

Engaging in the Field of I-O

A SIOP E&T Workshop

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UNIVERSITY OF MINNESOTA

Driven to Discover®

Who Am I?

- Primary Job Role: Psych Faculty at University of Minnesota
- General Engagement
 - Creator of neoacademic.com, especially <https://iopsychology.info>
 - Co-creator of the Great IO Get-together (<https://thegig.online>)
 - Consulting on AI in assessment/learning (<https://landers.tech>)
- For SIOP
 - Current Instructional and Educational Portfolio Officer for SIOP
 - Past Annual Conference Program Chair (Seattle)



What We'll Talk About Today

- Overview of How You Can Engage
- Participating in Communities
 - Conference Landscape
 - Regional Communities and Affiliate Groups
 - Social Media
- Contributing to the Profession / Producing Content
 - Being Visible
 - Meeting a Need
 - Some General Recommendations



How to Engage

- There are really two approaches.
 - Participation and Production
- Goals of Participation
 - Learn, connect, encourage your own future opportunities
- Goals of Production
 - Establishing yourself as an expert, helping others



Participation as a Starting Point

- There are many communities in I-O psychology.
- SIOP (APA Div 14) is the big one in the US
 - Roughly 10,000 members
 - Volunteer-run, with a paid staff of < 10
 - Organizes events primarily for Americans
- International nation-level orgs include
 - EAWOP, SIOPA, SBPOT, CPIOS, DOP/BPS, SIOPSA
 - <https://www.siop.org/Membership/International-I-O-Groups>



Participation Below National Level

- National groups are big and can be impersonal without preparation for events
- Smaller groups are more narrowly defined and cozier
 - Local IO groups: <https://www.siop.org/Membership/Local-I-O-Groups>
 - Regional vs. Specialized vs. Affiliate Groups
 - CHIOP Chattanooga IO Psychology
 - IPAC International Personnel Assessment Council
 - Blacks in IO Psychology



How to Engage with Groups

- Conferences and Events
 - In-person vs. virtual offerings
- Web Engagement
 - Twitter accounts (e.g., @SIOPtweets)
 - Instagram accounts
 - LinkedIn groups



How to Engage with People

- CONFERENCE AND EVENTS
- More options online though
 - Reddit: <https://reddit.com/r/iopsychology>
 - Twitter: @rnlanders, @PaulESpector, @TanjaBipp, @iopsychology, @FredOswald, @TaraBehrend, @IOSylIslam
 - Discord: The GIG Online <https://discord.gg/MBJKvb3M>, I-O and Work Psychology <https://discord.gg/kumPceKb>, IO Psych Coders <https://discord.gg/ED43dBAZ>



Contributing to the Profession

- We are a small field
 - ~20,000 IOs in the United States
 - ~805,000 HR people in the United States
 - We are outnumbered by a factor of 40
 - This doesn't include consultants that have no training in IO
- We need everyone to engage! WE NEED YOU



Your Value as a Contributor

- Even as a graduate student, you can bring the values and perspective of IO to the world:
 - You understand the importance of science to understand people.
 - You appreciate nuance and complexity.
 - You know the value of people at work.
- These are not universal values. They are not even all that common.



How to Be Visible

- Participate in online conversations both inside and outside the I-O community.
 - Bring research into conversations.
 - Communicate the value in seeking truth.
 - Fight the perception that people simply cannot be understood
 - Don't overstep your understanding, but be **bold**
 - Remember Dunning-Kruger



Fighting Dunning-Kruger



Meeting Needs

- One need: High quality research that rigorously addresses pressing organizational concerns
 - Research is engagement, but only if you plan for it
- Another need: Communication about existing concerns within and outside of IO psychology.
 - You can and should join conversations **as an expert**.



Example of Meeting a Need

- I developed <https://iopsychology.info> two years out of graduate school, because I saw a need.
- Gets 500-1000 people per day during app season.
- Blog got 1 million views 2009-2019 (~270/day)

NeoAcademic

technology, education and training research from an industrial/organizational (I/O) psychologist in the ivory tower

Home About Richard I/O Grad School Series I/O Psychology Blogs

I/O Grad School Series

Welcome to iopsychology.info!

So you want to go to graduate school in industrial/organizational (I/O) psychology? Lots of decisions, not much direction. I bet I can help!

While my undergraduate students are lucky to be at a school with I/O psychologists, many students interested in I/O psychology aren't at schools with people they can talk to. I/O psychology is still fairly uncommon in the grand scheme of psychologists; there are around 7,000 members of [SIOP](#), the dominant professional organization of I/O, compared to the 150,000 in the [American Psychological Association](#), and only about 2,000 people have the job title, "I/O Psychologist." As a result, many schools simply don't have faculty with expertise in this area, leading many promising graduate students with no exposure to I/O psychology to apply elsewhere. That's great from the perspective of I/O psychologists – lots of jobs – but not so great for grad-students-to-be or the field as a whole.




As a university faculty member with a small army of [undergraduate research assistants](#), I often find myself answering the same questions over and over again about graduate school. So why not share this advice with everyone?

This series covers the graduate school application process by year, starting in your Sophomore year of college, up through a preview of your first year. I have also provided some advice for those wishing to change trajectories from an existing career into I/O psychology. Check out each with the links below:

Starting Sophomore Year

- ★ [Should I get a Ph.D. or Master's Degree in I/O Psychology?](#)
- ★ [How to Get Research Experience in I/O Psychology](#)

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Example of Double-Dipping

NeoAcademic

technology, education and training research from an industrial/organizational (I/O) psychologist in the ivory tower

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Computing Intraclass Correlations (ICC) as Estimates of Interrater Reliability in SPSS

by Richard N. Landers

tags: SIOP, spss, statistics, stats

Previous Post: [Learn About Our University Library Through Minecraft](#)

Next Post: [New Research Links Social Media Marketing and Purchase Intentions](#)

If you think my writing about statistics is clear below, consider my student-centered, practical and concise [Step-by-Step Introduction to Statistics for Business](#) for your undergraduate classes, available now from SAGE. Social scientists of all sorts will appreciate the ordinary, approachable language and practical value – each chapter starts with and discusses a young small business owner facing a problem solvable with statistics, a problem solved by the end of the chapter with the statistical kung-fu gained.



This article has been published in the *Winnower*. You can cite it as:

Landers, R.N. (2015). [Computing intraclass correlations \(ICC\) as estimates of interrater reliability in SPSS](#). *The Winnower* 2:e143518.81744. DOI: 10.13200/winn.143518.81744

You can also download [the published version as a PDF](#) by clicking here.

Recently, a colleague of mine asked for some advice on how to compute interrater reliability for a coding task, and I discovered that there aren't many resources online written in an easy-to-understand format – most either 1) go in depth about formulas and computation or 2) go in depth about SPSS without giving many specific reasons for why you'd make several important decisions. The primary resource available is a 1979 paper by Shrout and Fleiss, which is quite dense. So I am taking a stab at providing a comprehensive but easier-to-understand resource.

Reliability, essentially, is the proportion of "real" information about a construct of interest captured by

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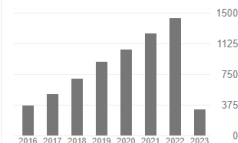
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TITLE	CITED BY	YEAR
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Other Ways to Produce

- Creating a podcast
 - WorkLife with Adam Grant
 - Department 12
 - Health Work Podcast
 - The Indigo Podcast
 - Worker Being Podcast



Recommendations and Caution

- Jump in but not too fast.
 - Burnout is very real.
 - Rewards are not obvious.
 - Long-term commitment tends to be rewarded.
- Don't let it interfere with your other responsibilities.
 - We are always learning. Make sure you have time.
 - Including to yourself! Remember to sleep.



Thanks for Wanting to Engage!

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