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## 29th Annual Conference: May 15 - 17, 2014 Preconference Workshops: May 14, 2014

### Robin Cohen

Conference Chair, SIOP 2014  
Bank of America

### Evan Sinar

Program Chair, SIOP 2014  
Development Dimensions International (DDI)

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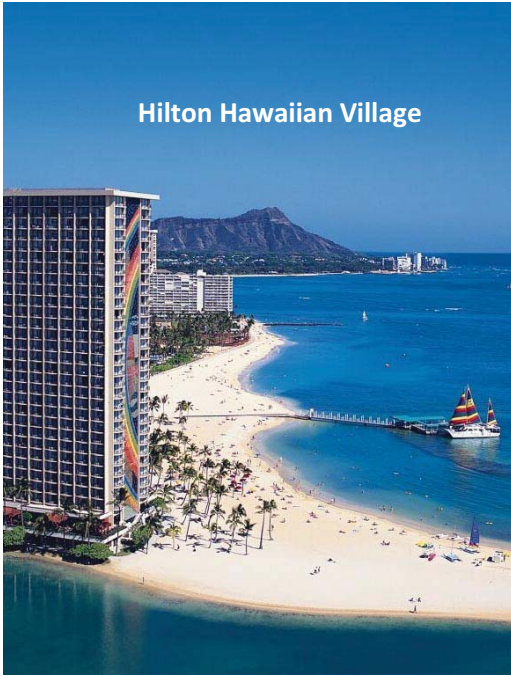
Can you believe it's time to start planning for our annual conference already? We were still buzzing with excitement from the successful Houston conference when we and a few members of our conference planning team headed to Hawaii in July to check out the facility and location (fabulous!) and start planning another exciting year full of opportunities to learn, network, reconnect, and move our field forward (and maybe even catch a few rays or ride a few waves).

What do you know about Honolulu? Honolulu is one of the most desirable vacation spots in the country! It is warm, culturally exotic, and completely unlike anything else that can be found in the United States! We don't know about you but that alone made us want to book our trip! And did you know that it is the only place in the US with a royal palace? Or that Honolulu's home island, Oahu, is part of the largest mountain range in the world, most of which is under water.

What about the fact that there are more than 100 beaches surrounding Honolulu, more than almost any other city in the world? Honolulu is also home to one of the oldest symphonies in the western United States: the Honolulu Symphony, formed in 1900. It's also home to the world's largest collection of Pacific artifacts, archaeological finds, and items, all housed in the Bishop Museum. So, before you read any further, mark your calendars! The 29<sup>th</sup> Annual Conference is certainly not to be missed. In this article we will give you just the first taste of what's in the works as our year of planning progresses. Stay tuned for full-blown highlights in the January issue of *TIP*.

### The Conference Hotel

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



## Hilton Hawaiian Village

are 22 acres of oceanfront paradise with 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 90 nearby stores. There are over 18 restaurants and lounges, and there is a world class spa where you can relax and unwind. Some fun facts about the Hilton Hawaiian Village:

- The hotel has hosted several television shows, including “Hawaiian Eye,” “Hawaii 5-0,” “Beverly Hills 90210,” “Pacific Blue,” and “Baywatch Hawaii.” Key scenes from the new Godzilla movie, sched-

uled to hit theaters at the same time SIOP hits Honolulu, were recently filmed on the beach right outside the hotel!

- There is a penguin show in the mornings and the Village’s African Black-foot penguins eat more than 3,100 pounds of fish per year.
- Waikiki’s largest pool is at the Hilton Hawaiian Village: the 10,000-square-foot Super Pool. Plus, Waikiki’s longest resort pool slide is also at the Hilton in the Paradise Pool at 77 feet.
- Nearly 500 palm trees sway at Hilton Hawaiian Village.
- Some 2 million guests visit the Village each year, meaning there are more than 5 million pieces of luggage that come through the hotel annually.
- Hilton Hawaiian Village is extremely environmentally conscious. They recycle more than 1,000 tons of food each year. This organic waste is processed and recycled into soil amendment, irrigation water, and biogas, which is then converted into electrical energy.
- The Hilton Hawaiian Village serves approximately 136,540 mai tais each year. It also serves about 30,000 Blue Hawaii cocktails annually. This means they are ready for SIOP!

## Submissions

For all of you who submitted proposals in response to the Call for Proposals developed by **Emily Hunter** and her CFP committee, thank you! The results of the peer reviews will be e-mailed in December.

### **Concurrent Sessions: Something for Everyone**

The member-submitted, peer-reviewed sessions will always be at the heart of our conference. We will continue to have hundreds of sessions featuring I-O psychology research, practice, theory, and teaching-oriented content. Presentations will use a variety of engaging formats including symposia/forums, roundtable/conversation hours, panel discussions, posters, debates, master tutorials, and, new this year, an alternative session type format for IGNITE and other innovative presentation styles. In addition, we will have addresses from our SIOP award winners, key committee reports, and many invited sessions that we guarantee you won't want to miss, as they've been crafted specifically for this year's conference to delve into the progressive and emerging topic areas you've told us you want to hear more about. More on many of these stimulating sessions below.

## Invited Sessions

This year we will feature several invited speaker sessions throughout the conference, architected by Invited Sessions chair **Elizabeth McCune** and her committee. Among the invited sessions this year will be an IGNITE session, as well as a panel focused on meaningfully defining "big data" and the role I-Os have to play in this space. Another panel will discuss the co-occurrence of recent mergers and acquisitions in the I-O consulting field and the increase in the number of start-ups building HR-related technology, focusing on the impact these developments will have on the field of I-O.

### **Theme Track**

The program committee is delighted to offer another exciting Theme Track, which this year has been moved from Thursday to Saturday—plan accordingly to be sure not to miss it! In line with the broader conference theme of Connections, this year's Theme Track is titled "Breakthrough: Explaining I-O Psychology Through Connection." This full day of programming will focus on breakthrough ideas that were achieved by connecting with areas or approaches outside of mainstream I-O. As a breakthrough on our part, we are adopting a unique type of session format for the theme: "TEDstyle" talks!

Chair **Kristen Shockley** and her committee are in the process of assembling an outstanding group of dynamic speakers to present the talks. The day will include a focus on connections in five specific areas. The East Meets West speakers will present evidence that understanding cultural differences and effectively managing these differences can contribute to individual, team, and organizational effectiveness. In the Inductive Meets Deductive Reasoning session, the speakers will discuss how these different research paradigms can jointly facilitate breakthrough discoveries. Business Meets Psychology will focus on the connections that psychologists and business practitioners can make to enhance how they work together to help companies achieve greater success. The Neuroscience Meets Leadership session will explore how neuroscience and cognitive psychology can be applied to enhance our understanding of effective self- and other-leadership behaviors. Finally, Technology Meets Application will include demonstrations of new technology that can greatly advance our research and practice as well as insights into the challenges of successful technology adaptation. Each session will feature 2–3 speakers and time for attendee participation. Stay all day (and earn the opportunity for continuing education credits) or attend only the sessions of most interest to you.

## Friday Seminars

Friday Seminars, the only extended-length sessions on the program, offer a unique educational opportunity within the body of the conference. These 3-hour sessions scheduled on Friday (two in the morning, two in the afternoon) delve deeply into a rotating set of topics chosen anew each year. They provide a rich immersion experience for attendees about key content areas. Come to expand your toolbox and enlarge your knowledge base. Presented by true content experts and designed around learning objectives to meet the professional development goals of attendees—those who are new to and familiar with the topics alike—Friday Seminars also offer continuing education credits. Please note that Friday Seminars require advance registration and an additional fee. This year, the Friday Seminars committee led by **Silvia Bonaccio** has prepared sessions on the following topics:

Topic: **MPlus**

Speaker: **Robert Vandenberg**

Topic: **Management and Culture**

Speakers: **Gilad Chen** and **Bradley Kirkman**

Topic: **Physiological Measurement**

Speaker: **Jayanth Narayanan**

Topic: **Generational Differences and Their Implications for the Workplace**

Speakers: **Jean Twenge** and **Stacy Campbell**

## Master Collaboration

Each year, the Program Committee creates a Master Collaboration session to connect leading researchers and practitioners on a topic to share their outlooks and to advise the audience on how to recognize and remedy key science–practice gaps through improved understanding of and alignment on a content area well-suited to vigorous and eye-opening dialogue. This year’s Master Collaboration committee, led by **Hailey Herleman**, is developing a session on the topic of “Technology based Simulations for Selection: Identifying Gaps Between Research and Practice and Setting a Future Agenda.” Two academic and two practitioner perspectives will be paired with an integrative discussion and audience participation segment led by **Nancy Tippins**.

## Communities of Interest

Looking for a SIOP forum that is informal, insightful, and encourages audience participation? Communities of Interest allow you to meet new people, discuss new ideas, and have an active role at the forefront of a hot topic in I-O. There will be 10 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. **Christopher Cerasoli** and the rest of the COI Committee have already lined up some great sessions and facilitators:

- Beyond Science: I-O to Inspire (Facilitators: **Lacie Barber** and **Mindy Shoss**)
- Employee Motivation and Engagement (Facilitators: **John Donovan** and **Christine Corbet**)
- I-O in Healthcare Organizations (Facilitator: **Sylvia Hysong**)
- Relationships in I-O (Facilitators: **Daisy Chang** and **Mark Poteet**)
- Social Media for Inference and Selection (Facilitators: **Jamie Winter** and **Mike Zickar**)

Additional topics for this year’s COI sessions include:

- Evidence Based Practice
- Assessment Gamification
- Big Data in I-O
- New Practitioners and Academics
- I-O: What We Can Offer to the Armed Forces and Veterans

For more information about these sessions, reach out to the chair of the Communities of Interest committee, Christopher Cerasoli.

### Continuing Education Credits

The annual conference offers many opportunities for attendees to earn continuing education credits, whether for psychology licensure, HR certification, or other purposes. 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.

### Closing Plenary and Reception

The 29th Annual Conference will close on Saturday afternoon with a plenary session that includes a very special invited keynote speaker (stay tuned!) 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 Hawaiian-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 morning or even after few more days in Honolulu or on one of the other great islands.

### Making Your Reservation

Please see the SIOP Web page for details on booking your room. We encourage conference attendees to come early and stay late and enjoy all that Hawaii and the SIOP conference have to offer!

*It's only October when this goes to press, but we hope we've sparked your excitement for SIOP 2014 and Hawaii. We can't wait to see you there! Aloha!*



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# From the SIOP LGBT Ad-Hoc Committee: The Repeal of DOMA: A Brief History, and Moving Toward Workplace Equality

**Thomas Sasso**

University of Guelph

**Katina Sawyer**

Villanova University

**Larry R. Martinez**

The Pennsylvania State University

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In the past few months there has been an abundance of media attention given to the overruling of Section Three of the Defense of Marriage Act by the United States Supreme Court. This momentous court decision has had a significant positive impact on the marriage equality movement in the United States and further promotes the principles of social equality for members of the lesbian, gay, bisexual, and transgender (LGBT) communities. Not only is this judicial ruling directly aligned with the ethical principles of the APA, but it also has direct implications relevant to industrial-organizational psychology professionals. In this article, we will explain the history of the Defense of Marriage Act's implementation and then examine the overturning of Section Three in relation to the workplace context. We close by discussing the future steps industrial-organizational psychology professionals

can take to promote greater workplace equality for LGBT employees in the wake of this recent ruling.

## **What Was DOMA?**

### ***Background***

In 1996 the Defense of Marriage Act (DOMA) was introduced into the House of Representatives and the Senate. The act contained two key provisions. Section Two reserved authority over marriage to the individual states, such that any decision by one state to allow same-sex marriage would not require other states to recognize those relationships. Section Three of DOMA established that "marriage" would refer solely to relationships of one man with one woman, and the term "spouse" (or similar terms in previous and future legislation) would refer to a husband and wife of the opposite sex.



The legislation received overwhelming support in both the House of Representatives and the Senate, and passed by margins that would override any veto attempts by President Bill Clinton. In September of 1996, the act was signed into law. In subsequent years, as individual states passed marriage equality laws, DOMA's impact became apparent to same-sex couples. Although same-sex couples were recognized within their states, they were not recognized by the federal government; therefore, legally married couples were denied many federal benefits and protections provided to opposite-sex couples.

During his first presidential campaign, Barack Obama's platform supported a repeal of DOMA. In 2011, President Obama instructed the Department of Justice to cease defending Section Three of DOMA, which he claimed was unconstitutional because it discriminated against legally married individuals of sexual orientation minority status. This action led to the development of the Bipartisan Legal Advisory Group (BLAG) of the House of Representatives to continue to defend Section Three of DOMA in court, replacing the Department of Justice.

### **Relevant DOMA Court Cases**

A number of lawsuits have been filed challenging the constitutionality of DOMA, specifically focusing on the defini-

tion of marriage. For the purpose of understanding the effects of DOMA we will focus on three of these cases.

The lawsuit of *Golinski v. Office of Personnel Management* (2012) was filed because Golinski could not receive health benefits from her employer (the Ninth Circuit Court of Appeals) for her wife. Similarly, in *Gill v. Office of Personnel Management*, the plaintiffs argued that various benefits that were offered to opposite-sex spouses had been denied to same-sex spouses. These included health, retirement, and social security benefits, in addition to the ability to file federal taxes as a married couple. Numerous other cases also challenged DOMA's implications for immigration, bankruptcy, and military and veteran affairs. In many of these cases the courts found DOMA to be unconstitutional based on individuals' right to equal protection set in the Fifth Amendment of The Constitution.

Although many cases challenging DOMA were appealed to higher courts by BLAG unsuccessfully, the Supreme Court of the United States agreed to hear the case of *United States v. Windsor* (2013). In this case Edith Windsor had been required to pay \$363,000 in federal taxes on the inheritance from her deceased spouse because the federal government did not recognize the marriage. The Supreme Court, in a 5–4 decision, ruled

that Section Three of DOMA was unconstitutional. As a result of this decision, the federal government must recognize marriages between gay or lesbian couples married in states where same-sex marriage is legal and offer all federal protections and benefits to these couples. Thirteen states currently recognize marriage equality: California, Connecticut, Delaware, Iowa, Maine, Maryland, Massachusetts, Minnesota, New Hampshire, New York, Rhode Island, Vermont, Washington, and the District of Columbia.

### **How Did DOMA Affect the Workplace?**

In the midst of the *United States v. Windsor* (2013) case, 278 employers and organizations joined together in the Business Coalition for DOMA Repeal. This coalition included such corporations as Amazon.com, Google, Johnson & Johnson, Microsoft, and Starbucks. The coalition made two primary arguments regarding the negative effects of DOMA on organizations.

First, the coalition argued that DOMA created a burden upon employers. Under the enforcement of DOMA, private organizations *were* entitled to provide employment benefits to employees' same-sex partners, but these couples were still encumbered with discriminatory tax burdens. For example, the cost of healthcare benefits for employees'

same-sex partners was treated as taxable income, but the benefits for employees' opposite-sex partners were not taxable. Employees with opposite-sex partners could also pay for their partner's healthcare benefits on a pre-tax basis, while this option was not available for employees with same-sex partners. Similar tax differences also applied to childcare, elder care, retirement, continued healthcare after termination, and implementation of the Family Medical Leave Act. These differences often resulted in varying levels of take-home pay and financial stability among employees, solely due to the sex of their spouses. As a result of increased taxation for same-sex partnered employees, some organizations took it upon themselves to "work around" the barriers created by DOMA with higher salary or other compensatory means in order for these employees to maintain equality with their heterosexual counterparts. Although this was a positive benefit for LGBT employees, it also placed greater financial and administrative burdens on organizations that were committed to maintaining fair and nondiscriminatory employee compensation practices (relative to those who were not).

Following the Supreme Court ruling on Section Three, federal law now ensures that legally married same-sex couples are entitled to spousal health insurance and retirement benefits in organizations

where spousal benefit plans are offered. This also prevents the benefits from being deemed a taxable income and will remove the financial burden on organizations that were previously compensating married same-sex employees for their additional tax burden.

Second, the coalition argued that DOMA forced employers to discriminate against their employees, conflicting with their organizational missions or policies (and often conflicting with state, county, or municipal laws as well). These conflicting levels of legislation put employers who enforced federal DOMA regulations in locations that recognized same-sex marriages at an increased risk for litigation. DOMA also placed the burden of enforcing discriminatory practices on the organizations themselves and on individual human resources employees, many of which were not versed in the advanced constitutional rhetoric necessary to explain the legal and tax-related implications to their constituents. As noted in their brief, the act “forces us to discriminate against a class of our lawfully-married employees, upon whose welfare and morale our own success in part depends” (United States v. Windsor, 2013).

### **Next Steps for LGBT Workplace Equality**

The Supreme Court’s ruling is monumental and has practical implications that affect both employers and employees.

However, it is important to note that the overturn of Section Three of DOMA does not ensure marriage equality across the United States, nor does it provide any workplace protections for LGBT employees. In states where same-sex marriages are not legally recognized, employees in same-sex relationships may still be refused the federal benefits and protections afforded to opposite-sex couples because Section Two of DOMA (which states that individual states do not have to recognize same-sex marriages performed in other states) is still in effect. Furthermore, without the passage of The Employment Non-Discrimination Act (ENDA), LGBT employees may still be discriminated against in the workplace without legal recourse.

Thus, although the repeal of Section Three of DOMA is an important step in achieving equality, LGBT advocates—and industrial-organizational psychologists in particular—must continue to support the passage of ENDA. Currently there are not any federal protections against employment discrimination of LGBT individuals, and 29 states that do not prohibit sexual orientation discrimination in the workplace. Furthermore, 33 states do not have legislation protecting against workplace discrimination related to gender identity. However, ENDA has been introduced into Congress and would extend federal protections against discrimination to include sexual orientation and gender identity.

ENDA would apply to Congress, federal, state, and local government employees. In September 2012, SIOP passed an official statement supporting ENDA, and it is imperative that we as both a professional organization and as individuals continue to actively support the passage of this legislation.

It is important to realize that there is a great deal of uncertainty around the treatment of same-sex couples who were legally married in one state and then moved into a state where same-sex marriage is not legal. It is anticipated that in the coming months there will be greater clarity as to how this unequal treatment across state lines will be rectified, either through future legislation or judicial direction. In the meantime, organizations and employees will need to monitor upcoming legislative decisions closely and potentially seek independent legal advice regarding individual cases.

**Conclusion**

Overall, the repeal of Section Three of DOMA is a positive step toward equality for LGBT individuals in the workplace. However, in order to achieve true equality, federal protections must be granted to LGBT employees at work, and states must adopt fair policies for same-sex marriages. Thus, the fight for equality is

not yet over, and advocates for LGBT workplace rights must continue to strive toward a better future for LGB employees. As an organization, SIOP supports ENDA, and we hope that its membership will consider actively supporting workplace equality for LGBT employees as well.

If you have questions about DOMA, ENDA, or the legislation discussed in this piece, please contact: Thomas Sasso: [tsasso@uoguelph.ca](mailto:tsasso@uoguelph.ca), Katina Sawyer: [katina.sawyer@villanova.edu](mailto:katina.sawyer@villanova.edu), or Larry Martinez: [martinez@psu.edu](mailto:martinez@psu.edu).

If you have questions about how you can get involved in SIOP’s LGBT Ad-Hoc Committee, please contact Larry Martinez (Chair of the LGBT subcommittee): [martinez@psu.edu](mailto:martinez@psu.edu).

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## The EuroPsy Specialist Certificate in Work and Organizational Psychology

**Wendy S. Becker**

Shippensburg University

**Salvatore Zappalà**

University of Bologna

From May 22-25, 2013, I attended the European Association of Work and Organizational Psychology (EAWOP) Congress in Münster, Germany, along with more than 1,400 psychologists, including several dozen SIOP members. The biannual EAWOP Congress began in 1983; today it is the largest international conference on work and organizational psychology in Europe with more than 50 countries represented. A central part of EAWOP's mission is the interaction between scientists and practitioners. Notably, the theme of the 16<sup>th</sup> Congress was "Imagine the future world: How do we want to work tomorrow?"

Dr. Salvatore Zappalà, University of Bologna, facilitated a description of the EuroPsy Specialist Certificate in Work and Organizational Psychology; we briefly describe it here. The EuroPsy (or European Certificate in Psychology) was launched and is managed by the European Federation of Psychologists' Associations (EFPA) to provide a common standard of competence of professional training and academic education in psychology. It envisions and aims to facilitate a free move-

ment of psychologists across the countries of the European Union by setting a common benchmark standard. The main purposes of EuroPsy are:

- to guarantee to clients and employers a level of education, professional competence, and ethical conduct by psychologists that are awarded the EuroPsy;
- to facilitate the mobility and cross-border services of psychologists; and
- to give psychologists an opportunity to obtain continuing and specialized education throughout Europe.

Thus, any psychologist who meets the standard of a university education in psychology of at least 5 years and at least 1 year of supervised practice can obtain the Basic EuroPsy Certificate and be included in the Register of European Psychologists. The Basic certificate sets the standard with regard to professional practice, normally in one professional context, at the point of entry into the profession. The professional contexts or areas of practice currently recognized by Basic EuroPsy are:

- Work and organizational psychology (WOP)
- Clinical and health psychology
- Educational psychology
- Other contexts

After entry into the profession, it is assumed that psychologists continue their professionalization by refining their knowledge, and developing and improving their competences in a specific area of practice. Thus two Specialist Certificates have been developed; one in the Psychotherapy field and the other one, developed by EAWOP, in Work and Organizational Psychology. These certificates, which are an “add-on” to the Basic Certificate, establish minimum requirements in terms of education, training, and competences, developed by a practitioner after graduation and during his or her practice.

A pilot test of 74 applicants for the WOP certificate from five countries (Finland, Norway, Spain, UK, and Italy) was conducted during the second half of 2012. The goal of the pilot test was (a) to assess the feasibility of the certificate for work and organizational psychologists, (b) to assess whether the requirements for the certificate can meet local/national circumstances, and (c) to identify what remains to be done. Two types of routes for applicants were considered: a regular (traditional) route for recent graduates (in other words, the typical candidate is an

applicant that, after having obtained the EuroPsy Basic, and after at least 3 years of practice, additional education, supervised practice and evidence of adequate competences, applies for this certificate) and a grandparenting route for applicants that have graduated more than 5 years ago and who have at least 5 years of full-time practice in the last 10 years.

Good practices are already available in some European countries, but the pilot test identified the need to improve postgraduate learning activities and make them more structured and available to practitioners. Up to 60 European credits (ECTs) of postgraduate learning activities are in fact needed to obtain the certificate, as well as 30 ECTS of applied research, interventions, assessments, and/or evaluations at the individual, group, or organization level. Continuing professional development can include attending accredited courses, seminars, and conferences; coauthoring or editing a professional paper; presenting to a professional audience; and/or developing new skills at work.

The pilot test also identified the need to define supervision and coaching more coherently with I-O psychology. Also identified was the difficulty assessing and grading competencies, both by practitioners and the supervisors. In summary, the pilot test committee stated that the assessment of professional

competencies for psychologists is delicate and challenging!

The next step for the WOP specialist certificate is to launch the project Europe

wide. There is much more information about the EuroPsy WOP on EFPA's website ([www.efpa.eu/](http://www.efpa.eu/)) and on EAWOP's website ([www.eawop.org/](http://www.eawop.org/)).

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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.

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## News From the SIOP-United Nations Team

SIOP Representatives to the United Nations:

**John C. Scott**

**Ishbel McWha**

**Mathian Osicki**

**Deborah E. Rupp**

**Lise Saari**

**Lori Foster Thompson**

One of the key goals of SIOP's UN team is to bring I-O thought leadership to bear in addressing key challenges to the United Nations agenda. Toward that end, the UN team can act as a clearing-house of sorts to assemble "rapid-response teams" from SIOP membership to respond to UN calls for assistance in areas aligned with our expertise. This is one of the ways in which SIOP can have a voice in international policy making and build awareness of our knowledge and skill set with the hope of promoting positive social change at a global level.

To illustrate, a UN working group was recently tasked with developing a proposal to the General Assembly for tangible, actionable work/initiatives/interventions that address the UN's goal to promote and protect the rights and dignity of older persons. As part of this effort, this working group put out a call for input from nongovernmental organizations (NGOs) via statements that articulate what knowledge we have accumulated on this issue and what it sug-

gests for policy intervention. A group of SIOP experts was quickly assembled to produce a statement regarding the work-related rights and dignity of older persons. This statement, which was written by **Lisa Finkelstein, Donald Truxillo, Franco Fraccaroli, and Ruth Kanfer** can be found on the SIOP United Nations Team group page on [my.SIOP](http://my.SIOP) (stored in the "library").

We hope to increase the frequency and scope of these rapid-response teams to drive the development of statements such as this one. In addition to directly serving the advocacy, international, and UN-related mission of SIOP, this can also open the door for special projects with UN agencies, member states, and other NGOs within SIOP members' areas of expertise. Please be on the lookout for calls for proposals for UN projects. These will be posted on our my.SIOP group page, as well as via SIOP Newsbriefs and *TIP*.

## New Representatives

We would like to welcome two new New York-based representatives to the SIOPI UN Team, Lise Saari (NYU, Baruch) and Mathian (Mat) Osicki (IBM). Both have significant international experience and have hit the ground running! Ishbel McWha, who has been serving on our New York-based team, has moved to Edinburgh, Scotland, and as such will soon be our first Europe-based representative, working toward the building of our Geneva-based team. We would also like to welcome our first SIOPI-UN intern, Drew Mallory, who has just completed a master's degree from Oxford and will be completing his PhD in I-O Psychology from Purdue University. He also brings to our team a great deal of international, humanitarian, and professional experience.

## Elections

Lori Foster Thompson was recently elected cochair of the *2014 Psychology Day at the United Nations*. This is an annual event sponsored by psychology organizations that have NGO status with the UN Department of Public Information (DPI) and the UN Economic and Social Council (ECOSOC). The event offers UN staff, ambassadors, and diplomats; NGO representatives; members of the public and private sectors; students, invited experts, guests, media and other

stakeholders the opportunity to learn what psychologists contribute to the United Nations, to exchange ideas, and to establish partnerships on global issues. This year's topic is sustainable development. Lori's cochair is Rashmi Jaipal from the APA.

John Scott was recently elected as chair of the *Psychology Coalition at the United Nations* (PCUN). This coalition is composed of psychologists who represent NGOs accredited by the UN and psychologists affiliated with United Nations departments, agencies, and missions. Members of the Coalition collaborate in the application of psychological principles, science, and practice to global challenges faced by the UN in carrying out its mission, which include the Millennium Development Goals. The Coalition seeks to accomplish this overarching aim through advocacy, research, education, and policy/program development guided by psychological knowledge and perspectives to promote human dignity, human rights, psychosocial well-being, and a decent work agenda.

## UN Global Compact Update

We continue to work closely with the [UN Global Compact](#) in the promotion of organizational principles that promote human rights, fair labor standards, environmental sustainability, and anticorruption measures. We reported in the

[April issue of TIP](#) that SIOP has become an official participant of the Global Compact. We are currently working on a campaign to assist SIOP members in advocating to their employer to join the Global Compact. There are ways that all sorts of employers—academic, corporate, and public sector—can participate. We are presently assembling a database of current SIOP members whose employers have already joined. We may be reaching out to these individuals for support as we launch this campaign. In the meantime, if you would like to get involved, or report what your employer is doing in relation to the Global Compact principles, please contact Deborah Rupp ([ruppd@purdue.edu](mailto:ruppd@purdue.edu)).

### **Aligning With the International Labour Organization (ILO)**

The SIOP UN team has been meeting with I-O psychologist [Telma Viale](#), Special Representative to the UN and Director of the [International Labour Organization \(ILO\)](#) Office in New York. The ILO is a specialized agency of the United Nations devoted to promoting social justice and internationally recognized human and labor rights. Ms. Viale presented at

SIOP 2013 as part of a Friday seminar where she highlighted how I-O psychologists' expertise aligns with the ILO's decent work agenda and pursuit of a global green economy. This UN team, led by Lori Foster Thompson, has been working to identify key areas in which I-O psychologists can contribute value to the ILO and its global agenda.

### **Cross-Divisional APA Presentation**

A cross-divisional symposium, entitled *Promoting International Human Rights: Advocacy of Psychologists at the UN*, was recently held at APA and chaired by John Scott. This symposium, which was sponsored by APA Divisions 14, 9, 13, 17, 27, and 48, and American Psychological Association of Graduate Students served to highlight SIOP's and other APA divisions' initiatives at the United Nations, including Psychology Day and activities that connect psychological science to human rights.

<sup>1</sup> NGOs, which can be quite literally the UN's "consultants" in developing initiatives and policies. SIOP is one such NGO.

<sup>2</sup> Our NGO status allows for teams based out of New York, Vienna, and Geneva.

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## APA Council of Representatives Meeting

Deborah L. Whetzel

Human Resources Research Organization

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**John Scott, Rodney Lowman, Lori Foster Thompson,** and Deb Whetzel attended the 2½ day Council of Representatives (COR) sessions at the APA Convention August 1 and 4 in Honolulu, HI (yes, it's a tough job, but somebody has to do it!). A number of significant actions of interest to SIOP members were taken:

- The revised *Standards on Educational and Psychologists Tests* were approved. After 6 years in the making, the *Standards* will soon be published by APA, NCME, and AERA.
- The proposed *Guidelines for the Practice of Telepsychology* were approved. We partnered with Division 13 (Consulting Psychology) to respond to an initial set of *Guidelines*. This is particularly relevant to those of you who do consulting (e.g., executive coaching) by phone and you should get a final copy from APA.
- The Policy related to Psychologists' Work in National Security Settings and Reaffirmation of the APA Position against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment was passed by an overwhelming majority.
- As described in previous APA COR write-ups, the Good Governance Project (GGP) has been working on ways to make the Council more nimble in responding to important contemporary issues of policy and key administrative decisions of APA. To move the process along, the Board of Directors proposed a series of motions that were put to a vote. The motions and results are described below:
  - Motion 1: Support enhanced use of technology to engage members and provide increased opportunity to do the work of governance in addition to face-to-face meetings (99% in favor)
  - Motion 2: Support development of a leadership program focused on training for governance as well as leadership in the general APA community (95% in favor)
  - Motion 3: Create an APA-wide governance triage system to address new and emergent issues in a timely and comprehensive fashion

ion without duplicative effort (86% in favor)

- Motion 4: Council will expand its scope to also focus on directing and informing policy and ensuring APA policies are aligned with APA's mission and strategic plan. (89% in favor)
- Motion 5: Support delegating authority for areas of fiduciary responsibility to the Board of Directors on a trial basis for a 3-year period following implementation (68% in favor)
- Motion 6: Change Board composition to include six members-at-large, four members elected by Council, one elected by APAGS, three in the Presidential cycle, and one appointed by the Board. (59% in favor)
- Motion 7: Agree that a substantive change in Council structure is needed to be effective in the future (59% in favor). We then had options to vote on regarding structure that ranged from a pillar model (15 seats for each of 6 pillars: education, science, public interest, practice, health, and advocacy;  $N = 90$ ), which would have no specific division representation to models that included one seat per division and SPTA ( $N = 114$ ) plus additional seats representing various other interests. We had a straw vote (which does not count as a "real" vote) and the pillar received 19% support and the other models received 38-41% of the vote. So, the implication for SIOPI is that we may lose three of our four seats on Council, but we will not lose all seats.
- Motion 8: Council directs the President to appoint an Implementation Working Group (IWG) made up of 15–20 individuals to develop implementation and transition plans for governance changes that Council adopts. (91% in favor)
- Although some of these decisions are "no brainers" (who's going to vote against enhanced use of technology?), it is interesting that Council voted on pretty radical change. You might wonder how a 90- or 114+ member Council is going to be particularly nimble, and we had the same question. But, there is a lot of hesitation regarding the loss of seats at Council. So, bottom line here is that at some point, Division 14 (SIOPI) may lose some seats on Council, but APA should become more nimble and able to respond in a more timely way to issues of importance.
- Council approved the 2014 APA budget of \$110.6 million in revenues and \$107.6 in expenses. APA publi-

cations and databases generate \$85 million in revenue annually.

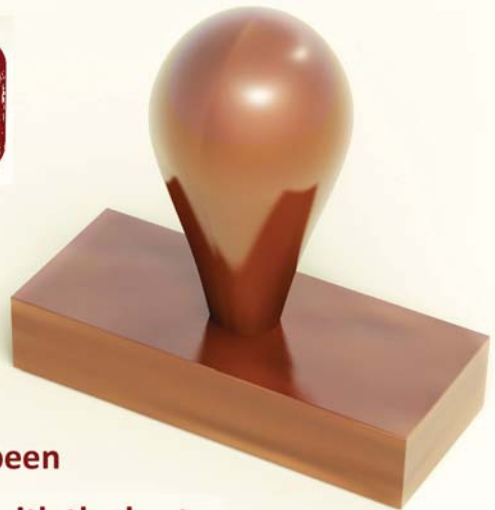
- Of note, two Division 14 members are running for APA President, **Kurt Geisinger** and Rodney Lowman.
- John Scott chaired a symposium *Promoting International Human Rights: Advocacy of Psychologists at the UN* that served to highlight SIOP's and other APA division's initiatives at the United Nations.
- Rodney Lowman participated in several sessions including convention survival techniques for newcomers, and fundamentals and ethical and legal concerns in consulting psychology, including telepractice and coaching.

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**The SIOP Internship page has been completely revamped! See the new look [HERE!](#)**

**The External Award page has been updated to provide members with the best information on awards and grants available to I-Os. Click [HERE](#) for access!**



## Update About the New APA Convention Structure and Opportunities for SIOP Members to Get Involved

**Autumn Krauss, Sentis**  
APA Program Chair

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In my last update, I discussed the fact that some changes were afoot for the APA convention starting in 2014. The main gist of these changes is that the APA recognized a need for more integrated cross-divisional programming at the APA conventions. The goals of this integration are to highlight that we are all psychologists first and acknowledge that many topics within psychology are best understood from the lens of multiple psychological specializations. I don't know about you, but I found this new focus for the APA convention exciting for SIOP. From my perspective, this new structure aligns well with our goals to expand our influence and build more connections within the field of psychology.

So, here is the update on my last update as to where the 2014 Convention is heading:

- A new process was created whereby proposed cross-divisional sessions are submitted to an APA Central Programming Group (CPG). These sessions need to be endorsed by at least two divisions and should reflect cross-cutting subject matter.

After the CPG considered several themes for this collaborative programming, they arrived at the ones below. Although these will receive special consideration during the cross-divisional submission process, submissions can be on any psychological topic. It is the responsibility of our committee to collaborate with other divisions to submit competitive sessions to the CPG, with the deadline to do so being November 22, 2013.

1. Psychology and the Public Good
2. The Psychology of Violence
3. Psychology and Technology
4. Healthcare Integration and Reform
5. Mechanisms and Principles of Change
6. Internationalizing Psychology
7. Controversies and Difficult Dialogues in Psychology
8. Lifelong Training and Development of Psychologists



- By the time you are reading this, the APA 2014 Call for Convention Proposals will be available, so go find it and read it and consider submitting to the APA Convention. **Submissions are due December 2, 2013, with the convention occurring August 7-10, 2014.** We recognize that conference budgets are limited and attendance at the APA convention is often prioritized below some of our other conferences like SIOPI and AOM. In 2014, the convention will be in Washington DC, which should prove to be a fantastic venue to secure high-quality keynote speakers and assemble an excellent program. It will hopefully be convenient for many SIOPIers to attend as well, so our goal is to break Division 14 attendance records at the convention in '14!

Finally, I'd like to acknowledge the effort of **Shonna Waters**, as she recently wrapped up her tour of duty as APA Program Chair at the convention in Honolulu (tough one I know!). As you can imagine, this was not an easy program to assemble,

given that SIOPI 2014 is going to be held at the very exact place 9 months later. She put on a great program and made sure that SIOPI was well-represented at the convention. To the SIOPIers that attended, thanks for your contributions and commitment to the APA convention and I hope you managed to get some sun as well! If you have any comments or feedback about the convention that will be helpful for next year's planning, please send these through to me at [autumn.krauss@sentis.net](mailto:autumn.krauss@sentis.net).

Now we set our sights on DC for 2014. In the coming months, we will be focused on making connections with other APA divisions and identifying collaboration opportunities for cross-divisional programming. We'll also be preparing for our open submission process. Busy and exciting times ahead for the APA Program Committee, so if you would like to be involved in any capacity (e.g., have any idea for a cross-divisional session or invited session for our program), please consider joining our team. We're going to have tons of fun and put on a super awesome program in DC!

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## Staying Connected to Your SIOP Community

Zack Horn, Chair

Electronic Communications Committee

Staying up to date with SIOP and your fellow members is getting easier by the day. SIOP's Electronic Communications Committee (ECC) continues to accelerate its development of SIOP's online community, and has pulled together some new developments and social media links in this article to help you **stay connected**.

### Get Started on my.SIOP in Only 10 Minutes

The all-new [my.SIOP Brochure](#) is your quick guide to getting started with my.SIOP in 10 minutes! Watch the new *my.SIOP Trailer* for more on what my.SIOP is all about:



### Set up Your my.SIOP Notifications

Set up your [Notification Settings](#) to receive email notices for my.SIOP activity that matters most to you!

### Make Yourself Searchable on my.SIOP

Update your new SIOP profile so you can be found quickly by your SIOP peers: [add your photo](#), [tag your interests](#), [link to your social media accounts](#), and [get on the member map](#). Tailor your bio to link to your publication record, resume, or work history.

### Which my.SIOP Tools and Features Will You Find Helpful?

Everyone has different goals and aspirations. Our goal at the ECC is to help you determine which features and tools will help enable you to achieve your goals within the SIOP Community. The [my.SIOP Interactive Roadmap](#) is your quick reference guide, but you can also learn more tips and discuss how you use these tools in these new my.SIOP Forums:

- [Stay Updated](#)
- [Find Collaborators](#)

- [Find Resources](#)
- [Expand Your Network](#)
- [Build Your Presence](#)
- [Share Ideas](#)
- [Seek Opportunities](#)
- [Conference Toolkit](#)

**What to Follow and Share on Twitter, Facebook, and LinkedIn:**

- [@SIOPtweets](#): Follow the latest from SIOp on Twitter
- [@TheModernApp](#): Social media highlights for I-O psychologists
- [@TIP\\_Editor](#): Latest from *TIP* Editor Morrie Mullins
- [#my.SIOP](#): Use #my.SIOP on Twitter to call attention to some great content or announcements about my.SIOP

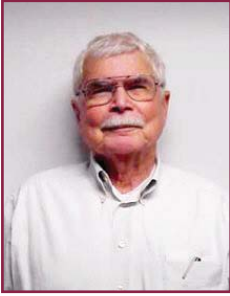
- [SIOp on Facebook](#): Follow and post on SIOp's Facebook account
- [SIOp on LinkedIn](#): Join SIOp's LinkedIn Group to get updates and join public discussions

The ECC is dedicated to continually advancing your online experience as a SIOp member, including these new community-based developments. Efforts to enhance and evolve the capabilities of my.SIOP are ongoing, and new developments are being announced on SIOp's [Twitter](#), and [Facebook](#), and [my.SIOP](#) platforms. For any questions about my.SIOP or directed to the ECC, please post to the [my.SIOP User Forum](#) or any of the platforms above (#my.SIOP).

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## Remembering Professor Emeritus H.G. (Bart) Osburn

John Callender



SIOB lost a consummate scientist–practitioner, teacher, and mentor to a whole generation of I-O psychologists when Bart Osburn passed

away July 31, 2013 at age 91 in Norman, OK. The breadth and depth of his professional contributions are impressive by any measure. Following his University of Michigan PhD in 1952, Bart worked with the Army, and then HumRRO, on military research from 1953–57. He then served on the Southern Illinois University faculty from 1957 until joining the University of Houston in 1960. He continued teaching, advising, and publishing important work through 2000 after “officially” retiring in 1991. A Fellow of Divisions 5 and 14 and Diplomate in Industrial Psychology, he was named Professor Emeritus in 1999 and was further honored in 2000 when his students established the Bart Osburn Endowment for I-O Psychology.

Bart’s vita reveals 49 publications, 43 technical reports, and 39 papers presented to a variety of professional organizations. This body of work spanned many areas

including psychological scale construction, configural test scoring methods, computer-aided teaching, computer-aided test construction, media effects on public attitudes, improving reliability coefficient accuracy, ethnic differences in test performance, biographical form faking, behaviorally anchored rating scales, validity generalization, improving interview validity, job characteristics that moderate validity, and validating physical strength requirements of jobs. In addition to his many contributions to university committees and the Psychology Department, Bart even chaired the Computer Science Department one year. He consulted for 18 organizations including the VA, Peace Corp., retailers, home builders, hospitals, FedEx, and many energy companies, including long term relationships with Exxon and Shell, and their internships.

Perhaps his greatest contribution lies in what he did to educate, encourage, support, and guide a generation of people who he enabled to have successful careers as academicians, practitioners, and consultants in I-O. He taught beginning and advanced statistics, psychometrics, and a variety of I-O topic seminars that grounded professionals in the essential knowledge needed to succeed. Bart chaired 20 masters theses and 31 doc-

toral dissertations from 1958 to 2000. His legacy continues in all those whom he helped with his unwavering support over the years. In his remembrance here is what students had to say:

- For many, a dissertation is not a positive experience, but mine could not have been more enjoyable.
- Bart was an incredible role model as a psychologist, teacher, mentor, and consultant, but more importantly as an ethical, caring, principled person who was funny, wise, stern when needed, and compassionate.
- Bart supported my application in spite of one low test score and gave me the chance to follow my dreams.
- He was patient and encouraging, and never condescending or critical.
- The great respect he engendered would drive you to want to be successful in your work with him.
- He had a quick mind and a quicker smile.
- He was the best as a professor, mentor and person that you could ask for, always available and listening.

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## IOTAS

**Chelsea Wymer**  
Xavier University

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### Transitions, New Affiliations, Appointments

**C. Allen Gorman** will join the Department of Management and Marketing at East Tennessee State University in the fall, joining fellow SIOP member **Lorianne Mitchell**. After 3 years as the I-O master's program coordinator at Radford University, Allen will join ETSU as an assistant professor, teaching classes in OB and HR.

### Honors and Awards

**Dianna Stone** was awarded the Sage Janet Chusmir Service Award by the Gender and Diversity Division of the Academy of Management in August, 2013.

**Steven Rogelberg** was recently appointed University Professor of UNC Charlotte. Dr. Rogelberg is the inaugural recipient of this appointment, which is based on scholarly achievement, as well as excellence in interdisciplinary research, teaching, and service. An article about the appointment can be read [here](#).

Good luck and congratulations!

Keep your colleagues at SIOP up to date. Send items for **IOTAS** to Morrie Mullins at [mullins@xavier.edu](mailto:mullins@xavier.edu).

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## SIOP Members in the News

Clif Boutelle

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We are seeing more and more SIOP members writing articles for various outlets. In fact, the Administrative Office is periodically 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 interested in writing articles for these publications.

Generally when we think of the media, it is the major newspapers, magazines, and network radio and television that come to mind. Traditional print media remains important to any organization seeking to generate awareness about itself, but the Internet has created a whole new vista of outlets that should not be overlooked. In fact, more and more organizations, including SIOP, are developing social media strategies to tell their news. And a growing number of SIOP members are finding their way on to Internet sites because writers, whether mainstream media or on the Internet (often reporters are writing for both), still need credible resources.

So, the opportunities for media mentions are expanding, and that is good for SIOP members and the field of I-O psychology. If you are willing to write an article, we look forward to hearing from you.

Following are some of the press mentions, including online sites, that have occurred in the past several months:

**Sandra Davis** of MDA Leadership Consulting in Minneapolis was quoted in a September 4 *Wall Street Journal* story about a successor to Steve Ballmer as CEO at Microsoft. Noting that Microsoft had previously established an ongoing strategy and a broad reorganization, Davis said it may be difficult to attract potential CEO candidates. “I can’t think of a CEO who doesn’t want to come in and say, let’s take a look at strategy,” Davis said. If the board is already aligned about a set of strategic decisions and the role a new CEO should play, “that is a very different kind of scenario to attract someone to,” she added.

A story about workplace stress in the September 4 *Wall Street Journal* referred to research by **Theresa Glomb** of the University of Minnesota and colleagues. The study showed that workers reported lower stress levels after a day of work by spending a few minutes writing down the day’s positive events and why they made them feel good. Listing the good things that happened over the course of the day is valuable, she said, but the real impact comes from writing why those things led to good feelings. And, she added, the re-



flections don't have to be work related. Avoiding traffic jams on the way to work can be a workaday accomplishment.

In an August 29 *BBC Capital* story about critical skills new hires lack noting greater emphasis upon interpersonal communication in business schools, **Wendy Bedwell** of the University of South Florida said. "Employers have put business schools on notice...they don't want to hire people who can't talk." Schools should incorporate interpersonal development in a variety of classes—from finance to operations—not just a few stand-alone communication courses, she added.

**Tara Behrend** of George Washington University contributed to an August 23 *Boston Globe* story about discriminatory behavior in a society that favors attractive people over the less attractive. When it comes to job interviews, Behrend pointed out there are evaluation methods that ignore differences in physical beauty. The field of industrial and organizational psychology has developed a set of best practices for businesses that want to avoid discrimination in hiring, including the use of online or standardized interviews that remove an interviewer's unreliable gut instincts from the equation, she said. She acknowledged that a more systematic approach can produce interviews that feel "less like a conversation and more like a

test. But that means there's less opportunity for bias," she said.

**Adam Grant** of the University of Pennsylvania's Wharton School was mentioned in several news articles in August and July. In an August 21 *Fast Company* story about understanding introverts and extroverts, Grant proffered a third personality category: ambiverts, those who exhibit extroverted and introverted tendencies, that is, in the middle of the two extremes. He said that being an ambivert can actually be a good thing. For example, in a study, he found that ambiverts perform better in sales than either introverts or extroverts and closed 24% more sales.

An August 20 story in *Forbes* about how musicians are motivated by fans at their concerts, Grant's research on several occupations showed that musicians were not alone in experiencing motivational boosts from interactions with those who benefit from their work, including enjoying the music. He and his colleagues found that direct interaction with the people who benefit from their work increases employees' productivity and helps sustain their motivation.

The August 19 *Huffington Post* included a column authored by Grant urging recognition in the workplace for go-givers, people who enjoy helping others with no strings attached. Go-givers, Grant

wrote, view money and power as incomplete dimensions of success. Their success includes helping others, sharing their knowledge and creativity and promoting the well-being of coworkers.

A similar story based upon Grant's research about givers appeared in the July 24 *Forbes*. He said workers who only look out for themselves are playing a short game. Whereas as those who lend a helping hand, even when they have nothing to gain, will reap long-term benefits, long after the favor has passed.

**Michael Woodward** of Jersey City-based Human Capital Integrated was a guest on the August 14 *Today Show* and offered his thoughts on the secrets to finding success, which he described as a "relentless pursuit of passion. Set a vision and go after it." He also noted successful people often create a roadmap leading to success, and they define the process in order to eliminate detours.

A study by **Will Stoughton** and **Lori Foster Thompson** of North Carolina State University found that employers using Facebook to screen job applicants may be overlooking people who would be good employees. Their research was reported in several media outlets including the August 1 *Monroe (LA) News Star* and the July 22 issue of *MacLean's Magazine*. Companies scan profiles to see whether there is evidence of drug or

alcohol use believing that such behavior means the applicant is not conscientious, responsible, or self-disciplined, said Foster Thompson. The study found no significant link between conscientiousness and a person's Facebook postings. "This indicates some companies may be eliminating applicants based upon erroneous assumptions regarding what social media behavior tells us about the applicants," said Stoughton.

**Paul Winum** of RHR International (Atlanta) contributed to a May 15 *Glassdoor.com* story about mistakes leaders should avoid in order to retain employees. He noted that for many employees, career development and advancement are important to them and one of the main reasons for staying at the company. But if the CEO and top management do not create a culture that enables people to move up, it will quickly be seen by employees, resulting in a high turnover rate. "In most companies, the success of the CEO and company is directly dependent on the caliber of talent it is able to attract and retain," Winum said.

When a *Chicago Tribune* workplace columnist questioned the value of workplace surveys, he called upon **Deborah Rupp** of Purdue University for her view. She doesn't think the workplace is being overanalyzed. "Work is a pervasive part of the human experience, and people are work-

ing more that they're doing anything else, except perhaps sleeping," she said. "All of this data we see are symbolic of organizations paying more attention to the needs and health of workers that ever before. It used to be 'How can we make you more productive.' It wasn't because you, as a human being, matter. Now the information we receive has a concern motive about it." She concedes that some surveys are superfluous but added, "I think the public is able to differentiate between hokum and science."

**Ben Dattner** of Dattner Consulting in New York City wrote in the June 3 *Harvard Business Review Blog Network* an article about making context count when conducting performance appraisals. He noted that although almost every organization evaluates the performance of its employees, they do so differently. However, the one attribute that almost all performance appraisal systems have in common is they focus on the person not the situation. He wrote that organizations could achieve greater accuracy in evaluating employees' performance by considering both the person and the work situation. Not doing so would be neither accurate nor fair to evaluate colleagues with different work assignments on the same criteria using the same scale and reference points.

Dattner was also featured in a May 31 *Marketplace* story about overcoming workplace dilemmas. He said people

should not let their feelings dictate their actions in the workplace. "It's not always possible to make a workplace situation better, but it's always possible to make it worse. So if you act, if you overreact, if you are too emotional, if you respond too quickly you can sometimes makes things worse." Before responding, he said, it's important to try to figure out what it is about the situation that is presenting a problem and making it difficult to handle.

As companies strive for ways to recognize employees' outstanding work, a survey from Bersin & Associates found that employees find recognition from their peers to be more meaningful than traditional top-down acknowledgement from management. That's not surprising, says **Lynda Zugec** of The Workforce Consultants, with offices in New York City and Toronto, in a July 1 article in the *New York Post*. "Oftentimes management is unaware of what employees are doing whereas employees deal with their colleagues on a more regular basis." She also mentioned the growing popularity of online platforms that allow workers to recognize the good work of their peers. "It stimulates conversation and lightheartedness, creates a collaborative environment, and goes a long way in developing an overall sense of fun," she said.

Zugec also contributed to an April *MSN Careers* story about how interviewees can spot "red flags" during an employment interview. For example, an interviewee

may ask why there have been more than two people in that particular job in the past 2 years and the interviewer skirts the question. “If you notice an interviewer is unprepared to openly answer a valid question, try asking it in different ways. Inconsistent responses are a red flag that something may be happening behind the scenes. Try to determine if the question is a deal breaker for you or whether some-

one else in the organization can more fully answer your question.”

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](mailto:boutelle@siop.org) or fax to 419-352-2645.

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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](mailto: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 **David Pollack** at [David.Pollack@Sodexo.com](mailto:David.Pollack@Sodexo.com).

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### 2013

Sept. 30–Oct. 4

Annual Conference of the Human Factors and Ergonomics Society.  
San Diego, CA. Contact: The Human Factors and Ergonomics Society,  
[www.hfes.org](http://www.hfes.org). (CE credit offered.)

Oct. 14–19

Annual Conference of the American Evaluation Association. Washington, DC.  
Contact: AEA, [www.eval.org](http://www.eval.org).

Oct. 18–19

SIOP Leading Edge Consortium.  
Richmond, VA. Contact: SIOP,  
[www.siop.org/lec](http://www.siop.org/lec). (CE credit offered.)

Oct. 25–26

River Cities I-O Psychology Conference.  
Chattanooga, TN. Contact: <http://www.utc.edu/Academic/Industrial-OrganizationalPsychology/RCIO2013.htm>

Oct. 28–Nov. 1

Annual Conference of the International Military Testing Association.  
Seoul, South Korea. Contact:  
[www.internationalmta.org](http://www.internationalmta.org).

### 2014

Jan. 8–10

The British Psychological Society Division of Occupational Psychology Annual Conference. Brighton, UK. Contact:  
[www.bps.org.uk/dop2014](http://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](http://www.spim.org). (CE credit offered.)

March 2–5

Annual Innovations in Testing Conference, Association of Test Publishers.  
Scottsdale, AZ. Contact:  
[www.innovationsintesting.org](http://www.innovationsintesting.org).

March 5–8

Annual Conference of the Southeastern Psychological Association.  
Nashville, TN. Contact: SEPA,  
[www.sepaonline.com](http://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](http://www.aspanet.org)

April 2–6

Annual Convention, National Council on Measurement in Education. Philadelphia, PA. Contact: NCME, [www.ncme.org](http://www.ncme.org).

April 3–7

Annual Convention, American Educational Research Association. Philadelphia, PA. Contact: AERA, [www.aera.net](http://www.aera.net).

May 4–7

Annual Conference of the American Society for Training and Development. Washington, DC. Contact: ASTD, [www.astd.org](http://www.astd.org).

May 15–17

Annual Conference of the Society for Industrial and Organizational Psychology. Honolulu, HI. Contact: SIOP, [siop2014.hawaiiiconvention.com/](http://siop2014.hawaiiiconvention.com/) (CE credit offered.)

May 22–25

Annual Convention of the Association for Psychological Science. San Francisco, CA. Contact: APS, [www.psychologicalscience.org](http://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](http://www.psychology.uwo.ca/csiop).

June 22–25

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

July 8–13

International Conference on Applied Psychology. Paris, France. Contact: [www.icap2014.com](http://www.icap2014.com).

Aug. 1–5

Annual Meeting of the Academy of Management. Philadelphia, PA. Contact: Academy of Management, [www.aomonline.org](http://www.aomonline.org).

Aug. 2–7

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

Aug. 7–10

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

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