“The only constant is change” is a concept I believe has been commonly attributed to the ancient Greek philosopher Heraclitus, yet as the events of the last several months have played out, its relevancy remains some 2000+ years later. At the annual SIOP conference in May I began my tenure as chair of the Professional Practice Committee (PPC), taking over this role from Tracy Kantrowitz, who by all feedback and accounts has done an amazing job of organizing and leading the work of the incredibly talented committee members. The impact of the committee is quite significant, as evidenced by the wide range of activities and sheer number of projects and goals with which the committee is involved. Although the summer months have slowed things down a bit, since the annual conference we have been bidding adieu to departing committee members, adding new members, redefining and expanding our goals, and getting organized for another productive year.

The overall mission guiding the PPC’s work remains the same: to champion the professional development of practitioners and serve as advocate for I-O practice. Through the initiatives we either directly own or to which we provide support, we strive to further build and advocate SIOP’s brand as the authority on workplace psychology, to enhance the practice of workplace psychology by SIOP’s strategic partners and stakeholders, and to facilitate members’ knowledge and practice of science and evidence-based applied psychology in organizations.

Among these initiatives are the creation of a “business acumen” competency model to help guide the business education of I-O practitioners, continued enhancement and implementation of the practitioner speed and group mentoring programs, the facilitation of a SIOP Task Force to provide selection practice recommendations to the EEOC, the creation of a database of practitioners who can serve as journal article reviewers, and continued work on advancing evidence-based practices through our SIOP–SHRM Science of HR Series. Thanks to Beth Bynum, Eric Dunleavy, Maya Garza, James Kurtessis, Matt Minton, and Kayo Sady for their leadership on these efforts.

Newer projects just getting underway or being proposed include an extension of the I-O Career Paths Study based on feedback we received at the annual conference; conducting another practitioner needs study to supplement and update the study...
conducted and reported by Rob Silzer, Rich Cober, Anna Erickson, and Greg Robinson in 2008; and expanding SIOP’s involvement with organizations in the occupational/employee health and well-being space. In the coming year we will also provide support for cross-committee SIOP-related initiatives, such as potential revisions to SIOP Principles based on updated testing standards and support for an ongoing coaching competency model analysis. Thanks to Bob Bloom and Joy Oliver for their efforts to lead some of these projects.

The work of the PPC would not be possible without the dedicated service of these and several other committee members not mentioned here. I want to take a moment to recognize committee members who have transitioned off the committee in the past few weeks after dedicating years of service: Amy DuVernet and Tracy Kantrowitz. Thanks for all your work and continued support!

In addition, input and support from the SIOP membership is crucial to the work of the PPC.

Your input drives the direction and the results of our initiatives. Throughout the coming year we will be seeking input from you on initiatives, including the practitioner needs study, careers study, practitioner reviewer database, and satisfaction with EBSCO/SIOP Research Access. Thank you for your help and continued support!

As always, if you have any feedback, comments, or questions about the PPC’s activities or progress, please contact me directly at mlpoteet@verizon.net.