

# Newsbriefs

SCIENCE FOR A SMARTER WORKPLACE

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August 2017

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## What Coaching Skills Do You Need Now?

Learn from the 2017 SIOP Leading Edge Consortium Experts!



During its **13th annual Leading Edge Consortium (LEC)** this fall, SIOP is pleased to welcome an impressive group of **experts in the field** of executive coaching.

Join us at the **Hilton Minneapolis October 20-21, 2017** for "Innovations in Executive Coaching: Deepening your Expertise in a Dynamic World" to upgrade and enhance your executive coaching skills so you can keep pace with your clients' changing needs.

"Keeping pace with change in the business world is an ongoing challenge for all of us who are executive coaches," stated LEC Chair **Sandra Davis**, founder of MDA Leadership Consulting in Minneapolis, a premier leadership development, talent assessment, and organizational performance firm.

"By being eager learners ourselves and adapting along the way, we can be confident that we are providing our clients with the best possible insights and practices."

Be sure to **register** by August 29 to receive the **\$90 Early Bird Discount!**

## Announcements

Susan R. Meisinger Fellowship for Graduate Study in HR-Deadline: August 15

Obtain APA Funding for Division Projects-Deadline September 1



## Hilton Minneapolis

## Dig Deeper Into Coaching With a Preconsortium Workshop

This year, the organizers of the SIOP Leading Edge Consortium (LEC) are offering a new opportunity to expand your professional development by attending one or two optional half-day [preconsortium workshops](#)!

[Robert Eichinger](#), president of Team TeamTelligent, LLC and senior director of Solutions for MatrixInsights, will lead the workshop on Neuroscience for Coaching Leaders: Deepening Your Expertise.



Both TeamTelligent and MatrixInsights are engaged in the creation of web applications for talent development.

[Krister Lowe](#), host of [The Team Coaching Zone Podcast](#), will lead the workshop on Team Coaching.



Dr. Lowe has more than 15 years international experience providing learning and development solutions for clients in a number of sectors.

Each workshop is offered in both the morning and afternoon. [Add a workshop to your LEC registration](#) to participate in an in-depth session on a coaching topic pertinent to your career. Add two workshops and save \$110!

## Help Us Help YOU

Full disclosure, in the form of complete information in your member profile, is important for getting full benefit from your SIOP membership. But many people don't complete all the fields. *Are you one of them?*

Two sections in your my.SIOP member profile interact to provide the information for the media resources and consultant locator services, as well as SIOP's three new registries. The Administrative Office also uses these sections to send you information on topics you care about.

The sections are:

- Your Demographics Information
- Your Privacy Settings

This might be a great time to check to see if you've completed all the information! Just log on to your my.SIOP account and choose the appropriate sections, highlighted in the image to the right, in the Account Actions section.

### Account Actions

[Edit Name and Employment Info](#)

[Edit Addresses](#)

[Edit Emails and Phone Numbers](#)

[Edit Demographic Information](#)

[Manage Privacy and Opt In/Out](#)

[Manage Your Ads](#)

[Membership Directory](#)

[View Membership Certificate/Letter](#)

[Pay Invoices](#)

[Upload Resume and Biography](#)

[Change Username](#)

[Reset Password](#)

Scroll down to the bottom of the screen on your member account page to also find step-by-step, illustrated instructions on how to [pump up your profile](#).

## Update on the SIOP Social Media Survey

SIOP has been involved in social media for several years, having created its Facebook page in September 2009 and a LinkedIn group soon after. The first Twitter post was in April 2011, followed by a YouTube account. The organization has even created its own social media platform with my.SIOP.

In recent years, the Electronic Communications Committee (ECC) and the SIOP Content Initiative (SCi) taskforce have been working along with the SIOP Administrative Office to engage with SIOP members and help them use social media more widely.

**Tiffany Poepelman**, a member of the SCi taskforce said that although there are growing communities of SIOP members on various social platforms, we know little about their activities.

"We've never quite understood why members engage on social media platforms or not," she said. "We've also never understood what SIOP members look for regarding online professional development or professional practice."

In April 2017, nearly 1,300 SIOP members took a short survey to help the SCi taskforce in their quest to understand members' social media preferences. Other task force members involved in the creation of the survey were **Evan Sinar**, **Bo Armstrong**, **Nikki Blacksmith**, and **Jess Thornton**.

Initial findings, as shared in the [June 2017 issue of Newsbriefs](#), showed that only 7% of survey respondents do not use social media at all. Other [research on the general population](#) shows that 69% of Americans use social media. Poepelman said that in spite of wider adoption of social media, many SIOP member don't see the value of time invested.

"This survey is a step toward giving them the data they need to make evidence-based and peer-informed decisions about whether and how to spend time on social media," Sinar explained.

Read more about the survey results on SIOP.org [here](#), and stay tuned for a more in-depth analysis in the upcoming issue of *TIP*!



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## SIOP Now Accepting Submissions for 2018 Annual Conference

The online submission of proposals for the [2018 SIOP Annual Conference](#) is now open!

The conference is scheduled for **April 19-21, 2018** at the Sheraton Grand in Chicago, Illinois.

Access the Call for Proposals [here](#). The submission deadline is **Wednesday, September 13, 2017 at 5:00 pm Eastern Daylight Time**.

Please pay careful attention to the submission guidelines as some requirements have changed and new opportunities are available, including the submission of reproducible research and multidisciplinary work at SIOP 2018.

Questions and comments can be directed to the SIOP Administrative Office at (419) 353-0032 or SIOP Program Chair **Tracy Kantrowitz** at [program@siop.org](mailto:program@siop.org).



## SIOP Committee Connection: The Committee on Ethnic Minority Affairs

The SIOP Committee on Ethnic Minority Affairs (CEMA) has been working to meet the needs of ethnic minorities within SIOP for more than 20 years.



**Kisha Jones**, assistant professor at Pennsylvania State University is the current chair of a committee that began as an ad hoc committee shortly after the 1996 Annual Conference in San Diego. The Committee on Ethnic Minority Affairs is now a standing committee within the portfolio of the Member Services Officer.

In an [update on the committee's work](#) published in the Summer 2017 edition of *The Industrial-Organizational Psychologist*, Jones characterized her committee as "a wonderful group of SIOP members from all racial/ethnic backgrounds" interested in advancing to issues relevant to racial/ethnic minorities in SIOP and the I-O psychology field overall. Jones noted in her report that CEMA has three subcommittees, concentrating on communications, membership, and training and provided a listing of their planned work. She also extended thanks to members of other committees for their collaborative work over the course of the preceding year and expressed the importance of CEMA's cross-committee partnerships.

Back in 1999, **Beth Chung** chaired CEMA and provided a [brief history lesson](#) on the group's formation in an article for the July edition of *TIP*. "CEMA arose out of a roundtable hosted by **Jim Outtz** and myself at the 1996 SIOP conference." She wrote. "We wanted to continue the work previously done by a task force on Ethnic Minority Participation, co-chaired by **Loriann Roberson** and **Jeff McHenry**, that lasted from approximately 1991 to 1995."

Read a description of all SIOP's committees [here](#). To learn more about SIOP's committee structure, visit the [About Us](#) section of the SIOP website for a current roster of [Executive Board Members and Committee Chairs](#).

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## APS Call for Nominations

APS seeks nominations for fellowships, including the James and Cattell Fellowships, by **October 15, 2017**. The society is also seeking nominations for the Spence and Mentor awards, with the same deadline.



The [William James Fellow Award](#) honors APS Members for their lifetime of significant intellectual contributions to the basic science of psychology. James, referred to as the father of modern psychology, was one of the most influential pioneer theorists in psychology.

The [James McKeen Cattell Fellow Award](#) recognizes APS Members for a lifetime of outstanding contributions to the area of applied psychological research. Recipients must be APS Members whose research addresses a critical problem in society at large.

The [Janet Taylor Spence Award](#) recognizes transformative early career contributions to psychological science. Research contributions can be transformative in various ways, such as the establishment of new approaches or paradigms within a field of psychology, or the development or advancement of research that cuts across fields of psychological science.

The [APS Mentor Award](#) honors the importance of mentoring in our field as well as the dedication and impact of individuals with a distinguished record of teaching, advising, and encouraging students and colleagues who go on to have productive and influential research careers.

Additionally, APS members who wish to nominate colleagues for consideration during the fall [APS Fellows](#) elections, should submit their information by **October 15, 2017**.

# Hot Topics

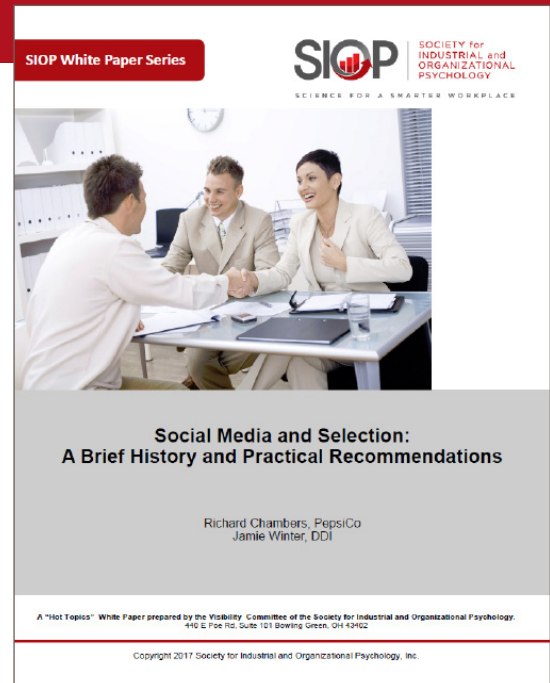
## New White Paper on Social Media and Selection Now Available

The SIOP Visibility Committee has just released a new Hot Topics White Paper, authored by **Richard Chambers**, associate manager at PepsiCo, and **Jamie Winter**, strategic account manager at DDI.

**Social Media and Selection: A Brief History and Practical Recommendations** explores the rapidly growing trend for organizations to use social media sites in their staffing and recruiting functions.

The white paper discusses the implications of using social media information to find and screen job candidates including the importance of developing appropriate screening criteria and of avoiding disparate treatment, along with candidate privacy concerns. The paper concludes with several implementation recommendations and reference citations for those interested in further learning.

SIOP White Papers organize and summarize important and timely topics in I-O psychology for I-O psychologists, business and HR professionals, members of the press, and interested individuals. SIOP White Papers are currently produced by three SIOP committees: International Affairs, Scientific Affairs, and Visibility. Access the full list of SIOP White Papers [here](#).



## Visibility Committee's Conversation Series Debuts With Adam Grant

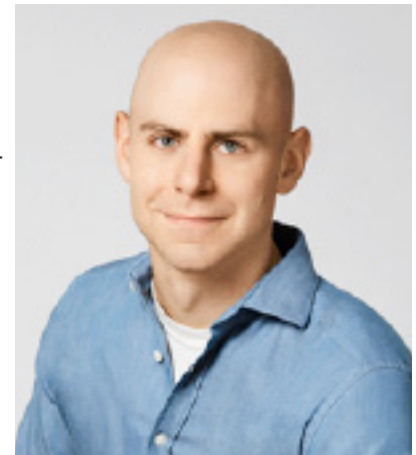
On July 26, **Adam Grant**, bestselling author and professor of Management at Wharton, helped the SIOP Visibility Committee with the debut of its newest initiative to raise SIOP's profile.

The Conversation Series, hosted by **Kelly Reed**, features live, interactive conversations with some of the leading minds in I-O psychology. The Conversation Series isn't just for current or aspiring I-O psychologists. Conversation topics will appeal to the public and raise awareness of I-O in your community.

During each virtual conversation, listeners have the opportunity to ask real-time questions and interact with the speaker in an "Ask Me Anything" style conversation about their work.

Adam Grant, guest on the debut program, is the winner of several recent SIOP awards, including the Distinguished Early Career Contributions Award in Science in 2011 (see a list of all of SIOP's award winners online [here!](#)). Grant, *New York Times* bestselling author of *Option B*, *Give and Take*, and *Originals*. Adam earned his PhD. in Organizational Psychology from the University of Michigan. His research focuses on how we can find motivation and meaning, and lead more generous and creative lives. [Click here](#) to visit Adam's website.

The Visibility Committee plans to produce a new program featuring thought leaders in academia and industry each quarter. With help from **Drake Doumit** of the Electronic Communications Committee, recordings of the conversations will later be made available as podcasts, and available through the [SIOP podcast page](#).



## September Is Smarter Workplace Awareness Month!

SIOP's Smarter Workplace Awareness Month kicked off in **September of 2014** as a way to celebrate and promote the science and practice of I-O psychology. This September, SIOP will be celebrating its fourth annual Smarter Workplace Month, and we would like YOUR help making it a memorable one!



## Smarter Workplace Awareness Month

September 2017

Throughout the month of September, SIOP and I-O psychologists are encouraged to take extra time to promote the many ways I-O psychology makes the workplace smarter—more effective, efficient, productive, and generally a better place for employees and employers to work. This year, we would like to hear from you! In an effort to promote as much I-O psychology research as possible during September, we will be sharing research briefs from SIOP Annual Conference presentations.

If you would like to be included in this effort, **send SIOP Communications Manager Stephany Below ([sbelow@siop.org](mailto:sbelow@siop.org)) a 1- to 2-page press release or summary of the research you presented at the 2017 SIOP Annual Conference.** Include a brief description of your research methodology, the results of your research, an explanation of its significance, and your contact information for press inquiries.

Please submit your research briefs by **August 28, 2017.**

Be sure to also watch SIOP's [social media platforms](#) and the [news page](#) on the website for information about the upcoming 2017 Smarter Workplace Awareness Month.

### Focus on the Foundation

The SIOP Foundation provides financial support for the advancement of the field of Industrial-Organizational (I-O) psychology. It is a structure through which members of SIOP and other donors can express their tangible support for the field with tax-deductible gifts.



Its resources further the outreach of both the practice and the science of I-O psychology so that those in this field can play an increasingly vital role in fostering a productive and prosperous workplace.

Since 1996 when the Foundation was established, our assets have grown to over \$3 million dollars and we have made awards, scholarships and grants of more than \$500,000 an excellent ratio of income to output.

There are many ways to [make a donation](#) to the Foundation, all of which are tax deductible, and all of which will **make a difference.**

The [Foundation pages](#) on the SIOP website contain a wealth of information about Foundation funds and awards, along with annual reports and downloadable and online donation forms.

If you would like further information, you are also welcome to contact the SIOP Administrative Office.



### Professional Recognition for You!

The nomination deadline for The [Dunnette Prize](#) is **August 31, 2017.** Read more about the prize and make your nominations [here.](#)