make *Connections* with other Consortia attendees and speakers. Because the SIOP JFC changes from year to year, past participants have found value in attending multiple SIOP JFCs. Whether you would be a first-time JFC participant or one of our JFC regulars, please join us for an informative, supportive, and enlightening event. You can register for the SIOP JFC online when you register for the conference. Seating is limited, so register early! For more information, please contact **Mike Sliter** (msliter@iupui.edu).

SIOP Conference Ambassador Program. In an effort to welcome first-time attendees to the SIOP annual conference, we are looking for participants for the Conference Ambassador program. This program will allow new professional SIOP conference attendees ("Newcomers") to select seasoned SIOP conference attendees ("Ambassadors"). The goal is to help the newcomer network with fellow professionals and provide a better overall conference experience for all.

Participation as an Ambassador involves only minimal effort, including:

- Connect with the Newcomer at least once before the annual conference via e-mail or phone.
- Meet with the Newcomer at least once on site at the conference (coffee, a drink, whatever you prefer).
- Help the Newcomer network at the conference by introducing him or her to some of your colleagues.

It is as simple as that! You can sign up to be an Ambassador (SIOF Member, Associate Member, or International Affiliate and 2 or more years attending SIOF conferences) or a Newcomer (first time attending the conference) through the general conference registration process.

New member/new attendee/ambassador meeting. Program Chair **Evan Sinar** and Membership Chair **Mo Wang** invite all new SIOF members, first-time conference attendees, and Ambassador–Newcomer pairs to attend a short meeting prior to the main reception where we will provide helpful tips and pointers about how to get the most out of the conference. After that you can join the rest of the membership for some great networking and mingling opportunities (accompanied by appetizers and cocktails!). This is an excellent way to meet some other new people at the start of your SIOF conference adventure as well as to meet some seasoned SIOF leaders who will be there to welcome you.

All-conference welcome reception. Be sure to kick off the afternoon of your 2014 conference right at the all-conference welcome reception. Reunite with your conference pals and make some new ones.

The Main Event: Conference Programming (May 15-17)

Opening plenary. The conference officially begins with the all-conference opening plenary session on Thursday morning. After a brief welcome message from your Conference chair (that’s me), the announcement of award winners (Awards Chair **David Baker**) and the Fellows (Fellows Chair **Jerry Hedge**), SIOF’s president-elect **José Cortina** will introduce our SIOF President Tammy Allen. Tammy’s presidential address is sure to inspire us as we kick-off our 29th conference.

The incredible main program. Of course, much of what makes the conference great is our main program, comprising symposia/forums, roundtable/conversation hours, panel discussions, posters, debates, master tutorials, and alternative session types (a new session format this year focused on innovative presentation styles and methods) submitted by our members and others in our field. We had a record number of submissions—more than 1,600—and are immensely excited about the result-

ing program, with over 1,000 accepted sessions spanning a diverse set of topics and a variety of engaging formats. In addition to this vast number of high-caliber peer-reviewed sessions (much appreciation again to all who reviewed this year!), our Program Chair Evan Sinar and his many subcommittees have put together an amazing array of special sessions. Please check out Evan's article in this issue of *TIP* for the full scoop. A few of the key highlights include:

- Theme Track (on Saturday this year; chaired by 2015 Program Chair **Kristen Shockley**): Breakthrough: Explaining I-O Psychology Through Connection: a full slate of high-energy "TED-style" talks
- Special speakers and panels on cutting-edge topics within the Invited Sessions chaired by **Elizabeth McCune**
- Four Friday Seminars with CE credit (check out **Silvia Bonaccio's** *TIP* article for details)
- 11 Community of Interest (COI) sessions, chaired by **Chris Cerasoli**
- Master Collaboration: Technology and Assessment: Research Gaps, Best Practices, and Future Agenda, chaired by **Hailey Herleman**

Landy Run. Join race director **Paul Sackett** early on Friday, May 16 for the Frank Landy 5K Run. The course will be at Kapiolani Park, which is about 1.5 miles

from the hotel. Participants will meet in the lobby of the hotel at 5:45 am and will travel as a group to the park for a 6:30 am start. The race fee is \$30, which includes a t-shirt. You can register online as you register for the conference. You can also register at the conference, but it would help greatly with race planning (and t-shirt ordering) if you registered in advance.

Networking and social events. As always, the program has been designed to afford multiple networking/socializing opportunities for all conference attendees. Please take advantage of them! These include sponsored coffee breaks and general receptions. There will also be a Wi-Fi lounge, multiple sitting areas, and plenty of space for meeting up with friends and colleagues. In addition, some special activities to promote networking are being planned. We are expecting to have a large international turnout, so the conference is a great opportunity to make international connections as well.

Closing plenary and reception: The 29th annual conference will close on Saturday afternoon with a plenary session that includes keynote speaker Geoff Colon of Microsoft with a unique presentation that will help launch SIOP into a new era of connectedness and the announcement of incoming President **José Cortina's** plans for the upcoming year. After the address, we'll close out the conference with a Hawaii-style celebration not to be forgotten. Do you

usually take off early on Saturday and miss the big finale? Perhaps this is the year to see the conference through to the close and head out the next day.

Postconference (Sunday, May 18)

Postconference tours. The local arrangements team, headed by **Gary Farkas**, has put together some outstanding post conference tour options for SIOP members. These tours are “pure Hawaii” and you can enjoy them in the company of fellow SIOP members.

- Stars and Stripes tour: Exclusive tour of the USS Arizona Memorial and the Battleship Missouri Excursion

- Diamond Head Crater Adventure
- Take an adventure and explore Oahu’s famous North Shore

Details on the tours are available [here](#). If you can’t make the tours, there is still plenty to do in the Honolulu area before, during, and after the conference, and the local arrangements team will make sure you are well prepared with a summary of ideas and suggestions that will be available at the conference.

Conference evaluation. Shortly after you have returned home filled with ideas and memories from your great experience in Hawaii, expect a post conference survey from our Conference Evaluation Chair





Rustin Meyer. Next year's Conference Committee will use this feedback in their plans for our next amazing conference in the city of brotherly love—Philadelphia!

I hope after reading this you are getting as excited as I am for SIOP 2014! Aloha, and I look forward to seeing you in Honolulu!



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SIOP 2014 Conference Program

Evan Sinar
Program Chair, 2014

We received well over 1,500 submissions for the 2014 SIOP conference in Honolulu, a record number that further bolsters our anticipation for the quality, diversity, and informative nature of the more than 1,000 accepted sessions. As of this writing, the Program Committee has recently completed the scheduling process for the 3 full days of conference programming, and we can say with great confidence and enthusiasm that it will be an incomparable professional development event for all attendees. We have been working since the last conference to assemble a quality collection of Friday Seminars, Communities of Interest, a Master Collaboration, a full-day Theme Track, and other Invited Sessions to complement hundreds of high-quality, peer-reviewed sessions showcasing I-O psychology research, practice, theory, and teaching-oriented content. Below we summarize several notable program elements. You'll be hearing many more details about the program as the conference approaches.

Theme Track: Breakthrough: Expanding I-O Psychology Through Connection (Chair: Kristen Shockley)

The Theme Track, a very popular feature each year (please note: this year it is scheduled for Saturday), presents a set of sessions

centered around a unifying topic chosen to resonate with the interests of our full SIOP audience, spanning practitioners, academics, and students, from across the globe. This year's topic is "Breakthrough: Expanding I-O Psychology Through Connection." Throughout the five sessions speakers will describe research, practice, or conceptual ideas about how making connections between various disciplines or schools of thought can enhance I-O psychology. We are focusing specifically on connections in five areas: East Meets West, Neuroscience Meets Leadership, Business Meets Psychology, Deductive Research Meets Inductive Research, and Technology Meets Application.

All sessions are adopting a novel format: "TED-style" talks, which involve dynamic speakers presenting information in a digestible, engaging manner. True to the theme, three of the speakers come from areas outside of mainstream I-O: Hazel Markus, professor of psychology at Stanford University, David Dotlich, author of *Head, Heart, and Guts: How the World's Best Companies Develop Complete Leaders* and *CEO and chairman* of Pivot, and Ben Waber, president and CEO of Sociometric Solutions and visiting professor at MIT.

Theme Track sessions are presented in the same room throughout the day,

Theater 310. Sessions are eligible for continuing education credits. Each session is worth 1.5 credits, with the exception of Technology Meets Application, which is worth 1 credit. Check out <http://www.siop.org/conferences/14con/regbk/themetrack.aspx> for more detailed information about each session, including learning objectives.

East Meets West, 7:30–8:50

Hazel Markus, **Michele Gelfand**, and **Richard Griffith**

This session will explore how cultural values inform the research and practice in industrial and organizational psychology. Each talk will focus on innovative ways to conceptualize, operationalize, and measure cultural values and their multilevel effects on employees and organizations. Specific topics for the session include approaches to conceptualize cultural differences, a multilevel framework to understand the systematic effects of cultural values, and the assessment and development of cultural competence.

Neuroscience Meets Leadership, 9:00–10:20

David Waldman, **Steven Poelman**, and **William Becker**

The goal of the session is to increase audience awareness of the extant research involving neuroscience and leadership, and to encourage thinking about how neuroscience can be used to advance traditional methods of studying leadership. The talks will specifically focus on the links between intrinsic neurological activity and

leadership effectiveness, using neurofeedback to train leaders, the activation of empathy in the brain and its effects on leadership style, and the optimal use of the brain for self-leadership, including productivity and well-being.

Business Meets Psychology, 11:00–12:20

David Dotlich and **Todd Carlisle**

Even though I-O psychologists and business leaders inhabit the same organization, they often live in two different worlds. Rather than understanding and enhancing each other's efforts, there is often a "clash of cultures" based on myths and misunderstandings of the value each brings to improving organizational and leadership performance. This session is designed to help these two cultures achieve breakthroughs in solving organizational challenges by better understanding each other's unique value and contribution. Mini case studies will be used to analyze dynamics that lead either to success or failure of the two perspectives working together. The session will end with practical ideas and lessons learned on how to maximize the intersection between psychologists and business leaders to the benefit of the whole organization.

Deductive Research Meets Inductive Research, 12:30–1:50

Fred Oswald, **Ron Landis**, and **Robert Vandenberg**

I-O psychologists have traditionally taken the deductive approach to research by hypothesizing then testing, yet an inductive

approach that tests then hypothesizes can also yield valuable insights. The goal of this session is to help people understand and appreciate how the application of both paradigms to a program of research, rather than exclusively applying one or the other, is more likely to yield research breakthroughs. The presenters will provide examples and clear recommendations on how and when to combine both approaches.

Technology Meets Application, 2:00–3:00

Ben Waber and Kevin Impelman

The goal of this session is to discuss and provide exemplars of how technological innovations can be used to advance the science and practice of I-O psychology. On the research side, discussions will center around using cutting-edge wearable sensing technology (sociometric badges) to investigate how people communicate with each other in the real and virtual world, and how their communication patterns impact happiness, individual performance, and organizational success. On the practice side, the focus will be on how emerging technologies allow for evaluation of personality based on social media or speech communication patterns, the use of big data and analytics in assessment, and how the gamification technology will change how individuals engage and learn from the assessment process.

Master Collaboration
(Chair: Hailey Herleman)

The Master Collaboration brings together leading practitioners and academics focused

on technology and assessment to share the state of the science and practice, identify gaps, and outline opportunities for collaboration in the future. This session will appeal to practitioners and academics looking to bridge the gap between good science and the frontiers of technological implementation.

Assessment and Technology: Till Death Do Us Part

Scott Bryant

The speaker will survey the many ways technology is being used to enhance assessments, with special attention to simulations. Benefits and pitfalls of the reliance on technology as well as applied and future research avenues will be discussed.

Researching Technology and Assessment: Then, Now, What's Coming Next

Mark Frame

Technology-enabled assessment center (TEAC) methods have changed the way assessment processes are developed and administered. Unfortunately, little research is publically available to help guide best practices. Dr. Frame will discuss research of candidate perceptions of TEAC methods, and differences between TEAC and traditional AC methods and assessors, using his work with Fenestra, Inc. as an example of how such research could be conducted.

Advancements in Assessment Technology: Bringing Better Experiences to Candidates

Ben Hawkes

A review of existing research will dem-

onstrate that simulation-based assessments can offer increased validity, greater differentiation of their recruitment process, and a more positive candidate experience. In addition, the speaker will discuss how technological advances have lowered the development cost of simulations and at the same time have given more candidates access to capable PCs/mobile devices and broadband connectivity.

Assessment Centers in the Future: Can Research Keep Up?

Duncan Jackson

As the world becomes progressively more grounded on a global stage and with the advent of a global economic crisis, there are new considerations in the development of ACs in order to bring them up to date. Has research kept up with these rapidly moving changes? What are the implications of working with diverse cultural groups in ACs and electronic devices?

Discussion

Nancy Tippins

The discussant will close the session by walking attendees through areas of concern in technology and assessments, including validity/reliability, realism, legal and professional standards, and applicants and their reactions. Finally, she will discuss a research agenda for the future.

Friday Seminars (Chair: Silvia Bonaccio)

The Friday Seminars are invited sessions providing attendees with opportunities to rapidly acquire new knowledge of, or deepen their expertise in, high-value topic areas, guided by presenters well recognized as thought leaders in their respective content domains. These sessions offer continuing education (CE) credits. Please note that the Friday Seminars require advance registration and an additional fee. This year's topics are briefly listed below; please see Silvia Bonaccio's article in this month's *TIP* for expanded descriptions of these engrossing learning opportunities, and make sure to sign up early as enrollment is limited!

Cultural Encounters: The Impact of Cultural Differences on Interpersonal Processes in Work Organizations

(Presenters: Gilad Chen & Bradley Kirkman; Coordinator: D. Lance Ferris)

Biological Foundations of Organizational Behavior

(Presenters: Jayanth Narayanan, Wendong Li, & Zhaoli Song; Coordinator: Marylène Gagné)

Generational Differences in the Workplace: Managing Millennials

(Presenters: Jean Twenge & Stacy Campbell; Coordinator: Jerel Slaughter)

Using MPlus for Structural Equation Modeling in I-O Research

(Presenter: Bob Vandenberg; Coordinator: Catherine Connelly)

Communities of Interest (COI) Sessions (Chair: Christopher Cerasoli)

There will be 11 outstanding Community of Interest (COI) sessions this year, specially designed to create new communities around common themes or interests. The sessions have no chair, presenters, discussant, or even slides. Instead, they are a casual discussion informally moderated by one or two facilitators with insights on the topic. These are great sessions to attend if you would like to meet potential collaborators, generate ideas, have stimulating conversations, meet some new friends with common interests, and develop an informal network with other like-minded SIOp members.

This year's Communities of Interest are:

- **Beyond Science: I-O to Inspire a Broader Impact** (Facilitators: Lacie Barber & Mindy Shoss)
- **Fostering Field-Based/On-the-Job Informal Learning** (Facilitator: Christopher Cerasoli)
- **Assessment Gamification: Current Practice and Future Trends** (Facilitators: Seymour Adler & Thomas Chamurro-Premuzic)
- **I-O In and Around Healthcare Organizations** (Facilitators: Sylvia Hyson & Sallie Weaver)
- **Broadcasting Individual Differences: Drawing Inferences Based on Social Media Profiles** (Facilitators: Jamie Winter & Mike Zickar)

- **Evidence Based Practice: How Empirical Findings Should Guide Us** (Facilitators: Alison Eyring & Sven Kepes)
- **Fostering Positive Experiences for New Academics/Practitioners** (Facilitators: Wendy Bedwell & Daniel Miller)
- **Using I-O to Help the Armed Forces and Veterans** (Facilitators: Rose Hanson & Maya Yankelevich)
- **Current and Emerging Directions in Employee Motivation/Engagement** (Facilitators: John Donovan & Christine Corbet)
- **Promises and Pitfalls of Big Data in Organizations** (Facilitators: Anthony Boyce & Todd Carlisle)
- **Navigating Romantic and Peer Relationships in I-O** (Facilitators: Daisy Chang & Mark Poteet)

Invited Sessions (Chair: Elizabeth McCune)

This year we will feature several invited sessions and addresses throughout the conference, built around emerging and current topics of broad interest across the SIOp membership, comprising sessions developed by the Alliance for Organizational Psychology, the SIOp Executive Board, and the Invited Sessions Program Subcommittee, and also including the fourth edition of the invited IGNITE session (each year, one of the conference's most-attended sessions!). Please note, the term "invited" refers to the

presenters, not the audience—all are welcome to these very special sessions!

How Big of a Change Will Big Data

Bring? (Panelists: Kathryn Dekas, Scott Erker, Charles Handler, & Mike Dolen; Chairs: Madhura Chakrabarti & Elizabeth McCune)

In this symposium, four scientists—practitioners come together to discuss what Big Data means in the field of industrial-organizational psychology and its implications. The speakers will then engage in a “fun” debate on whether Big Data is likely to bring about incremental or revolutionary changes to the field.

Mergers and Startups: End of I-O as We

Know It (Panelists: Tony Anello, Natalie Baumgartner, Lisa Collings, Joy Hazucha, & Annmarie Neal; Chair: Martin Lanik)

As the consulting industry undergoes consolidation and a startup boom, I-O psychologists face yet another existential crisis. On one end, traditional I-O firms are being acquired by publicly traded conglomerates; on the other, venture capital-backed startups are building HR-related technology. We will discuss the impact of these trends on our field.

Career Study of People With Advanced Degrees in I-O Psychology

(Presenters: Dennis Doverspike, Alexandra Zelin, Margarita Lider, Gary Carter, & Tracy Kantrowitz; Chair: Mike Trusty)

This study employed interviews with

practitioners working in academia, consulting, industry, and government. We identified career paths in industrial-organizational psychology and the critical experiences that define success and lead to advancement within each practice area. Final steps include validating this qualitative work and reporting the results to SIOP stakeholders.

Alliance Special Session: I-O’s Alignment With the International Labor Organization’s Decent Work Agenda

(Panelists: Stuart Carr, Telma Viale, Walter Reichman, Mary O’Neill Berry, & Malcolm MacLachlan; Chair: John Scott)

The purpose of this panel discussion is to discuss the implications of I-O psychology’s potential alignment with the International Labour Organization’s (ILO) decent work agenda and to highlight significant opportunities for I-O as a profession to contribute to the ILO’s work on a global level.

Alliance Special Session: How International Is I-O? Perspectives From Six Continents

(Panelists: Alexander Alonso, David Chan, Hennie Kriek, Sharon Parker, Robert Roe, & Mary Sully de Luque; Chair: Berrin Erdogan)

This panel brings together experts from around the globe to discuss the generalizability of I-O constructs across cultures, methodological issues that need to be considered in cross-cultural investigations, and nuances of translating I-O findings into practice.

Alliance Special Session: Research Incubator on Global Youth Unemployment/Underemployment (Facilitators: Ute-Christine Klehe, José Peiró, & Rosalind Searle; Chairs: Lisa Finkelstein & Elora Voyles)

What are the challenges for youth (ages 15–24) gaining access to jobs they are trained for in today’s global workplace? Experts in the area of youth unemployment/underemployment will describe the scope of the issue and coordinate SIOp members in an interactive discussion designed to jumpstart new cross-cultural research collaborations.

SIOp–SHRM Science of HR Series: Promoting I-O Psychology to HR

(Presenters: James Kurtessis, David Morgan, & Kayo Sady; Chair: Mark Schmit) Presenters from the Professional Practice Committee will review the SIOp–SHRM Science of HR Series and discuss current projects designed to increase the visibility of I-O research and practice to the SHRM community. Discussion will include how SIOp and SHRM can continue to collaborate to promote evidence-based HR practices.

Broadening Our Sphere of Influence: Exemplars of Science Advocacy

(Presenters: Tammy Allen, Leslie DeChurch, Lillian Eby, Leslie Hammer, Steve Kozlowski, & Quinetta Roberson; Chairs: Rustin Meyer & Stephen Stark) SIOp strives to empower its members to engage in science advocacy by commu-

nicating with public policy makers, organizational decision makers, granting agencies, the media, and lay audiences. The purpose of this panel is to learn from those who have been particularly successful advocates for our science.

Crucial Developments in the Licensure of I-O Psychologists (Hosts: Mark Nagy & Don Crowder)

This session will feature Dr. Don Crowder, the ASPPB liaison to SIOp, speaking about ASPPB and its involvement in the licensing of I-O psychologists, discussing a recently formed task force on licensing issues for I-O psychologists, and updating members on the recent International Congress of Licensure, Certification, and Credentialing meeting.

SIOp Living History Series: An Interview With Edward Lawler (Presenter: Edward Lawler; Host: Kevin Mahoney)

The SIOp Living History Series is a series of interviews of influential individuals in the history of I-O psychology conducted at each SIOp conference. This year, the SIOp historian will interview Edward E. Lawler III, whose has made many contributions to the field of I-O as both an academic and practitioner, perhaps most notably in the field of compensation.

A Conversation With SIOp Leadership (Presenters: Tammy Allen, Douglas Reynolds, & José Cortina)

Come meet with SIOp leaders to discuss the latest updates on SIOp’s strategic

initiatives as well as get answers to your questions about SIOP activities. Topics will include SIOP's science advocacy efforts including work with Lewis-Burke, branding, and member services.

Connections That IGNITE I-O Research and Practice (Presenters: Robin Cohen, Quinetta Roberson, Michelle (Mikki) Hebl, Lillian Eby, Lise Saari, Tracy Kantrowitz, Lisa Finkelstein, Amy Grubb, & Leslie Hammer; Chair: Autumn Krauss) So far, SIOP's Invited IGNITE series has considered how I-O psychologists use data to inform evidence-based decisions, impact people's working lives, and influence employee and organizational behavior. This fourth installment showcases the remarkable connections we forge in order to realize these goals. What connections will you be inspired to make?

Continuing Education Credits

The annual conference offers many opportunities for attendees to earn continuing education credits, whether for psychology licensure or other purposes. SIOP is approved by the American Psychological Association to sponsor continuing education for psychologists and also is an HR Certification Institute Approved Provider of PHR/SPHR/GPHR recertification credits for HR professionals. Information about the many ways to earn CE credit at the SIOP annual conference can be found at <http://www.siop.org/ce> and will be continually updated as more information becomes available.

Thank You to Many, Many Partners!

The annual conference is a year-long group effort involving over 1,500 contributors: SIOP Administrative Office staff, Program Subcommittee members, invited presenters, and more than a thousand dedicated reviewers. On behalf of the Program Committee, our deepest thanks to all who have devoted time above and beyond your many other work and life commitments to make the upcoming conference a success.

I would also like to express my sincere appreciation to 2013/Past Program Chair **Eden King** and 2015/Incoming Program Chair Kristen Shockley for their boundless partnership throughout the process to build the exceptional 2014 program, in addition to Program Subcommittee Chairs Silvia Bonaccio, Christopher Cerasoli, Emily Hunter, Hailey Herleman, and Elizabeth McCune.

Finally, we cannot overstate the critical value of the incomparable planning and coordination of SIOP Executive Director David Nershi, IT Manager Larry Nader, Membership Services Manager Tracy Vanneman, and the entire SIOP Administrative Office staff. We hope all SIOP members recognize the immense expertise and responsiveness the Administrative Office provides each day, year after year, to ensure the continued success of the annual conference, and the Society as a whole. When you're in Honolulu, please take time to recognize the Ad-

ministrative Office for their efforts, as none of the networking and professional development benefits you'll be experiencing would be possible without them.

We look forward to seeing you in Honolulu in May!

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SIOP 29th Annual Conference

Honolulu, Hawaii

May 15-17, 2014

Hilton Hawaiian Village

and

The Hawaii Convention Center



Combining cutting-edge technology with authentic Hawaiian ambience

The legendary spirit of aloha encourages attendees to see the world in a new light, so it's no surprise that people accomplish more when they meet here.

2014 SIOP Conference: Friday Seminars

Silvia Bonaccio

Telfer School of Management, University of Ottawa

As chair of the 2014 Friday Seminars Committee, I am pleased to share with you the lineup for this year's seminar presenters and topics. The Friday Seminars offer researchers and practitioners an opportunity to develop new skills, explore new topics, and to keep up with cutting-edge advances in research and practice. The invited experts will provide a thorough discussion of the topics in an interactive learning environment (e.g., lecture accompanied by break-out discussions, case studies, experiential exercises, and networking).

I hope that you will register for one (if not two!) of these sessions. However, space is limited, and these sessions sell out quickly. I encourage you to register early to secure your spot. Please contact me via email at bonaccio@telfer.uottawa.ca if you have any questions.

The 2014 Friday Seminars are sponsored by the Society for Industrial and Organizational Psychology, Inc., and are presented as part of the 29th Annual SIOP Conference. SIOP is approved by the American Psychological Association to sponsor continuing education for psychologists. SIOP maintains responsibility for this program and its content. Three (3) hours of continuing education credits

(CE) are awarded for the participation in one (1) Friday Seminar.

Full descriptions are available at <http://www.siop.org/Conferences/14Con/Regbk/fridayseminars.aspx>

- *Duration:* Sessions are 3 hours in length.
- *Enrollment:* Limited to the first 50 participants who register for each seminar.
- *Date and Time:* Friday, May 16, 2014, during the morning (7:30 to 10:30 am) or late morning/early afternoon (11:00 am to 2:00 pm).
- *Location:* The seminars will be held at the Convention Center (specific room will be indicated in conference program).
- *Fee:* The cost for each Friday Seminar is \$85.00 (U.S.).
- *Registration:* Registration is available through the general online registration process for the conference.
- *Cancellation:* Friday Seminar fees cancelled on or before May 1, 2014, will be refunded less a \$25.00 (U.S.) administrative fee.
- *Continuing Education Credit:* The Friday Seminars are sponsored by the Society for Industrial and Organizational Psychology, Inc. and are

presented as part of the 29th Annual SIOF Conference. SIOF is approved by the American Psychological Association to sponsor continuing education for psychologists. SIOF maintains responsibility for this program and its content. Three (3) hours of continuing education (CE) credit are awarded for participation in one (1) Friday Seminar.

Overview of Topics and Presenters

Cultural Encounters: The Impact of Cultural Differences on Interpersonal Processes in Work Organizations (7:30–10:30 AM)

Gilad Chen, University of Maryland, and Bradley L. Kirkman, North Carolina State University. Coordinator: D. Lance Ferris, Pennsylvania State University

This seminar will focus on cultural differences and interpersonal processes in organizations. Two experts will summarize how organizational psychologists study cultural differences (e.g., discussing values, cultural distance, and culture tightness–looseness), how these differences operate at different levels of analysis (e.g., individuals, teams, organizations, and nations), and how these differences influence—and can be managed in—interpersonal work encounters (e.g., leading a global team, adapting as an expatriate).

This seminar is intended for a general audience; no prior knowledge is required.

Biological Foundations of Organizational Behavior (7:30–10:30 AM)

Jayanth Narayanan, National University of Singapore; Wendong Li, Kansas State University; and Zhaoli Song, National University of Singapore.

Coordinator: Marylène Gagné, University of Western Australia

This seminar will examine the physiological measurements available to researchers and practitioners in the study of organizations. We will focus on three methods: molecular genetics (genes such as dopamine, serotonin, oxytocin); behavior genetics (using twin samples); and hormones (testosterone, cortisol). We will discuss the challenges and opportunities of using these methods in the workplace. We will also examine the ethical issues that need to be paid attention to while doing this work.

This seminar is intended for a general audience; no prior knowledge is required.

Generational Differences in the Workplace: Managing Millennials (11:00 AM–2:00 PM)

Jean M. Twenge, San Diego State University, and Stacy M. Campbell, Kennebec State University

Coordinator: Jerel Slaughter, University of Arizona

This seminar will discuss how generations differ based on a sample of 11 million young people. Millennials or Generation Me show positive self-views, higher

expectations, and an increased emphasis on work–life balance. We will discuss two applications of this research: methods in generational research (including separating age and generational effects) and evidence-based strategies for recruiting, retaining, and managing today’s young adults. The seminar will be spiced with plenty of pop culture and humor.

This seminar is intended for a general audience; no prior knowledge is required.

Using MPlus for Structural Equation Modeling in I-O Research
(11:00 AM–2:00 PM)

Bob Vandenberg, University of Georgia
Coordinator: Catherine E. Connelly,
McMaster University

This workshop will introduce participants to the Mplus software. Participants will

learn to run exploratory factor analyses and latent variable measurement models using confirmatory factor analyses. They will also learn to run path models (a) using regression, (b) among latent variables, (c) using logistic regression, and (d) using logistic latent variable analysis. Testing latent interactions will be discussed. The instructor will provide the data and the syntax files used in the workshop.

This workshop is intended for individuals who have either taken a course or have practical experience in multivariate statistics (e.g., EFA, CFA, SEM). No prior experience with Mplus is necessary. Participants who wish to run some of the exercises during the workshop are free to bring their laptops with Mplus installed.

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[Registration is open for SIOP 2014!](#)



[Need to know more before you register?](#)
[Check out the Conference Information page!](#)

Visibility Committee Explores How to Elevate I-O Psychology's Media Presence

Liberty Munson
Media Subcommittee Chair

The media subcommittee within SIOP's Visibility Committee has been busy this year! We have identified several opportunities to increase the presence of I-O psychology in the media and are actively working to develop guidelines, processes, and other materials that our members can leverage as they interact with media.

To identify these opportunities, the committee asked "How can I-O psychology increase its media presence, and what can SIOP do to help?" Here are our answer to those questions:

First, we, as I-O psychologists, need to respond more quickly to newsworthy I-O related events. To that end, SIOP is creating guidelines on how to write good press releases and how to get them published. If a newsworthy event happens in your area, these guidelines and tips should give you the tools you need to quickly and effectively respond and provide the I-O perspective. These guidelines will be made available on my.SIOP.org in early 2014.

Along these lines, the media subcommittee is also creating a network of members who are willing to respond quickly to newsworthy events at local and na-

tional levels and to write articles for publications, such as magazines, newspapers, newsletters, and trade journals, when the Administrative Office receives requests. We are still looking for members who would be interested in joining this network of early responders and writing an occasional article as needed. Send your contact information as well as the subject matter you would like to write about to boutelle@siop.org. The Administrative Office will then try to match your expertise with a publication's editorial needs when they receive these requests or when they learn of newsworthy I-O-related events, and they plan to proactively identify opportunities for SIOP members to author articles in these publications.

Second, we need to be more proactive about identifying hot topics that businesses care about and providing the I-O perspective as early as possible. To support this initiative, the media subcommittee will be asking members to identify "hot topics" (look for requests in upcoming *News-Briefs* and on the siop.org main page) and describe how I-O psychologists can play a role in helping organizations with each. As part of this initiative, we will develop a

process for publishing the I-O perspective on these hot topics in as many media outlets as possible. One fun way that we have started to identify these topics is through SIOP's Top 10 Business Trends for 2014, which was published at the end of 2013.

The goal is to create interest in I-O psychology by identifying key trends that are likely to affect businesses and explaining how I-O psychologists can play a role in helping organizations navigate through those trends and associated challenges.

Third, we need to be more proactive about getting our research into the public domain. Several years ago, SIOP introduced a *Research Digest* that highlights research presented at the annual conference and Leading Edge Consortium. The *Digest* is released through Meltwater and other outlets about four times a year. The subcommittee is exploring ideas to publish this more frequently, expand the research reported beyond that presented at our conferences, and expand the reach of who receives them. Currently, SIOP's Administrative Office is responsible for writing these research briefs, but we could make stronger headway on this with your help! We'd love to find some student or member volunteers who could review the conference abstracts and write brief summaries (approximately 300 words) of research that would be of interest to journalists for these digests as well as have members send summaries of their research for possible inclu-

sion in future edition. If you're interested in learning how you can get involved or how to submit your research, contact Clif Boutelle at Boutelle@siop.org.

Fourth, we are generating a list of publications that frequently have articles on I-O-related topics and creating guidelines and tips for how members can get articles published in each. Some publications rely on the expert (i.e., you!) to write the article, whereas others rely on their staff to write the articles. In the latter, you would pitch your idea and then work with a staff writer. The guidelines and tips that SIOP is creating will detail how to work with each publication identified. Further, we are exploring how SIOP can educate journalists so that they know when they should ask us for our expertise on articles they are already writing.

Beyond these ideas, we should also be evangelizing our skills in non-I-O publications and arenas, and the media subcommittee is drafting some ideas for how you might do this. The idea is that I-O skills and knowledge can be applied in many areas and ways that we often overlook. Think about your favorite hobby. Is there a way that I-O could be applied in that setting? Are you an avid hiker like me? In the state of Washington, we have a volunteer organization that is dedicated to preserving and maintaining our wilderness areas and trails. How could I-O psychology be applied to help them in their mission? Some

examples that spring to mind include how to lead, reward, and motivate volunteers. By sharing our research on leadership, rewards, and motivation with this organization and working with them to apply it, I not only have an impact on their volunteer program and experience, I will also demonstrate the value of I-O psychology to people who might not even know such a discipline of psychology exists!

Further, we are hosting another Workplace Reporters luncheon at the Harvard Club in New York City at the beginning of April where we can introduce reporters to I-O psychology. These luncheons do not include formal presentations but provide an opportunity for reporters who write about workplace issues to meet industrial-organizational psychologists and discuss workplace research and trends. The event follows several successful media luncheons sponsored by SIOP in recent years. Past luncheons have included journalists from *The Wall Street Journal*, *The New York Times*, *TIME*, *BusinessWeek*, *Forbes*, *Crain's New York Business*, *Inc. magazine*, *HR Magazine*, *Newsday*, *Money Magazine*, *Fast Company*, and Dow Jones news-wires. If you'll be in NYC at the beginning of April and would like to participate, please contact Ben Dattner (ben@dattnerconsulting.com) for more information. We'll see you there! We are also looking for opportunities to ex-

pand this idea into other cities. If you live in a location where something like this might be of interest to local reporters, let SIOP know!

Finally, you will be seeing a series of ongoing *Newsbriefs* describing how members can increase the visibility of I-O by doing a few easy activities, such as going to your child's school to talk about I-O psychology, talking to business leaders in the area (perhaps at local BBB meetings or similar) about how I-O informs and helps [insert industry segment here], and so on.

All in all, the answer to the questions that we posed initially ("How can I-O psychology increase its media presence, and what can SIOP do to help?") seems to be that we need to be more proactive around SIOP's visibility. We are often late to the table when newsworthy events happen, and as a result, our voice isn't heard. Our goal is to provide members with the tools and resources to give them the extra bit of assistance that is needed to get our message out sooner. In fact, to borrow a phrase that sums up our goals for this year: "if you see something, say/write something!"

Do you have ideas about how SIOP can raise our media presence? Let me know at libertymunson@live.com. I'd love to hear them!

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News From the SIOP-United Nations Team

SIOP Representatives to the United Nations:

John C. Scott, *APTMetrics*

Deborah E. Rupp, *Purdue University*

Lise Saari, *New York University*

Lori Foster Thompson, *North Carolina State University*

Mathian Osicki, *IBM*

Ishbel McWha, *Cornell University*

SIOP's UN team has been busy over the past couple of months as we continue bring I-O thought leadership to bear in addressing key challenges to the United Nations agenda.

Over the past couple of months SIOP has cosponsored two critical statements that have been submitted to UN Commissions. The first statement, which was coauthored by **Lise Saari**, was submitted to the United Nations' 58th Session of the Commission on the Status of Women. This statement is entitled: *Psychological Perspectives on the Implementation of the Millennium Development Goals for Women and Girls: Access to and Participation in Education, Training, Science and Technology, for the Promotion of Women's Equal Access to Full Employment and Decent Work*. The second statement was submitted to the United Nations' 52nd Session of the Commission for Social Development and is entitled *Psychological Contributions for Promoting Empowerment of People in Achieving Poverty Eradication, Social Integration and Full Employment and*

Decent Work for All. Both statements reflect an interdisciplinary perspective on how psychology can impact these critical areas and can be found in the library on the UN team page of my.SIOP.org. Please join our group!

Request for Interest on Talent Management Project for a United Nations Agency

On another front, the SIOP team in collaboration with a major UN agency has issued a Call for Interest to provide pro bono consultation on a competency modeling and selection project. This Call for Interest is an open invitation to teams of individuals from both the academic and professional sectors, and can consist of combinations of working professionals, academics, graduate students, and international affiliates. This project will allow the selected team to work directly with the UN agency to improve their talent management system, so that consequently, by harnessing the potential of their workforce, they can better attain their goals for promoting social progress, better living standards, and human rights.

Psychology Day at the UN

Lori Foster Thompson, in her role as co-chair of next year's *Psychology Day at the UN*, has worked to crystalize the day's theme of Sustainable Development, which aligns with the UN's Post-2015 development agenda. The working title of the session is "Psychology's Contributions to Sustainable Development: Challenges and Solutions for the Global Agenda." Prominent speakers from the field of psychology and the UN will be invited to address the three spheres of sustainable development: *Environmental, Social, and Economic*. Stay tuned for speaker announcements and registration information. Psychology Day will be held at the UN on April 24, 2014.

Istanbul International Center for the Private Sector in Development

The United Nations Development Programme has recently established a center in Turkey, called the Istanbul International Center for the Private Sector in Development (IICPSD; www.iicpsd.org), which is dedicated to addressing the role of the private sector in poverty reduction and human development. The IICPSD is looking for input from the field of psychology to help identify barriers to and opportunities for poverty reduction initiatives, with an emphasis on the role of the private sector. This will begin with a foundational report to help guide the

direction of this initiative, in which SIOOP will play a role. The team working on this report includes Lori Foster Thompson, Dharm Prakash Sharma Bhawuk, **Stuart Carr**, and **Alexander (Alex) Gloss**. It is in this capacity that Alex joins SIOOP's UN team as our newest intern. Welcome, Alex!

Psychology Coalition at the United Nations (PCUN)

Lise Saari has become cochair of the Advocacy committee of the PCUN. Advocacy and having the voice of psychology heard at the UN are the central goals of the PCUN. The Psychology Coalition at the United Nations is composed of psychologists who represent nongovernmental organizations accredited at the United Nations and psychologists affiliated with United Nations departments, agencies, and missions. The Coalition seeks to accomplish their goals through advocacy, research, education, and policy and program development guided by psychological knowledge and perspectives to promote human dignity, human rights, psychosocial well-being, and positive mental health.

The Advocacy committee organizes written statements, applies to make oral presentations, and/or participate in interactive events at various UN meetings. They also form coalitions with other NGO committees with whom we share

similar positions on a given issue, and engage in advocacy with UN departments, agencies, committees, commissions, and government missions on issues of mutual concern to the Coalition.

UN Global Compact

Deborah Rupp and **Drew Mallory** are continuing their efforts to engage with the UN's Global Compact. A campaign is

in development to aid SIOOP members in working with their employers in becoming Global Compact participants. This will include all types of employers, including psychology and management departments, public- and private-sector organizations, and consulting firms. They are also working with Global Compact in conducting research aimed at furthering the mission of the Global Compact.

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The Future Starts Now for my.SIOP: Meet the Next Evolution of Your SIOP Online Community

Zack Horn

Chair, Electronic Communications Committee

Your SIOP networking capabilities just took a giant leap forward. Thanks to your input, the newly updated my.SIOP (launched January 6, 2014) has been restructured to provide you with an increasingly social community experience. With an intuitive design and enhanced functionality, you can now add friends, follow others, and easily configure notifications so you receive the updates you want—*when* you want. This evolution of my.SIOP greatly improves how you connect and collaborate with other members.

Your new my.SIOP social experience now includes:

- **Responsive mobile interface:** The all-new interface lets you access your professional I-O network whenever you need it. Visit my.SIOP.org on any mobile device and have access to all its dynamic features.
- **Ideas:** SIOP members and committees often think of new ways to evolve the SIOP experience. Share your thoughts and lend your support by voting for your favorite ideas with the new “Ideas” feature.

- **Answers:** Getting answers has never been so easy. You can now ask questions and get answers quickly from SIOP and other members. The advanced search feature looks for keywords as you type, saving you time if your answer already exists!
- **Groups and files:** Groups have been redesigned to make discussions and file sharing even more accessible.
- **Events:** Is there a local, regional, or large I-O event happening soon? List new events on my.SIOP or sign up for existing events!
- **Latest activity:** Find all your updates on Ideas, Answers, Discussions, and Groups in a single activity feed.
- **Badges:** Are you getting the most out of my.SIOP? The new goal-driven badges help you spend your time wisely. Plus, with these shiny new keepsakes on your profile, others can see how you put my.SIOP to use!
- **Discussions:** Share ideas about your favorite I-O or SIOP topics in this forum-like feature.

The Past

You wanted connectivity via social media.

- The original my.SIOP was driven by features such as blogs, forums, wikis, groups, and email listservs.
- Members requested a more purposeful and intuitive emphasis on the social capabilities of my.SIOP.
- Members requested more active notifications for easy updates on the latest my.SIOP community activity.

The **VISION** for the my.SIOP community adapted to meet your preferences for more advanced social interactions.

The Present

SIOP is responding to these requests by:

- Developing a new and responsive interface for a more social my.SIOP.
- Providing new features that will improve your connections and collaborations with fellow members.
- Improving your overall experience as a SIOP member by making resources and members more accessible than ever before.

The **GOAL** is to revamp and realign my.SIOP as an engaging social online community of experts.

The Future

The new my.SIOP launched January 6th!

- Find and subscribe to the content you care about most, easily setting up notifications to stay updated.
- Propose and vote on new ideas, quickly find answers, and start discussions on your favorite topics.
- Connect and collaborate with your fellow I-O Psychologists in an all-new my.SIOP experience!

The **MISSION** is to advance how you connect and collaborate with other SIOP members year round!



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Update your information at
www.siop.org/Dues/ContactUpdate.asp



IOTAS

Rebecca Baker
Xavier University

Transitions, New Affiliations, Appointments

Sandra Davis, SIOP Fellow and co-founder of MDA Leadership Consulting, has followed her own succession strategy and has been succeeded by Scott E. Nelson (former executive vice president of consulting services and partner with MDA). Davis continues to lead MDA's CEO & Board Services practice, retain her current clients, and chair the firm's advisory board. MDA was founded in 1981 and is regarded as one of the nation's premier leadership development and assessment firms, with clients in various industries ranging from *Fortune* 100 companies to mid-sized companies and nonprofit organizations. In order to ensure a seamless transition of leadership, Davis and Nelson are using the same strategic, multiyear process that MDA successfully uses with their own clients. Chairman, President, and CEO of U.S. Bank Richard Davis said, "I congratulate Sandra and Scott on their leadership transition, and look forward to seeing firsthand to continuing positive impact of MDA." Follow this link for the full press release: <http://bit.ly/1aCLkyq>

David Arnold, General Counsel for Wonderlic, Inc., was reappointed to the position of general counsel for the Association of Test Publishers during its September conference in Malta.

Honors and Awards

Le (Betty) Zhou of the University of Florida is the 2013 winner of HumRRO's Meredith P. Crawford Fellowship in Industrial and Organizational Psychology. Presented annually to a doctoral student demonstrating exceptional research skills, the fellowship includes a \$12,000 stipend.

Frank Schmidt, University of Iowa, received a Lifetime Achievement Award for his contributions to I-O psychology from the Personnel Testing Council of Metropolitan Washington (PTC-MW). **Dan Putka**, HumRRO and President of PTC-MW, presented the award to Frank at PTC-MW's Fall Event, in which Frank was the featured speaker. **Jim Sharf**, Employment Risk Advisors, and **Mike McDaniel**, Virginia Commonwealth University and Work Skills First, Inc., assisted in the award presentation by highlighting Frank's many contributions to I-O.

Dianna Stone received the Leading Editor Award from Emerald Publishing Company for the second time in 2013. The award was given for her work as the editor of the *Journal of Managerial Psychology (JMP)*, which focuses on I-O psychology, human resource management, and organizational behavior.

Keep your colleagues at SIOOP up to date. Send items for IOTAS to Morrie Mullins at mullins@xavier.edu.

Good luck and congratulations!

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Keep Up With SIOOP!

Interact online and receive timely information about news and upcoming events.

www.sioop.org/socialmedia.aspx

SIOP Members in the News

Clif Boutelle

SIOP members have a vast amount of expertise to offer reporters, and by working with the media, they are providing numerous opportunities to greatly increase the visibility of industrial and organizational psychology.

Media Resources, found on the SIOP Web site (www.siop.org), has proven to be a valuable tool for reporters looking for experts to contribute to their stories about the workplace. Members who are willing to talk with the media are encouraged to list themselves and their area(s) of specialization in Media Resources. It can easily be done online.

And members should update their listings as needed. It is particularly important that members describe their specific expertise in the space provided. Those descriptions are an immense help to reporters who are looking for sources.

In addition, Media Resources is used extensively to match SIOP members' expertise with reporters who contact the SIOP office looking for experts. Following are some of the stories using SIOP members as resources that have appeared in the media since the last issue of *TIP*.

Do smarter people manipulate others? A study conducted by **George Banks** of

Longwood University in Charlottesville, VA, found no evidence that they do. A story about the research appeared in the October 23 *Augusta Free Press*. Banks, along with fellow researchers, examined whether there is a relationship between intelligence and "socially exploitative social traits" such as Machiavellianism, narcissism, and psychopathy, known as the "Dark Triad" traits. The "evil genius" hypothesis says that highly intelligent people tend to display these traits. The study also found no support for the compensatory hypothesis, which states that less intelligent individuals compensate for their cognitive disadvantages by adopting manipulative behavioral tendencies.

Research on how personality profiles can be used to reduce workplace safety incidents by **Derek Chapman** of the University of Calgary was the subject of an October 19 story in the *Star Phoenix* (Saskatoon). He said that an accurate personality profile can be developed that will measure the overall safety conscientiousness of a potential employee and his or her overall safety risk to the organization. "You might have a great training program and good policies and procedures, but if you hire people who are likely to ignore that training, you still end up with accidents," he said.

An October 18 *Washington Post* story about managing federal employees following the government shutdown included comments by **David Costanza** of George Washington University. One thing in manager's favor is that emotions won't be directed at employees' peers; they'll be directed at Congress." Still there are bound to be some federal employees who resent being called non-essential as well as others who worked through the shutdown and resent those who have been furloughed and still were paid. To get both sides past these politics, Costanza suggests focusing people on team goals around which everybody can unite and work toward together.

Jeffrey Kudisch of the University of Maryland authored a column in the September 29 *Washington Post* cautioning job applicants to be careful about dropping names during job interviews. In job interviews, there is a fine line between self-confidence and arrogance, he said. Many recruiters, he added, believe that mentioning important people during an interview can come across as egoistic and pretentious. Candidates who excessively name drop may be perceived as insecure.

The September 24 issue of the *Winston-Salem Journal* had a story about work-life balance that featured **Julie Wayne** of Wake Forest University. Her research focuses on ways that work and family

can peacefully coexist rather than create turmoil.

"I felt like in the work-life picture, we were looking at it half-empty, through the negative lens. I got interested in the synergy that can come from both roles," she said. She recently had a paper on the attitude of spouses toward their partners' workplace published in the *Journal of Applied Psychology*.

The September 18 *Wall Street Journal* carried a story about conflict within the office that included comments from **Michael Woodward** of Human Capital Integrated in Jersey City, NJ. If peers start screaming at each other in front of others, suggest a break or guide them to a private setting to calm down, he said. And if the clash involves a client, it is important to do whatever it takes to halt a blowup, like stepping between them and urging them to take a break. Office clashes can take a toll on coworkers' productivity and morale, and every effort should be made to resolve differences as quickly as possible. "Time doesn't heal all wounds, it only makes them harder to repair," he said.

A September 16 story in the *Financial Post* about the high cost of incivility at work referred to a study coauthored by **Amir Erez** of the University of Florida. The study found that exposure to incivility profoundly affected the creativity and performance of individuals.

Social media recruiting mistakes companies make was the subject of a September 5 story in the *Huffington Post* which included quotes from **Lynda Zugec** of The Workforce Consultants. She noted that a common mistake organizations make is trying to meld new methods with antiquated systems. “When an open position is posted, and then redirects the applicant to the company website, which contains a cumbersome process of uploading and a game of “cut and paste” into boxes, the candidate may be driven away,” she said. It is important to make the application process as seamless and easy to navigate as possible.

Zugec also contributed to an August 12 story in *Forbes* about phrases that are best to avoid in office conversations. She said starting off a discussion with “You should have” can sometimes be misunderstood. “It puts the person saying ‘You should have’ automatically in the role of a superior and can put the other person on the defensive.

In July, Zugec was a guest on the nationally syndicated radio program “*Home and Family Finance*” talking about steps unemployed people may take to help them get back into the job market. One strategy is to volunteer, ideally in a field of interest, which helps add to a resumé and can increase a person’s marketability. “You are not wasting time by volunteering. A lot of good can come from it, including developing communicating

skills, partnership building, and conscientiousness. You can meet a lot of people volunteering,” she said.

Ben Dattner of Dattner Consulting in New York City was interviewed for an article on managing people you don’t like that appeared in the August 29 *Harvard Business Review*. In dealing with someone you don’t like on a daily basis, it’s crucial to learn how to handle your frustration. A good place to start, he said, is for the supervisor to ask himself or herself a series of questions about what situations or attributes are causing the dislike. Once the triggers are pinpointed then the supervisor may be able to soften or alter the reaction to the employee. No one is 100% annoying, Dattner said, and the supervisor should look for some of the redeeming qualities of the person. Search for what you like about the person. “Focus on what they are good at and how they can help the team,” he said. He also cautioned about being especially vigilant about keeping your bias out of the evaluation and compensation process.

Dattner also contributed an article on using psychometric testing to the September 12 *Harvard Business Review*. High performing organizations constantly evaluate and improve their candidate evaluation systems by paying attention to predictor variables, outcome variables, and the correlations between

the two. Psychometric tests should be subject to the same rigorous testing and validation as the candidates they are being utilized to assess. When hiring managers and HR utilize the right methodology and psychometric tests to select and retain employees, they can significantly raise the probability of selecting and retaining the right talent, too.

Jackie VanBroekhoven of Hogan Assessment Systems contributed an article in the August *Talent Management Magazine* about measuring leadership performance. People look at four essential characteristics in leaders: integrity, judgment, competence, and vision. Leaders who possess those traits create loyal, engaged employees, she wrote. A quality measure of a person's reputation, such as a personality assessment or 360-degree feedback, combined with targeted coaching can provide leaders with a better understanding of their strengths and weaknesses, how they relate to those of their peers, and how these strengths and weaknesses could affect their leadership performance, she concluded.

The July/August issue of *Scientific American* included an article cowritten by **Tomas Chamorro-Premuzic** of University College London and Hogan Assessment Systems about how technology and psychology are shaping the search for the best employees. He notes that social media tools, online games, and data-

mining techniques that scour the Web for hints to an applicant's personality are joining traditional resumé, cover letters, and interviews. These innovations offer new opportunities for employers and job hunters alike. He says personality tests are better predictors of future career success than letters of recommendation, interviews, and educational credentials. He is an advocate of structured interviews versus freeform interviews, which can easily feed false perceptions. Recent findings suggest that aspects of personality can be gleaned from digital footprints left by people. Social media can increase the candidate pool and give employers a wealth of relevant information about prospective hires.

Chamorro-Premuzic also contributed an article to the August 30 *Management Today* questioning whether managers really want to hire creative people, despite saying otherwise. Instead, he suggested managers prefer to hire people who are easy to manage and easily engaged rather than creative types who are often moody, unpredictable and problematic. Creative people are often innovators and innovation is based on change and change demands the disruption of rules and processes, he said.

A story in *Recruiting Trends* written by **Ryan Ross** of Hogan Assessment Systems analyzed the values mismatch at

J.C. Penney that cost shareholders 50% of stock value and former CEO Ron Johnson his job. He noted that CEO failures are often the result of misalignment of values of both the internal culture and customers. Ross said successful leadership hinges on the executive's ability to build and maintain consensus. People are only willing to follow the lead of individuals whose values align with their own, and who do not try to force their values on everyone else.

Please let us know if you, or a SIOP colleague, have contributed to a news story. We would like to include that mention in **SIOP Members in the News**. Send copies of the article to SIOP at boutelle@siop.org or fax to 419-352-2645 or mail to SIOP at 440 East Poe Road, Suite 101, Bowling Green, OH 43402.

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OPPORTUNITIES FOR SIOP MEMBERS TO INCREASE VISIBILITY OF I-O PSYCHOLOGY

Periodically, the Administrative Office is contacted by various online and print publications, such as magazines, newspapers, newsletters and trade journals, and asked if we have members willing to write about specific subjects. We are looking for members who would be interested in writing articles for these publications.

Please let us know, if you would like to write an occasional article for a publication. Send your contact information as well as the subject matter you would like to write about to boutelle@siop.org. We will then try to match your expertise with a publication's editorial needs when we receive these requests. In addition, we will also be proactive in seeking opportunities for SIOP members to author articles in these publications.

We are hoping that making these connections easy for our members will increase the public's awareness of the field of I-O psychology and the value that we bring to employees and organizations. This work is being spearheaded by SIOP's Visibility Committee in close conjunction with the SIOP Administrative Office.



Conferences and Meetings

Please submit additional entries to **Marianna Horn** at
Marianna.Horn@Sodexo.com

2014

Jan. 8–10

The British Psychological Society Division of Occupational Psychology Annual Conference. Brighton, UK.

Contact: www.bps.org.uk/dop2014

Feb. 20–23

Annual Conference of the Society of Psychologists in Management (SPIM). New Orleans, LA. Contact: www.spim.org. (CE credit offered.)

March 2–5

Annual Innovations in Testing Conference, Association of Test Publishers. Scottsdale, AZ. Contact: www.innovationsintesting.org.

March 5–8

Annual Conference of the Southeastern Psychological Association. Nashville, TN. Contact: SEPA, www.sepaonline.com. (CE credit offered.)

March 14–18

Annual Conference of the American Society for Public Administration. Washington, DC. Contact: ASPA, www.aspanet.org

March 30–April 2

HRPS Global Conference. San Diego, CA. Contact: HRPS, www.hrps.org.

April 2–6

Annual Convention, National Council on Measurement in Education. Philadelphia, PA. Contact: NCME, www.ncme.org.

April 3–7

Annual Convention, American Educational Research Association. Philadelphia, PA. Contact: AERA, www.aera.net.

May 4–7

Annual Conference of the American Society for Training and Development. Washington, DC. Contact: ASTD, www.astd.org.

May 15–17

Annual Conference of the Society for Industrial and Organizational Psychology. Honolulu, HI. Contact: SIOP, www.siop.org. (CE credit offered.)

May 22–25

Annual Convention of the Association for Psychological Science. San Francisco, CA. Contact: APS, www.psychologicalscience.org. (CE credit offered.)

June 5–7

Annual Conference of the Canadian Society for Industrial and Organizational Psychology. Vancouver, BC. Contact: www.psychology.uwo.ca/csiop.

June 22–25

Annual Conference of the Society for Human Resource Management. Orlando, FL. Contact: SHRM, www.shrm.org. (CE credit offered.)

July 8–13

International Conference on Applied Psychology. Paris, France. Contact: www.icap2014.com.

July 21–23

Annual Conference of the International Personnel Assessment Council. Denver, CO. Contact: IPAC, www.ipacweb.org.

July 30–31

E-HRM Conference. New York, NY. Contact: E-HRM, <http://www.ehrm2014.com/>.

Aug. 1–5

Annual Meeting of the Academy of Management. Philadelphia, PA. Contact: Academy of Management, www.aomonline.org.

Aug. 2–7

Annual Convention of the American Statistical Association. Boston, MA. Contact: ASA, www.amstat.org. (CE credit offered.)

Aug. 7–10

Annual Convention of the American Psychological Association. Washington, DC. Contact: APA, www.apa.org. (CE credit offered.)

Oct. 13–19

Annual Conference of the American Evaluation Association. Denver, CO. Contact: AEA, www.eval.org.

Oct. 17–18

SIOPI 10th Annual Leading Edge Consortium. Chicago, IL. Contact: SIOPI, www.siope.org. (CE credit offered.)

Oct. 24–25

River Cities I-O Psychology Conference. Chattanooga, TN. Contact: <http://www.utc.edu/psychology/rcio/>

Oct. 27–31

Annual Conference of the Human Factors and Ergonomics Society. Chicago, IL. Contact: The Human Factors and Ergonomics Society, www.hfes.org. (CE credit offered.)

2015

April 23–25
Annual Conference of the Society for Industrial and Organizational Psychology. Philadelphia, PA. Contact: SIOP, www.siop.org.
(CE credit offered.)

May 6–9
Work, Stress, and Health Conference. Atlanta, GA. Contact: www.apa.org/wsh.

May 21–24
Annual Convention of the Association for Psychological Science. New York, NY. Contact: APS, www.psychologicalscience.org.
(CE credit offered.)

Aug. 6–9
Annual Convention of the American Psychological Association. Toronto, Ontario, Canada. Contact: APA, www.apa.org.
(CE credit offered.)

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