# Be in the Know About I-O

## SIOP MEMBERSHIP SNAPSHOT

SIOP is the premier professional association for the science and practice of Industrial-Organizational (I-O) psychology. I-O psychology is a dynamic and growing field that addresses workplace issues at the individual and organizational level.

I-O psychologists apply research that improves the well-being and performance of people and the organizations that employ them. This involves everything from workforce planning, employee selection, and leader development to studying job attitudes and job motivation, implementing work teams, improving diversity and inclusion, and facilitating organizational change.

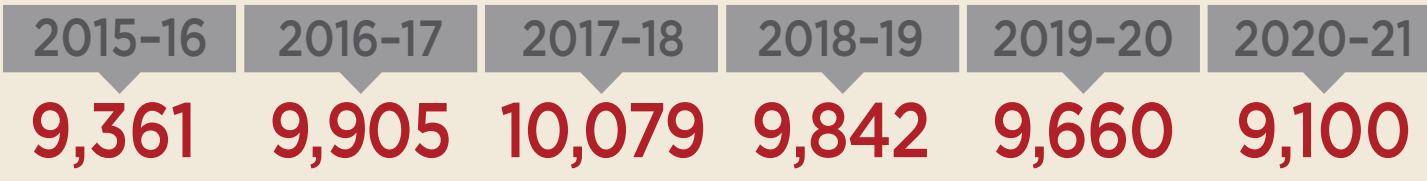- If you would like to apply for SIOP membership, click **here** to learn more.
- If you would like to inquire about any other SIOP demographic information, please read through the **Membership Data Governance Policy**. Requests for data can be submitted using the **Request Form**.
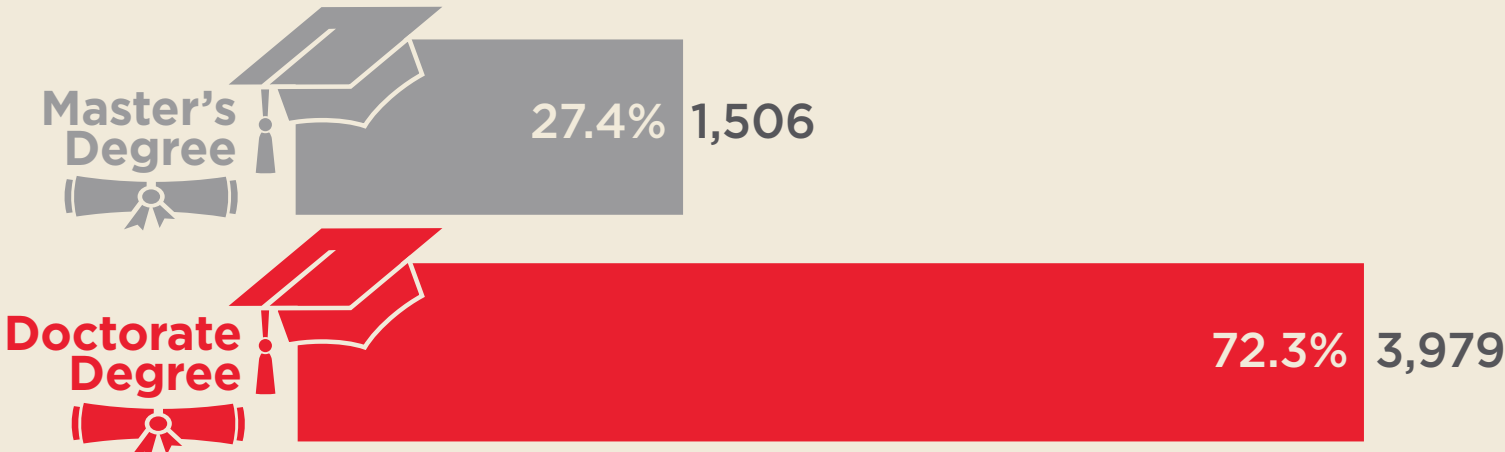
## 2022 SIOP MEMBERSHIP
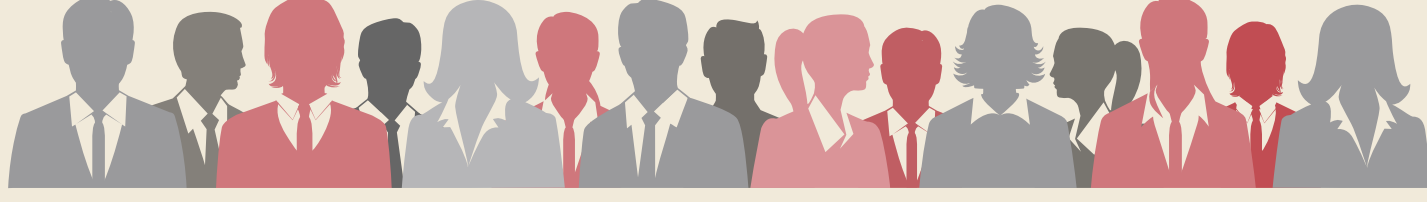
### 9,190
Number of active SIOP members in the 2021–2022 membership year.

| 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 |
|---------|---------|---------|---------|---------|---------|
| 9,361 | 9,905 | 10,079 | 9,842 | 9,660 | 9,100 |

**SIOP** — SOCIETY for INDUSTRIAL and ORGANIZATIONAL PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

### Degrees Held By SIOP Non-Student Members

- Master's Degree: 27.4% — 1,506
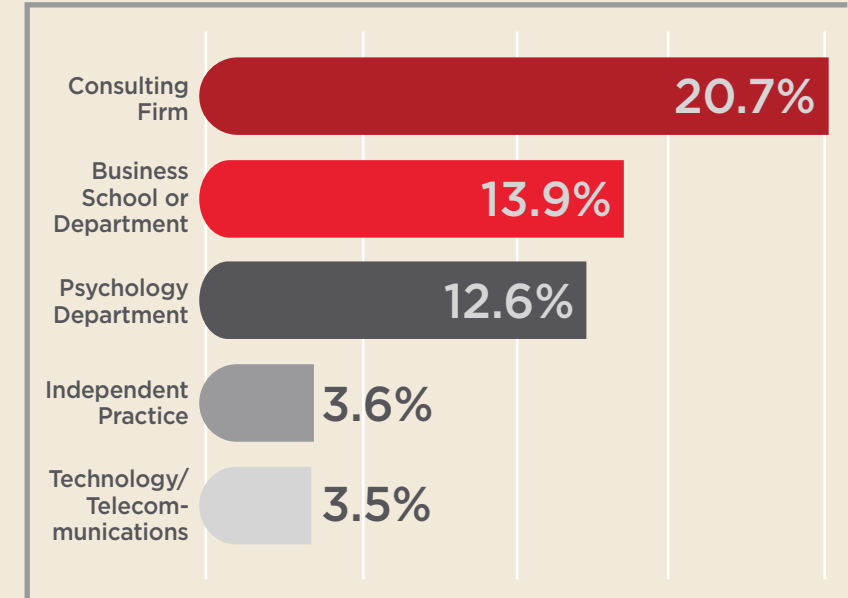- Doctorate Degree: 72.3% — 3,979

SIOP members are highly educated and well trained. Almost three-fourths of nonstudent SIOP members hold doctorates, while one-fourth hold masters. Students were omitted because they are currently working towards their degrees. 0.3% of members did not report their degree.

### Gender Composition of SIOP Membership

- 0.2%
- 27.1%
- 32.5%
- 40.2%

Female / Male / Missing / Other and prefer not to disclose
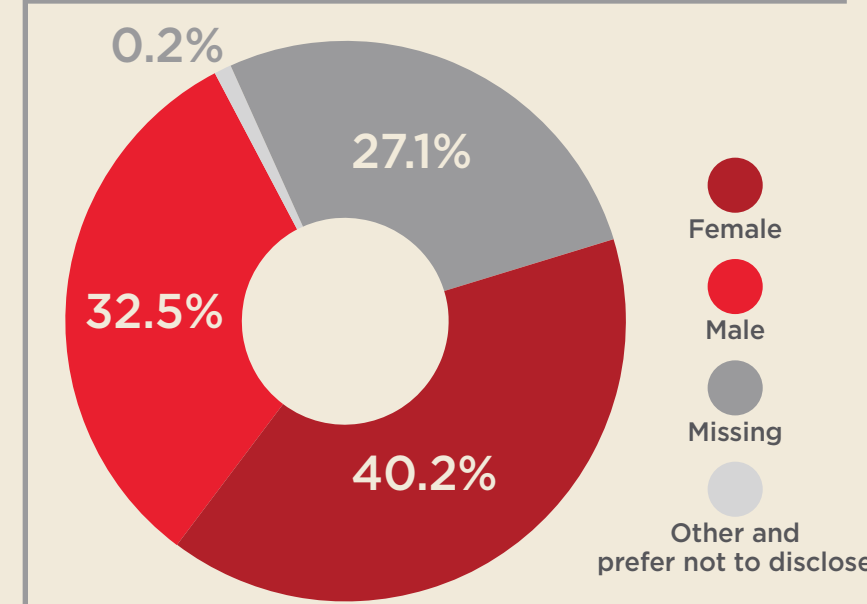
The majority of SIOP members identify as female, but we are still missing data from some members. See below for how to update your demographic information.

### Membership Categories for SIOP Members

- 4.3%
- 3.7%
- 18.0%
- 40.1%
- 33.9%

Student / Member / Associate / Retired / Fellow
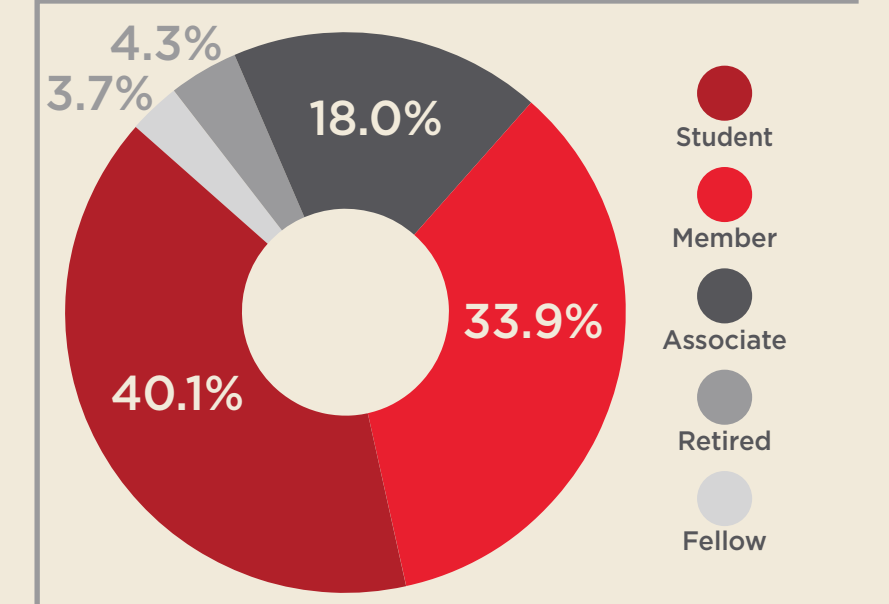
During the 2022 SIOP year, SIOP had five distinct membership types and is comprised mostly of Students (individuals currently pursuing a postbaccalaureate degree) and Members.

### Type of Institutions Where Degrees Were Attained

- 1.1%
- 9.2%
- 34.6%
- 55.1%

Public / Private / International / Missing
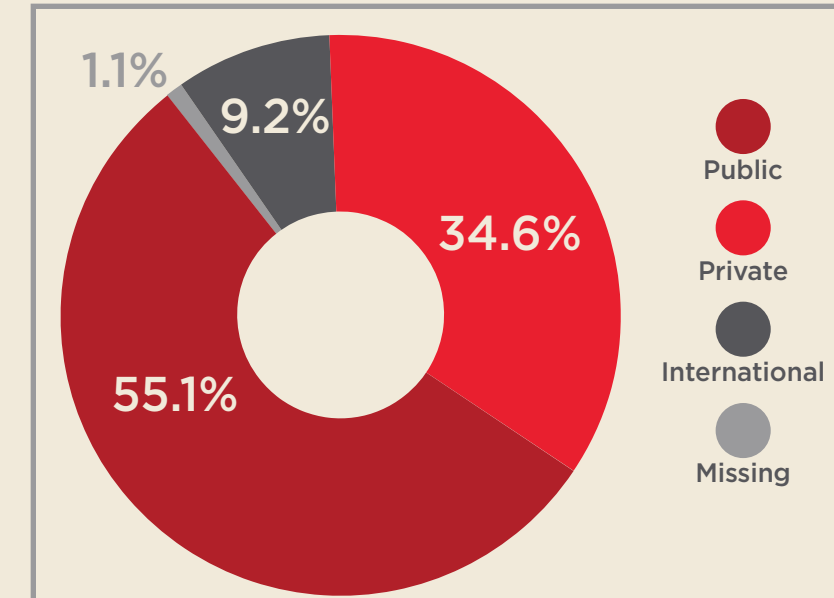
These degrees were earned at four main types of institutions, with over half of SIOP members attending public institutions.

### Top Six Areas of Study at Attended Institutions

- 3.4%
- 2.6%
- 2.2%
- 2.1%
- 8.6%
- 77.2%

I-O/Business Psychology / General Psychology/Social Sciences / Organizational Behavior / Applied Psychology / Leadership & Management / Human Resources

Though most members studied I-O or Business Psychology, a sizable portion of our membership brings perspectives from additional disciplines.

### Work Sectors Among SIOP Non-Student Members

- 18%
- 30%
- 52%

Applied / Academic / Missing Data

There is a growing trend of non-student SIOP members working in applied fields more than academic fields.

### Top 5 Specific Industries Among SIOP Non-Student Members

- Consulting Firm: 20.7%
- Business School or Department: 13.9%
- Psychology Department: 12.6%
- Independent Practice: 3.6%
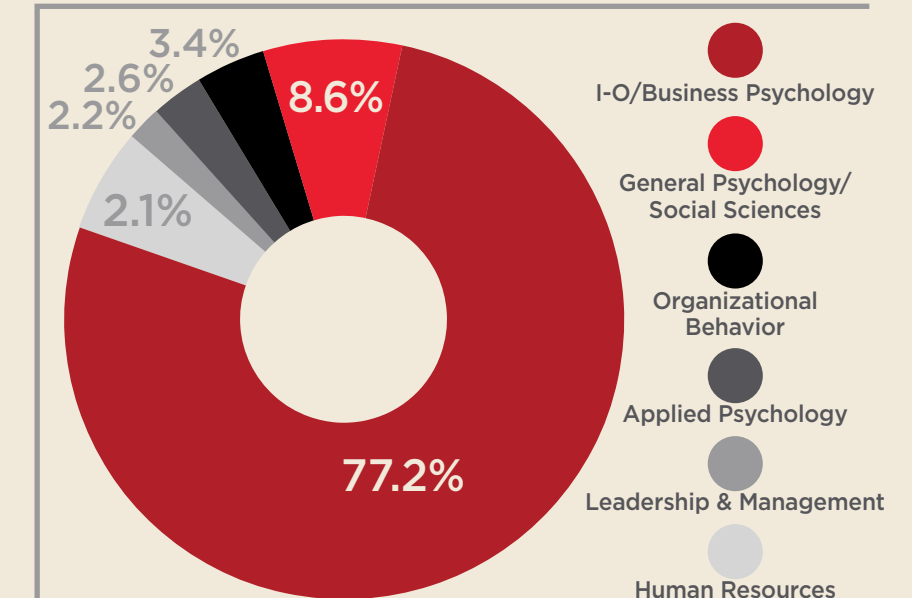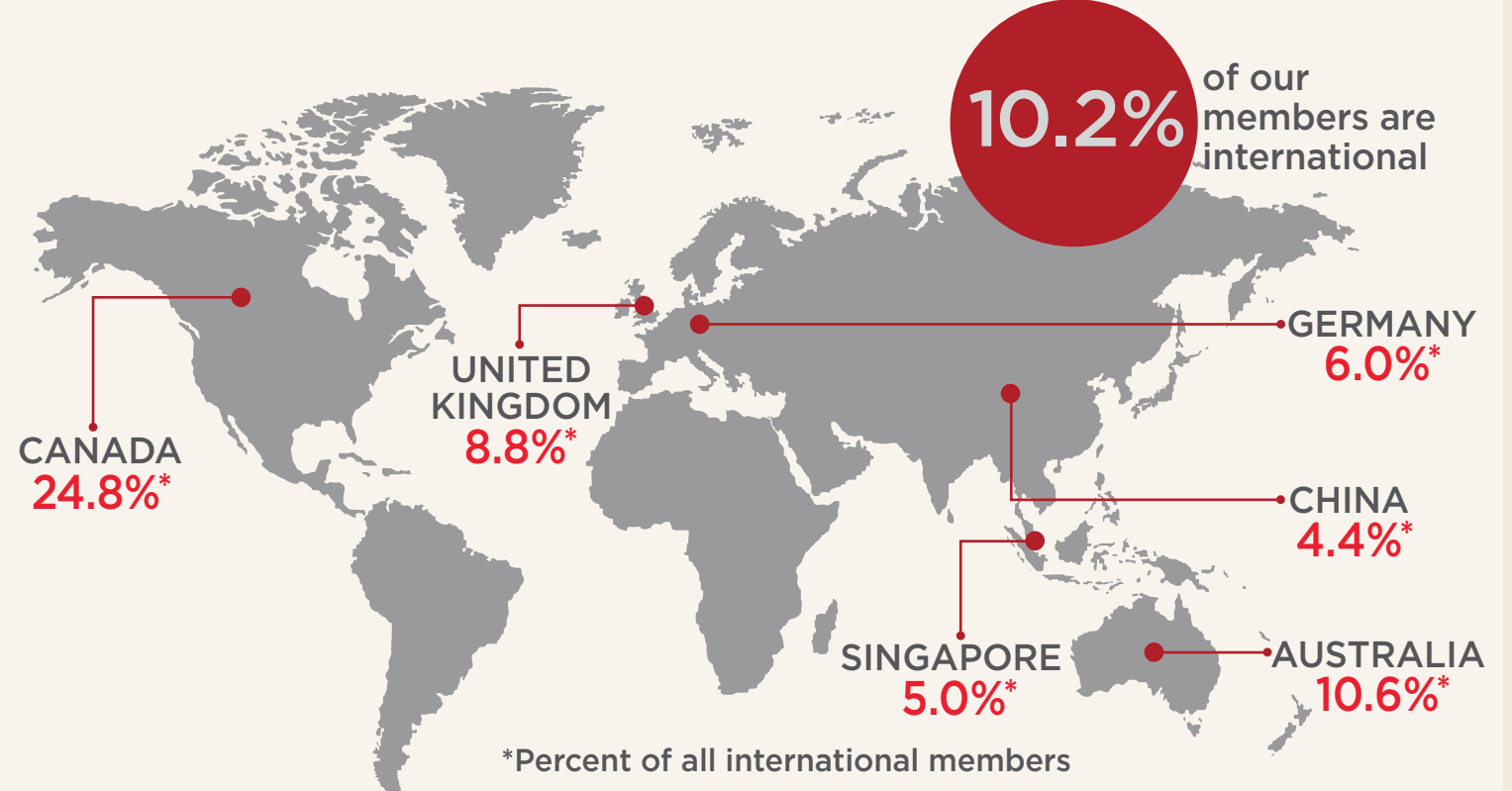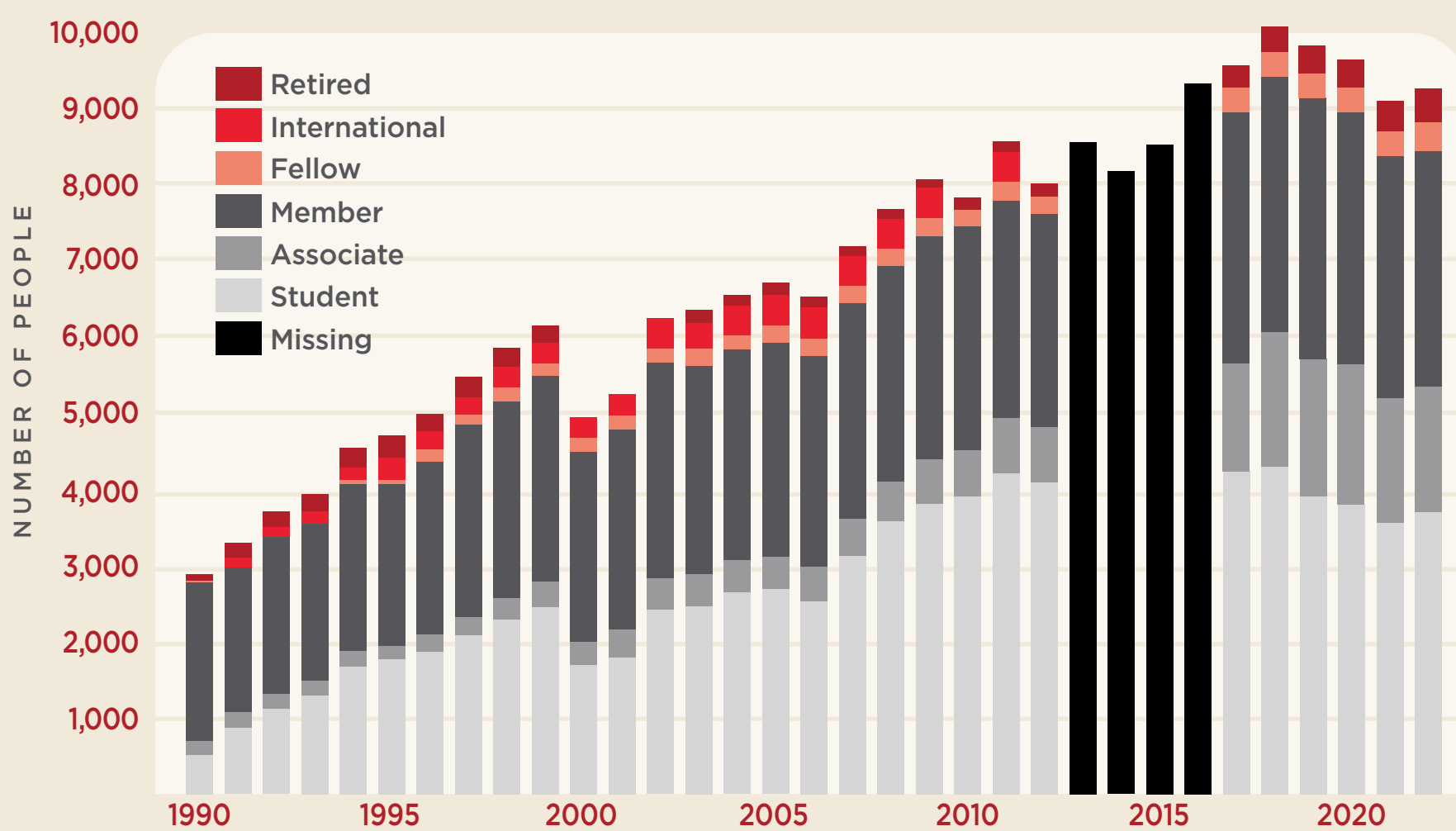- Technology/Telecommunications: 3.5%

Most applied practice SIOP members indicate they work at consulting firms, with the majority of academics working in either business or psychology departments.

### SIOP members come from all across the globe:

**10.2%** of our members are international

- CANADA 24.8%*
- UNITED KINGDOM 8.8%*
- GERMANY 6.0%*
- CHINA 4.4%*
- SINGAPORE 5.0%*
- AUSTRALIA 10.6%*

*Percent of all international members

## SIOP MEMBERSHIP TRENDS

A glance at membership dating back to 1990 shows that there has been an overall increase in the membership base,* with membership leveling off in recent years around 9,000 members.

Legend: Retired / International / Fellow / Member / Associate / Student / Missing

NUMBER OF PEOPLE (y-axis 1,000–10,000; x-axis 1990, 1995, 2000, 2005, 2010, 2015, 2020)
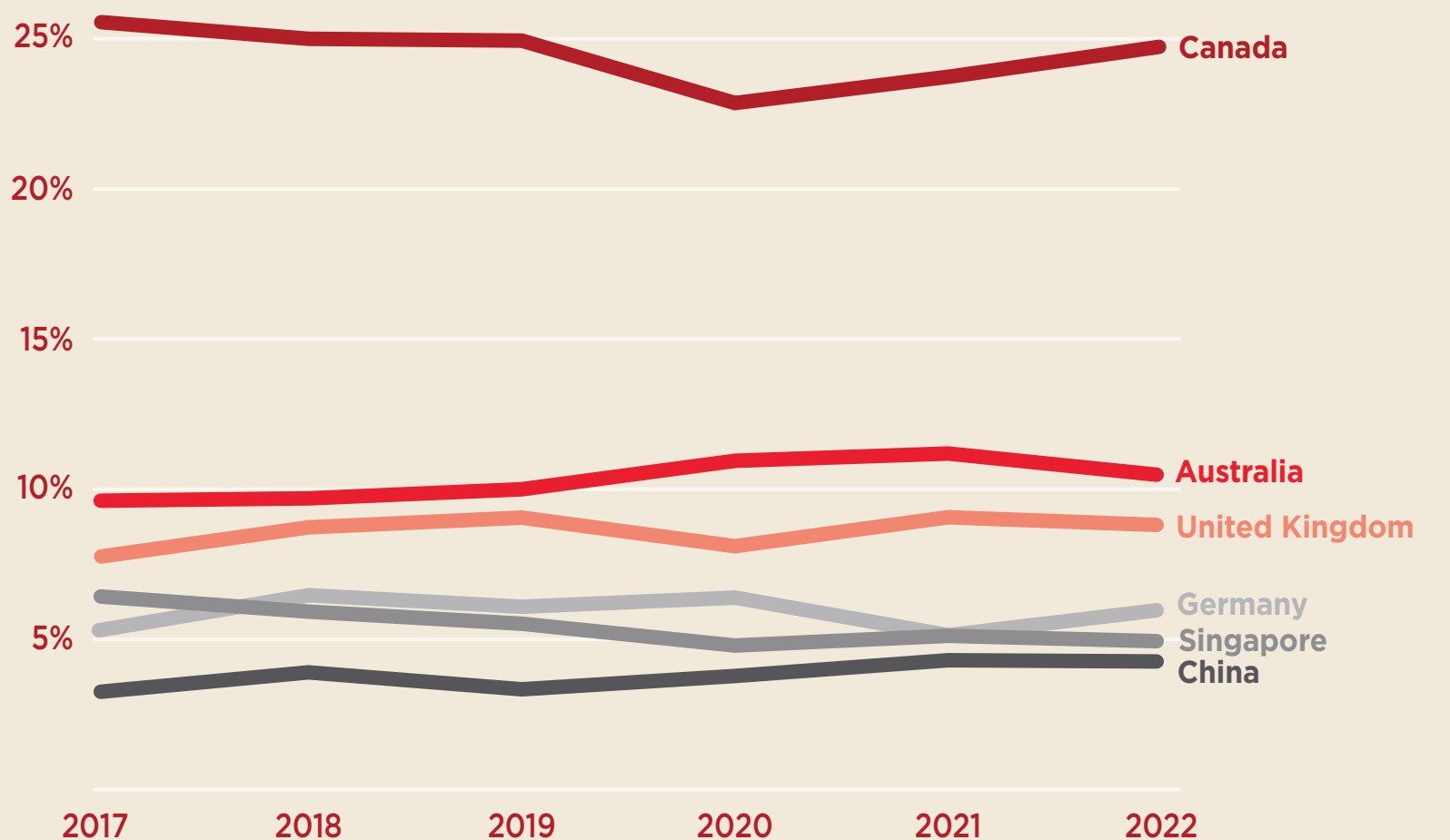
*NOTE: A SIOP Membership year is defined as the date range beginning March 1st and ending with the following June 30th (e.g., 2022 membership = invoice paid date 3/1/2021 to 6/30/2022). Any person who canceled their membership was removed. For any member who changed membership types within a year, their highest type was reported in the above analyses.

Excluding the U.S., which makes up the largest proportion of our members (87%), the following six countries have the next largest proportion of members and, notably, the greatest amount of change year-over-year.

### Top 6 International Country Membership
(% of all international members since 2017)

y-axis: 5% to 25%; x-axis: 2017, 2018, 2019, 2020, 2021, 2022

Lines: Canada / Australia / United Kingdom / Germany / Singapore / China

## SIOP MEMBERS: TAKE ACTION!

There are several categories of demographic data that are substantially missing, such that we are unable to currently report the numbers. Once we receive more demographic information for members, we will be able to report the specific numbers for these categories.
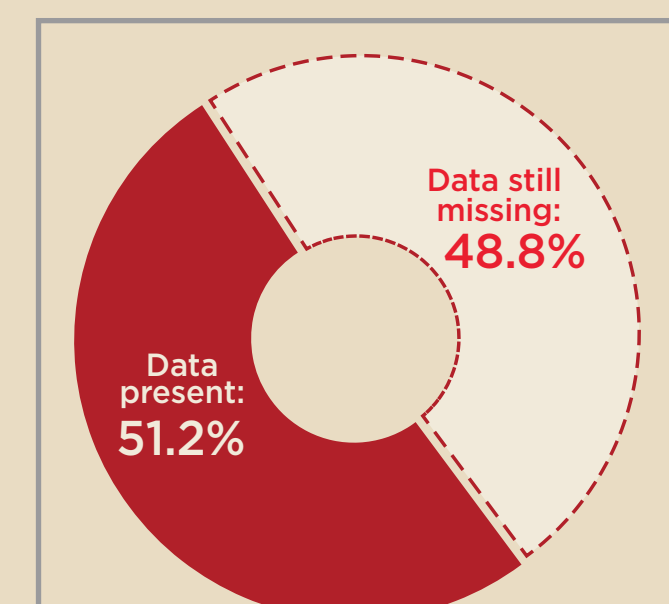
**Please follow these steps** to check that you have reported your information:

1. Log into your account at **siop.org**.
2. In the top right corner click **My Account** and then **Manage My Account**.
3. Under **Account Actions** on the right-hand side, choose **Edit Demographic Information**.
4. Update your information, including birthdate and ethnicity fields, and click **Save** at the bottom of the page.

### Percentage of Age Data Missing
- Data present: 42.5%
- Data still missing: 57.5%
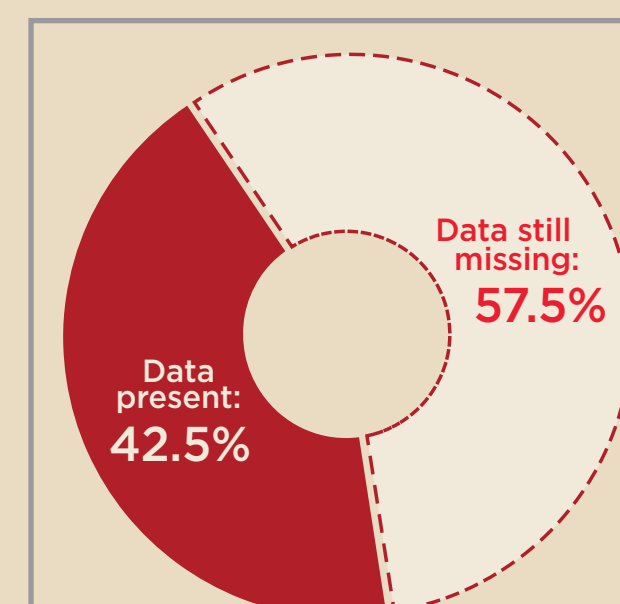
### Percentage of Race-Ethnicity Data Missing
- Data present: 51.2%
- Data still missing: 48.8%

NOTE: Due to rounding, percentages may not add up to 100%.