SIOP and the United Nations

John C. Scott
APTMetrics, Inc.

SIOP’s UN agenda is taking shape and our team is actively engaged in supporting the programs and goals of the United Nations. As introduced at the SIOP conference in San Diego, the inaugural UN team includes Herman Aguinis, Ishbel McWha, Deborah Rupp, John Scott, and Lori Foster Thompson.

There have been a number of activities and events keeping us busy over the past 6 months, a few of which are highlighted below.

**Psychology Day at the UN**

The 5th annual Psychology Day at the United Nations was held on April 19, 2012 to a sell-out crowd. Psychology Day at the United Nations is an annual event sponsored by psychology organizations that have nongovernmental organization (NGO) status with the United Nations. The event is designed to offer UN ambassadors, diplomats and staff, and NGO representatives and students the opportunity to learn what psychologists contribute to the UN, to exchange ideas and to establish multistakeholder relationships on global issues. This year’s event was entitled *Human Rights for Vulnerable People: Psychological Contributions and the United Nations Perspective*. The conference featured three highly informative panels covering: Mental Health and Sustainable Development, Refugees and Psychosocial Wellbeing, and Poverty Eradication in the Lives of Women and Children

**Stuart Carr** participated as a panelist and did an outstanding job discussing strategies that I-O psychologists can employ to reduce poverty. Next year’s event will be chaired by **Walter Reichman** and John Scott. The event’s program committee, composed of Lori Foster Thompson, Ishbel McWha, and Mary O’Neil Berry, is currently considering a variety of human rights themes for next year’s program.

**Annual Ministerial Review**

The UN’s Economic and Social Council (ECOSOC) held its Annual Ministerial Review (AMR) during the month of July. The AMR is a global, high-level forum designed to assess progress made towards the United Nations Development Agenda. This year’s theme was “Promoting productive capacity, employment and decent work to eradicate poverty in the context of inclusive, sustainable and equitable economic growth at all levels for achieving the Millennium Development Goals.”

Some of the key goals for the 2012 AMR (United Nations Economic and Social Council, 2012) were to:

- Foster agreement on the key policies for building productive capacity and promoting inclusive and sustainable economic growth in developing countries
• Provide an assessment of progress towards achieving employment-related goals and commitments
• Encourage countries to launch initiatives in support of productive capacity building, employment, and decent work at the ECOSOC substantive session
• Achieve broad multistakeholder engagement from the private and not-for-profit sectors

NGOs that have consultative status with ECOSOC are allowed to submit position papers and present on topics that are relevant to the theme of the conference. SIOP and the International Association of Applied Psychology (IAAP) submitted a joint paper that recommended actionable steps to prevent the exploitation of workers in developing countries. The paper was accepted, and one of the authors, Walter Reichman, was invited to present at the High Level Segment of the AMR. A copy of the paper and picture of Walter presenting can be found on the SIOP United Nations Team web site located within my.SIOP.org.

Coalition of Psychology NGOs

In an effort to enhance and broaden the contributions of psychology at the UN, a group of eight psychology NGOs (including APA, IAAP, and SIOP) are working to form a coalition. It is hoped that this coalition will foster greater collaboration and impact in the application of psychological principles, science, and practice to global challenges of the UN agenda, including those outlined in the Millennium Development Goals. This will be accomplished through advocacy, research, education, and policy and program development. Bylaws are being revised and will be submitted for approval by SIOP’s Executive Board.

Conference of NGOs

SIOP has also joined the Conference of NGOs (CoNGO), whose mission is to actively promote the involvement of NGOs when governments discuss issues of global concern at the United Nations and to facilitate NGO discussions on these issues. There are a number of CoNGO committees for which the SIOP UN team representatives can join, contribute, and lead, covering such areas as aging, children’s’ rights; racism and racial discrimination; social development; status of women; sustainable development; disarmament, peace, and security; family; financing for development; freedom of religion or belief; and human rights.

Interested in keeping up with the UN activities? We invite you to visit and sign up as a group member on the United Nations website (Group name: SIOP United Nations Team) within my.SIOP.org. We currently have news, photos, key documents, and updates related to events and activities. In the future, we will also be using this portal to enlist volunteers for various activities and projects.

Reference

Get Ready for SIOP 2013!

Eden King
George Mason University

Robin Cohen
Bank of America

28th Annual Conference: April 11–13, 2013
Preconference Workshops: April 10, 2013

Can you believe it’s time to start planning for our annual conference already? We were still buzzing with excitement from the successful San Diego conference when we and our conference planning team headed to Houston in June 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.

What do you know about Houston? Maybe you know that the city is named for Texas founding father Sam Houston. Or perhaps you know it as home of the Houston Astros and the Astrodome, the world’s first domed sports stadium. Well, what you don’t know may surprise you! Houston has a lot to offer and hopefully this article will get you excited for another great SIOP conference. So, before you read any further, mark your calendars! The 28th 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

Located in downtown Houston, the Hilton Americas is a large, beautiful hotel is an ideal meeting space for our conference. It is easy to navigate and has multiple spots for networking with colleagues old and new. It is just steps from Toyota Center, Discovery Green Park, Minute Maid Park, and Dynamo Stadium. Did you know Houston has a Theater District second only to New York City with its concentration of seats in one geographic area? Located downtown, the 17-block Theater District is home to eight performing arts organizations with more than 12,000 seats. The district includes Verizon Wireless Theater, Wortham, Alley Theater, Jones Hall and Hobby Center for the Performing Arts. Did you know Houstonians eat out more than residents of any other city? While here you can choose to indulge in one of the more than 11,000 restaurants ranging from award-winning and upscale to memorable deli shops. Spend a day in the nationally recognized Museum District, just minutes from the hotel. Take the family to the Houston Zoo, Memorial Park or Space Center Houston or plan a day trip to Galveston Island. Finding flights should be easy. The Web site fly2Houston.com reports that the Houston Airport System is the fourth largest in the U.S. and the sixth largest in the

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world. With so many airlines relying on the airport as a gateway to Texas and the western states, you should find plenty of options to get you there.

Submissions

For all of you who submitted proposals, 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 peer-reviewed sessions featuring I-O research, practice, theory, and teaching-oriented content. These sessions will be presented in a variety of formats including symposia/forums, roundtable/conversation hours, panel discussions, posters, debates, and master tutorials. In addition, we will have addresses from our SIOP award winners, key committee reports, and invited speakers.

Invited Addresses

This year we will feature several invited sessions and addresses throughout the conference. Please note that the term “invited” refers to the presenter not the audience! Come one, come all! Plans for these sessions are still in the works and will be unveiled in the January TIP!

Thursday Theme Track

The program committee is delighted to offer another exciting Thursday Theme Track. The Theme Track is essentially a miniconference within the larger conference. The full day of programming devoted to an overarching topic is designed to give SIOP attendees an opportunity to delve deep into an important topic of relevance to academics, practitioners, and students. There will be multiple integrated sessions (e.g., invited speakers, panels, debates, discussions) scheduled back-to-back throughout the day in the same room. You are welcome to stay all day (and to obtain continuing education [CE] credits for participation) or to attend just the sessions of most interest to you.

The 2013 Thursday Theme Track will focus on “Bringing I-O Innovations to Life: Making Our Work Stick.” Chair Evan Sinar and his committee are in the process of assembling an outstanding set of panel, symposia, roundtable, and IGNITE sessions. These sessions will include a keynote speaker, highlight academic–practice partnerships, discuss the power and process of branding I-O innovations, and offer attendees an opportunity to participate in meaningful discussions.

Featured Posters

We will once again showcase the top-20 rated posters at an evening all-conference reception. Come view some of the best submissions to the con-
ference while enjoying drinks in a relaxed atmosphere with the presenters. If you’ve never been to this event, make 2013 the year you check it out!

**Friday Seminars**

Have you ever been to the Friday Seminars? These sessions take cutting-edge approaches to important topics and are presented by invited experts. The Friday Seminars offer CE credits and require advance registration and an additional fee. Seminars at SIOP 2013, organized by Laurent Lapierre and his Friday Seminar Committee, will cover the following topics:

- *Multilevel Issues;* Speakers with John Mathieu and Gilad Chen
- *Prevention of Bullying in Organizations* with Stale Einarsen and Loraleigh Keashly
- *Qualitative Research in I-O* with Michael Pratt
- *Humanitarian Work Psychology* with Lori Foster-Thompson and Telma Viale

**Master Collaboration Session**

SIOP President Doug Reynolds’ focus on extending the influence of I-O psychology points to the importance of increasing collaboration between researchers and practitioners. The Master Collaboration Committee, led by Dana Dunleavy, will offer unique evidence of such collaborations and provide SIOP attendees with ideas and strategies for developing, implementing, and sustaining these partnerships. Three separate partnerships will be presented this year that represent practitioners in consulting firms, private organizations, government agencies, and nonprofits.

**Communities of Interest**

Looking for SIOPers like you? There will be 12 outstanding Community of Interest (COI) sessions. These are sessions designed to create new communities around common themes or interests. The sessions have no chair, presenters, or discussant. Instead, they are informally moderated by one or two facilitators. These are great sessions to attend if you would like to (a) meet potential collaborators, (b) generate ideas, (c) have stimulating conversations, (d) meet some new friends with common interests, and (e) develop an informal network with other like-minded SIOP members. Jessica Nicklin and the rest of the COI Committee have already lined up some great sessions and facilitators:

- Millennials at Work (Facilitators: Jane B. “Brodie” Gregory, Human Capital Consultant at PDRI; and Chad Thompson, Managing Director, Consulting and Assessment at Taylor Strategy Partners)
- Learning Agility and Leader Development (Facilitator: Neta Moye, Principal Research Scientist at PDRI)
Partnering with Healthcare Organizations (Facilitators: Sallie Weaver, Assistant Professor, Johns Hopkins University School of Medicine; and Sylvia Hysong, Health Services Researcher & Assistant Professor of Medicine at Baylor College of Medicine)

Discussions for New or Prospective Faculty (Facilitators: Lacie Barber, Assistant Professor of Psychology; and Travis Maynard, Assistant Professor of Management)

Discussions for New or Prospective Practitioners (Facilitators: Ernest Paskey, Associate Partner, Talent and Rewards, Aon Hewitt; and Rich Cober, Marriott International)

The Aging Workforce (Facilitators: Donald Truxillo, Professor, Portland State University; and Gwen Fisher, Assistant Research Scientist, Survey Research Center, Institute for Social Research, University of Michigan)

Additional topics for this year’s COI sessions include:
- The Virtual Workforce
- Cross-Cultural Competencies
- Expatriate Selection
- Workgroup Resilience
- Intelligence

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 28th 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 Tammy Allen’s plans for the upcoming year. After the address, we’ll close out the conference with a Houston-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.

Making Your Reservation

Please see the SIOP Web page for details on booking your room. We encourage conference attendees to stay overnight on Saturday to take full advantage of all the 3-day SIOP conference has to offer!

It’s only September when this goes to press, but we hope we’ve sparked your excitement for SIOP 2013 and Houston. We can’t wait to see you there!
SIOP 2013 Preconference Workshops
Liberty J. Munson
Microsoft Corporation

Save the date! **Wednesday, April 10, 2013,** is the date for the SIOP pre-conference workshops at the beautiful Hilton Americas in Houston. The Workshop Committee has identified a diverse selection of innovative and timely topics to offer this year as well as a spectacular set of experts to lead these workshops. The lineup includes:

**Broadening the Basis for Validation Evidence: Alternative Strategies and Their Implications.** S. Morton McPhail, CEB Valtera; Calvin C. Hoffman, LA County Sheriff’s Department; Damian J. Stelly, CEB Valtera. Coordinator: Ryan O’Leary, PDRI

**Assessing the Legal Risks of Your Assessments.** R. Lawrence Ashe, Jr., Ashe, Rafuse & Hill, LLP; Kathleen Kappy Lundquist, APTMetrics. Coordinator: Lorin Mueller, Federation of State Boards of Physical Therapy

**Retooling Performance Management: Science, Practice, and Art.** Seymour Adler, Aon Hewitt; Miriam Ort, PepsiCo. Coordinator: Darin Wiechmann, Bank of America

**Integrated Talent Management: Methods for Integrating Talent Management Initiatives to Drive Organizational Performance.** Mike Dolen, Kenexa; Leslie Joyce, Novelis. Coordinator: John Howes, Kenexa

**Building a Coaching Culture Through Strategic Choices.** Doug Riddle, Center for Creative Leadership; Chris Pollino, Genentech. Coordinator: Aarti Shyamsunder, Catalyst

**Organizational Climate and Culture: Manifestations, Measurement, and Management.** Benjamin Schneider, CEB Valtera; Mark G. Ehrhart, San Diego State University. Coordinator: Rob Michel, Edison Electric Institute

**Viewing Linkage Research Through the Lenses of Current Practice and Cutting-Edge Advances.** Robert E. Gibby, Procter & Gamble; Rodney A. McCloy, HumRRO; Dan Putka, HumRRO. Coordinator: Emily Solberg, CEB Valtera


**Building a Compelling Brand: Guidebook for I-Os.** Wayne F. Cascio, University of Colorado, Denver; Cristina G. Banks, Lamorinda Consulting, LLC. Coordinator: Paul Yost, Seattle Pacific University

**The I-O Leap: Transitioning Into—and Succeeding in—Business.** Rick Guzzo, Mercer; Alexis Fink, Microsoft Corporation. Coordinator: Leanne Bennett, JP Morgan
What’s All the Buzz About? The Most Impactful I-O Research Developments of the Last Five Years. Paul R. Sackett, The University of Minnesota; Nancy T. Tippins, CEB Valtera. Coordinator: Christina Norris-Watts, Macquarie Group Limited

We are also planning one final workshop focused on psychometrics, tentatively titled “Psychometrics for the Rest of Us: Common Measurement Questions and Practical Answers.” The details of this workshop are still being finalized. Please keep an eye out for more information about this workshop in future SIOP announcements and TIP articles!

You do not want to miss the 2013 workshops! Not only will you learn new skills and grow professionally, you will also have the opportunity to network with recognized experts in these content areas as well as other prominent professionals in our field who will be attending workshops with you.

Look for the detailed workshop descriptions and presenters’ biographical sketches in the preconference announcement and on the SIOP Web site when registration opens!

The 2012–2013 Workshop Committee consists of:

Leanne Bennett
Jerilyn Hayward
Laura Heaton
John Howes
Ted Kinney
Rob Michel
Lorin Mueller
Christina Norris-Watts
Ryan O’Leary
Aarti Shyamsunder
Emily Solberg
Darin Wiechmann
Paul Yost
2013 APA Convention Call for Submissions

Online Call for Submissions Open Until Friday, November 16, 2012

Calling all SIOP members! It is time to start thinking about the 2013 APA Convention to be held in beautiful Honolulu, Hawaii from Wednesday, July 31 through Sunday, August 4! Please take advantage of this opportunity to share your work in a 50-minute symposium, poster, or paper.

As you may recall from your SIOP 2013 submissions, SIOP enables members to choose whether they would like any SIOP submission not accepted for the SIOP conference to be considered for presentation at APA. If you selected that option and your submission is accepted for presentation at APA, we will be getting in touch with you in December (after the SIOP conference submission decisions are finalized). You do not need to resubmit your proposal again to APA.

If you did not submit anything to APA during the SIOP submission process, simply submit a proposal directly to APA! The complete Call for Proposals is available online. All submissions (except those initially considered for the SIOP conference) must be received online via the APA website by November 16. Submissions will be considered from APA and/or SIOP members or from individuals sponsored by an APA or SIOP member. Individual paper submissions may be combined to form paper sessions or included in poster sessions. Cross-cutting proposals from multiple divisions are encouraged.

Questions may be directed to Shonna Waters, Division 14 Program Chair, shonna.d.waters@gmail.com.

Upcoming SIOP Conferences

April 11-13, 2013
Houston, Texas at the Hilton Americas-Houston

May 15-17, 2014
Honolulu, Hawaii at the Hilton Hawaiian Villages

April 23-25, 2015
Philadelphia, Pennsylvania at the Philadelphia Marriott Downtown

April 14-16, 2016
Anaheim, California at the Hilton
Clif Boutelle

Media of all stripes and colors are looking for credible resources for the stories their reporters are writing or airing, and when it comes to workplace related stories, industrial and organizational psychologists possess a wide variety of expertise that writers value. We often receive calls from reporters asking for I-O psychologists to contribute to their stories or they find experts through the SIOP Media Resources that is available on the website. The result is that many I-Os are being quoted and featured in a variety of media outlets; exposure that is beneficial to both SIOP and the field of I-O psychology.

Following are some of the media mentions from the past several months.

The July 31 Wall Street Journal ran a column on workplace meetings that included comments from Steve Rogelberg of the University of North Carolina at Charlotte. When managers and others are constantly on their phones while a meeting is in progress, he suggested several tactics to keep the meeting on track, including taking a short survey to evaluate the meetings and being sure distractions are mentioned as a problem. Share the findings and discuss solutions with the group, he said.

He also contributed to a similar story about making meetings more productive in the May 22 Wall Street Journal.

A new measure of workplace arrogance developed by Stanley Silverman of the University of Akron and Russell Johnson of Michigan State University was featured in the July 25 issue of Science Daily, as well as the United Press International and other media outlets. Their research can help organizations identify arrogant managers before they have a costly and damaging impact.

Gordon Curphy of Curphy Consulting in North Lake, MN was interviewed on a July 9 National Public Radio program about different team building exercises companies employ to motivate workers.

Following a spate of stories in the media about misdeeds by major bank executives, the July 19 CNN Money ran a story describing how business leaders rationalize their poor choices that included comments by David Mayer of the University of Michigan and Mark Frame of Middle Tennessee State University. Noting the considerable distance between those making questionable decisions and the people hurt by those choices, Mayer said, “It’s totally depersonalized, you’re looking at just numbers. People tend to not think about business decisions as a moral domain.” Rewards for unethical behavior at big banks are large and fast, said Frame. “Simply put, people will do what you reward them to do,” he said. If big bank leaders are to demonstrate ethical behavior, we should think about ways to reward them for it, he added.

Research about screening social networking sites by organizations looking for information on applicants conducted by Will Stoughton, Lori Foster Thompson, and Adam Meade at North Carolina State University was featured in the July 9 Science Daily and the July 12 San Francisco Examiner. The study found that social network screening actually reduced the organizations’ attrac-
tiveness to both applicants and current employees who perceived the practice as an invasion of their privacy. Also, they found no evidence of applicants vetted through their social network sites being any better than other applicants.

A study about the importance of hiring people genuinely interested in and passionate about a job by Chris Nye of Bowling Green State University and colleagues at the University of Illinois was featured in the July 6 issue of Time Magazine. There are people working jobs that don’t really interest them even though they tell hiring managers they are. While applicants often take career surveys, Nye contends those surveys can be used by managers to help decide who to hire. He said evaluating applicant compatibility with a position through testing would provide a counterbalance to more subjective parts of the hiring process.

The July 4 issue of Entrepreneur Magazine included a story on the importance of giving employees a sense of independence without losing control that quoted Ben Dattner of Dattner Consulting in New York City and Dustin Jundt of Saint Louis University. Dattner noted that employee autonomy is an essential component of a healthy workplace, and among other things, independence gives workers a sense of control in stressful situations. Jundt added “Greater autonomy can lead to lower turnover and higher levels of creativity, innovation, and even performance. The benefits for business owners are quite clear.”

Dattner also contributed to a June 29 Wall Street Journal story about the reaction to being demoted using as an example when NBC-TV removed Ann Curry from the “Today” show. He said maintaining a balance between work and life is the single best way to normalize a demotion. Employees who tie too much of their sense of identity and fulfillment to their jobs risk feeling depressed and incompetent when they lose their jobs, he said.

When to take the blame for something that happens at work was the subject of a June 8 Businessweek story that quoted Dattner. People hate accepting responsibility for mistakes, but there are times when a person is blamed for minor infractions even when not at fault, when it is often best to simply let it go. One reason is that an explanation may seem like buck passing, said Dattner.

The June 10 Daily Oklahoman referenced research by Elizabeth Lentz of PDRI suggesting that organizations consider an alternative method of learning why employees leave an organization rather than the traditional exit interview. One way of gathering that kind of information is to ask the peers of leaving workers. It turns out their motivations and thoughts mirror separating staff. “The study suggests such proxy surveys offer a cost-effective, timely solution for organizations to consider when managing employee retention,” she said.

In the June 6 issue of The Smart CEO, Matt Barney, director of the Infosys Leadership Institute in India, was interviewed about aspects of leadership. He said good leaders need to be open to experience and to be good followers. Entrepreneurs should continuously observe, read, and learn ideas from a wide variety of leaders from many different fields. They should also be open to learning from team members.

Linda Zugec of Workforce Consultants based in Toronto contributed to a May 30 MSN Careers story about whether students should work between under-
grad and graduate school. She said it was important that the work experience be applicable to the intended graduate studies field, even if the person has to volunteer rather than obtaining paid work. “Working within the field demonstrates an interest in the field and provides a sense of what the field entails,” she said.

Ronald Riggio of Claremont McKenna College contributed to a May 29 InformationWeek story about tell-tale signs of ineffective IT managers. He cited ego-driven and narcissistic leaders who abuse their power and fail to develop people, and do not empower team members and foster trust, instead they focus on errors and punish employees rather than encourage positive behavior. Bad leaders are also poor communicators, he said.

More men are entering female dominated positions like teaching and nursing, a trend that is good for men but is problematic for women, according to a May 21 story in Forbes. “Men who enter traditional female professions tend to be promoted at faster rates than women,” said Caren Goldberg of American University. She said senior management in these professions tend to be more men than women, “So while men may represent fewer than 5% of all nurses there is a much larger percentage than 5% in senior level positions like hospital administration.” She adds that more men moving into fields with 70% or more women “does not bode well for women.”

When the American military made it a strategy to win over the “hearts and minds” of the Iraqi and Afghan people, it required different kinds of experts—social scientists trained to understand human nature and its implications. A story in the May 18 Science Magazine about this topic included comments from Michele Gelfand, a cultural psychologist at the University of Maryland. Her research is focused on better understanding the cultural beliefs and norms that spur conflict among the various ethnic and religious factions across many Middle Eastern cultures. Training soldiers to recognize those differences could prevent or mitigate conflict, she says.

A May 18 story about being bored at work in the Business News Daily quoted Linda Zugec of Workforce Consultants, Toronto. Not feeling challenged or being bored at work might be an indication of a stalled career, she said. “If your daily work routine lacks mental stimulation and you already know the answers and can usually anticipate the questions, it may be time to move one,” she said.

A similar story in the May 12 London Daily Mail suggested that boredom in the workplace is growing. Following anger, boredom is the second most commonly suppressed emotion in the workplace and people are leaving good jobs because they are not challenging or satisfying them. Paul Spector of the University of South Florida noted that people experiencing boredom are more likely to display aggression and hostility and lack honesty and humility.

Human performance used to be measured in terms of a bell curve that distributed human abilities in different levels—identifying top performers, average ones, and poor workers. New research conducted by Herman Aguinis of Indiana University and Ernest O’Boyle Jr. of Longwood University in Virginia suggests that the bell curve doesn’t adequately capture individual performance; rather, performance follows a “power distribution curve.” In a
study of more than 600,000 people in a variety of performance areas, they found a larger-than-expected amount of productivity came from a small percentage of people. “In some of the data we have, the top 5% of workers produce 25% of the output. The implication is that you have a few superstars who, with the systems most companies use to measure performance, are not always detected. They’re sometimes not even acknowledged.” The study was reported in several media outlets including the May 8 *Toronto Star* and NPR Radio, April issue of *HR Magazine* and March 4 *Chicago Tribune*.

Making career choices can be difficult for college students who are sometimes caught in their own decision trap, says Jason Dahling of the College of New Jersey, who recently explained his research on a segment of the April 30 Fox Business News program. He said decision making follows two basic approaches—“satisficers” who tend to jump at the first option that meets their minimum criteria and “maximizers” who tend to be more exhaustive in their search. Maximizers tend to less satisfied with their final choice because they have evaluated so many options they tend to second guess themselves, he said.

Pushing political beliefs on coworkers can be problematic, Michael Woodward of Human Capital Integrated in Miami, FL said in an April 27 story in *Forbes*. “When it comes to topics of conversation, every workplace has its own set of norms and standards for what’s off limits,” and politics, especially during an election year, often falls into the off-limits category. “Generally it is best to avoid getting into politics at work. When you are at work or on the job, you are being paid to execute an assigned set of tasks, not campaign for your party.”

Michael Cunningham of the University of Louisville contributed to an April 22 *Chicago Tribune* story about workplace complainers. He said there were varying motives for office gripes. Some complain in order to receive social support, others may complain with the hope of gathering enough supporters to achieve something actionable. Then there are the chronic complainers whose gripes wear thin on coworkers. Much complaining can be dealt with through better office communication.

Joyce E. A. Russell of the University of Maryland writes periodic columns for the *Washington Post*. Her April 22 piece was about managing Millennials, those born between 1980 and 2000. Millennials are the largest generation since the Baby Boomers and are expected to have a huge social and economic impact in the workplace. Many organizations have created mentoring programs for younger workers and devised strategies for keeping them engaged. They need to be respected for what they can and do bring to the workplace, she wrote.

Paul Babiak of HRBackOffice, a New York-based consulting firm, was featured in a CNN story about psychopaths in the workplace. He notes that a surprising number of people with psychopathic tendencies can be found in senior management positions. They get there because they are often charismatic charmers and exhibit confidence, though it is usually rooted in deception. They lie without remorse, steal credit for others’ work, and are adroit at blaming others for their mistakes;” however “they are not stupid. They can decode what is expected of them and play the part,” he added.
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, fax to 419-352-2645, or mail to SIOP at 440 East Poe Road, Suite 101, Bowling Green, OH 43402.

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**Call for Nominations: New Editor Sought for TIP: The Industrial-Organizational Psychologist**

SIOP is soliciting nominations for *The Industrial-Organizational Psychologist (TIP)*. The new editor will be selected by the Publications Board and approved by the Executive Board in January 2013. The new editor-in-training would begin working with the current editor immediately after the announcement. The term is for 3 years and requirements are described below.

The editor must be a SIOP Member or International Affiliate. Any SIOP Member or International Affiliate can nominate for the editorship. Self-nominations are welcome. Nominations and/or self-nominations with appropriate submission materials outlined below should be sent via e-mail by **November 16, 2012** to Allan Church (allanhc@aol.com), Publications Officer, SIOP.

*TIP* provides news, reports, and noncommercial information related to the practice, science, and teaching of I-O psychology. It is to SIOP what the *APA Monitor* is to APA. *TIP* publishes four issues per year (Jan., April, July, Oct.).

**Requirements for TIP Editor**

Nominees should have the following: (1) abroad knowledge of the goals and activities of SIOP members, officers, clusters, committees, and Administrative Office, (2) knowledge of trends and interests related to the science, practice, and teaching of I-O psychology, encompassing the opinions and interests of both teachers and students, (3) ability to motivate SIOP members to submit articles, columns, and information relevant to members, (4) ability to identify and recruit subject matter experts who can contribute articles, columns, and reports, (5) ability to create new ideas for communicating news, information, and trends in I-O, (6) knowledge of relationships between SIOP and external organizations (e.g., APA, APS, SHRM, AoM, Federation of Behavioral, Psychological and Cognitive Sciences), and (7) the ability to coordinate with SIOP president, officers, committee chairs, executive director, and staff in Administrative Office. Prior editorial experience with a strong publication history is preferred.

The *TIP* editor serves a 3 year term, but the editor-elect works with the current editor for four months prior to assuming the editor’s role.

**Nomination Submission Requirements:**

Each submission should include an electronic version of a current CV, a statement describing his or her vision for *TIP*, and three letters of recommendation from SIOP members or international affiliates.

If you are interested in serving as TIP editor, or if you know someone who might, submit the nomination to Allan Church before **November 16, 2012**!
Transitions, New Affiliations, Appointments

Lance Anderson recently joined Global Skills X-Change (GSX) Corporation in Alexandria, VA. GSX is a small veteran-owned business that conducts research and develops solutions that contribute to the success of people and organizations. GSX specializes in workforce development, training and education, and standards and certification. GSX’s staff consists of personnel in the fields of industrial-organizational psychology, education, measurement, and learning strategy. Lance is leading the Workforce Solutions Practice at GSX.

Good luck and congratulations!

Keep your colleagues at SIOP up to date. Send items for IOTAS to Lisa Steelman at lsteelma@fit.edu.

TIP Advertising Policy

The publication of any advertisement by the Society for Industrial and Organizational Psychology (SIOP) is neither an endorsement of the advertiser nor of the products or services advertised. SIOP is not responsible for any claims made in an advertisement.

The publications of SIOP are published for, and on behalf of, the membership to advance the science and practice of the psychology of work. The Society reserves the right to, unilaterally, REJECT, OMIT, or CANCEL advertising that it deems to be not in the best interest of SIOP, the objectives set forth above, or that by its tone, content, or appearance is not in keeping with the essentially scientific, scholarly, and professional nature of its publications. Conditions, printed or otherwise, that conflict with this policy will not be binding on the publisher.

Adopted May 25, 2011
Announcing New SIOP Members

Mo Wang
University of Florida

The Membership Committee welcomes the following new Members, Associate Members, and International Affiliates to SIOP. We encourage members to send a welcome e-mail to them to begin their SIOP network. Here is the list of new members as of August 27, 2012.

Anne-Grit Albrecht
University of Mannheim
Mannheim Germany
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CONFERENCES & MEETINGS

David Pollack
Sodexo, Inc.

Please submit additional entries to David Pollack at David.Pollack@Sodexo.com.

2012


2013


Feb. 21–24  Annual Conference of the Society of Psychologists in Management (SPIM). Scottsdale, AZ. Contact: www.spim.org. (CE credit offered.)


April 11–13  Annual Conference of the Society for Industrial and Organizational Psychology. Houston, TX. Contact: SIOP, www.siop.org. (CE credit offered.)


June 13–15  Annual Conference of the Canadian Society for Industrial and Organizational Psychology. Quebec City, Quebec. Contact: www.psychology.uwo.ca/csiop.


8th Annual Leading Edge Consortium: Environmental Sustainability at Work: Advancing Research, Enhancing Practice

October 19–20, 2012 ♦ New Orleans, Louisiana

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Call for Nominations
American Psychological Foundation Gold Medal Awards

The Gold Medal Awards recognize life achievement in and enduring contributions to psychology. There are four categories:

- **Gold Medal Award for Life Achievement in the Science of Psychology** recognizes a distinguished career and enduring contribution to advancing psychological science.
- **Gold Medal Award for Life Achievement in the Application of Psychology** recognizes a distinguished career and enduring contribution to advancing application of psychology through methods, research, and/or application of psychological techniques to important practical problems.
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- **Gold Medal Award for Life Achievement in the Practice of Psychology** recognizes a distinguished career and enduring contribution to advancing professional practice of psychology through a demonstrable effect on patterns of service delivery in the profession.

**Eligibility**
Limited to psychologists 65 years or older residing in North America.

**Nomination Requirement**
Nomination letters should indicate the specific award for which the individual is being nominated and include:

- Nomination statement that traces the nominee's cumulative record of enduring contribution to the purpose of the award;
- Nominee's current vita and bibliography;
- Letters supporting the nomination are welcome, but refrain from sending supplementary materials (videos, books, brochures, magazines);
- All nomination materials should be coordinated and collected by a chief nominator and forwarded to APF in one package.

**Submission Process and Deadline**
Deadline for receipt of nomination materials is **December 1, 2012**. E-mail materials to **pkadir@apa.org** or mail to: **American Psychological Foundation, Gold Medal Awards, 750 First Street, NE, Washington, DC 20002-4242**.

APF does not provide feedback to grant applicants or award nominees on their proposals or nominations.

Questions? E-mail Parie Kadir, Program Officer, at **pkadir@apa.org**.

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Information for Contributors

Please read carefully before sending a submission.

*TIP* encourages submissions of papers addressing issues related to the practice, science, and/or teaching of industrial and organizational psychology. Preference is given to submissions that have broad appeal to SIOP members and are written to be understood by a diverse range of readers.

**Preparation and Submission of Manuscripts, Articles, and News Items**

Authors may correspond with the editor via e-mail, at lsteelma@fit.edu. All manuscripts, articles, and news items for publication consideration should be submitted in electronic form (Word compatible) to the editor at the above e-mail address. For manuscripts and articles, the title page must contain a word count (up to 3,000 words) and the mailing address, phone number, and e-mail address of the author to whom communications about the manuscript should be directed. Submissions should be written according to the *Publication Manual of the American Psychological Association*, 6th edition.

All graphics (including color or black and white photos) should be sized close to finish print size, at least 300 dpi resolution, and saved in TIF or EPS formats. Art and/or graphics must be submitted in camera-ready copy as well (for possible scanning).

Included with the submission should be a statement that the material has not been published and is not under consideration for publication elsewhere. It will be assumed that the listed authors have approved the manuscript.

**Preparation of News and Reports, IOTAS, SIOP Members in the News, Calls and Announcements, Obituaries**

Items for these sections should be succinct and brief. Calls and Announcements (up to 300 words) should include a brief description, contact information, and deadlines. Obituaries (up to 500 words) should include information about the person’s involvement with SIOP and I-O psychology. Digital photos are welcome.

**Review and Selection**

Every submission is reviewed and evaluated by the editor for conformity to the overall guidelines and suitability for *TIP*. In some cases, the editor will ask members of the Editorial Board to review the submission. Submissions well in advance of issue deadlines are appreciated and necessary for unsolicited manuscripts. The editor reserves the right to determine the appropriate issue to publish an accepted submission. All items published in *TIP* are copyrighted by SIOP.
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SIOP Advertising Opportunities

The Industrial-Organizational Psychologist (TIP) is the official publication of the Society for Industrial and Organizational Psychology, Inc., Division 14 of the American Psychological Association, and an organizational affiliate of the American Psychological Society. TIP is distributed four times a year to more than 6,000 Society members. The Society’s Annual Conference Program is distributed in the spring to the same group. Members receiving both publications include academicians and professional practitioners in the field. TIP is also sent to individual and institutional subscribers. Current circulation is approximately 6,400 copies per issue.

TIP is published four times a year: July, October, January, April. Respective closing dates for advertising are May 1, August 1, November 1, and February 1. TIP is a 5-1/2" x 8-1/2" booklet. Position available ads can be published in TIP for a charge of $113.00 for less than 200 words or $134.00 for 200–300 words. Please submit ads to be published in TIP by e-mail. Positions available and résumés may also be posted on the SIOP Web site in JobNet. For JobNet pricing see the SIOP Web site. For information regarding advertising, contact the SIOP Administrative Office, graphics@siop.org, (419) 353-0032.

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<thead>
<tr>
<th>Size of ad</th>
<th>One time</th>
<th>Four or more</th>
<th>Plate sizes:</th>
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<tr>
<td>Two-page spread</td>
<td>$672</td>
<td>$488</td>
<td>Vertical: 7-1/4&quot; x 4-1/4&quot;</td>
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<tr>
<td>One page</td>
<td>$399</td>
<td>$294</td>
<td>Vertical: 3-1/4&quot; x 4-1/4&quot;</td>
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<td>Half page</td>
<td>$309</td>
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Premium Position Advertising Rates

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<th>Size of ad</th>
<th>One time</th>
<th>Two times</th>
<th>Plate sizes:</th>
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<tr>
<td>Inside 1st page</td>
<td>$715</td>
<td>$510</td>
<td>Vertical: 7-1/4&quot; x 4-1/4&quot;</td>
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<tr>
<td>Inside 2nd page</td>
<td>$695</td>
<td>$480</td>
<td>Vertical: 7-1/4&quot; x 4-1/4&quot;</td>
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<tr>
<td>Inside back cover</td>
<td>$695</td>
<td>$480</td>
<td>Vertical: 8-1/2&quot; x 5-1/2&quot;</td>
</tr>
<tr>
<td>Back cover</td>
<td>$740</td>
<td>$535</td>
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<tr>
<td>Back cover 4-color</td>
<td>$1,420</td>
<td>$1,215</td>
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<td>Full page</td>
<td>$330</td>
<td>9&quot;</td>
<td>6-1/2&quot;</td>
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<td>Inside front cover</td>
<td>$568</td>
<td>4-1/4&quot;</td>
<td>3-1/2&quot;</td>
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<tr>
<td>Half page</td>
<td>$275</td>
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<td>Quarter page</td>
<td>$220</td>
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<td>8-1/2&quot;</td>
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<tr>
<td>Inside back cover</td>
<td>$560</td>
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<td>8-1/2&quot;</td>
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<td>Back cover</td>
<td>$585</td>
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<td>8-1/2&quot;</td>
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