2018 SIOP Membership Survey
Summary of Results

Membership Survey Sub-Committee:
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Survey Logistics

- Survey Overview:
  - 42 Likert Scaled questions covering:

SIOP Engagement	Membership Renewal	SIOP Reputation
I/O Reputation	Membership Requirements	SIOP Membership
SIOP Events	Website	

  - 12 Demographic questions
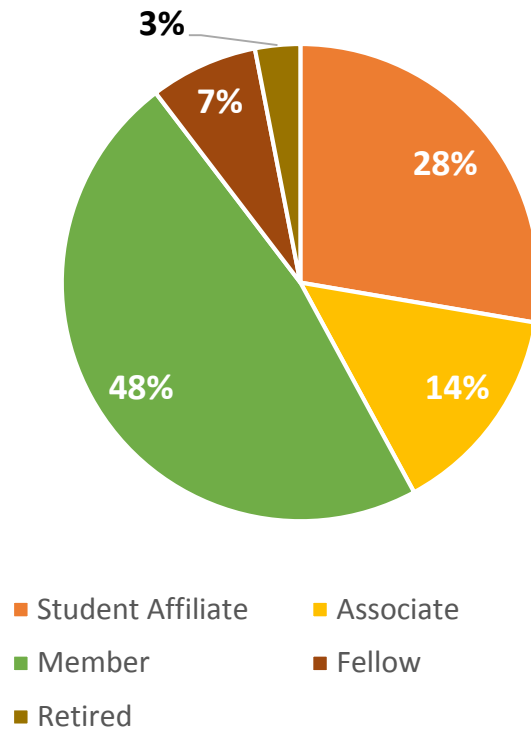 - 6 Open-Ended Comment questions

- Administration:
  - March 12 – April 13
  - Extended the administration window
  - Administered to all SIOP members globally

- Conducted with the support of our friends at Mercer/Sirota (Vivian A. Woo, Ph.D.)
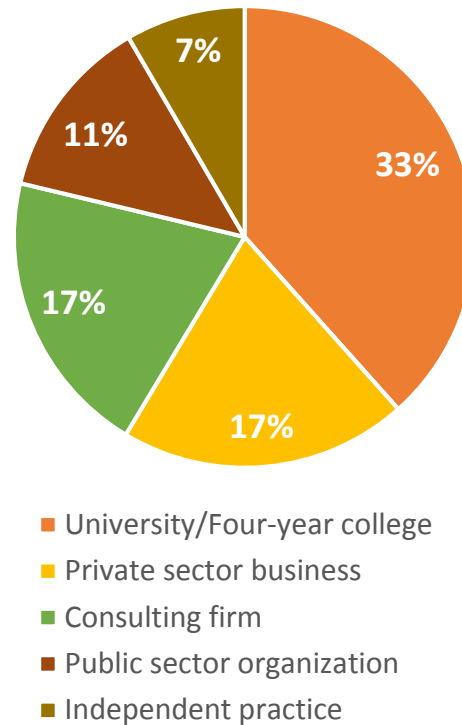
Survey Participation

- 1341 Responses:

Membership Status

28%
14%
48%
7%
3%

- Student Affiliate
- Associate
- Member
- Fellow
- Retired

Employment Setting

33%
17%
17%
11%
7%

- University/Four-year college
- Private sector business
- Consulting firm
- Public sector organization
- Independent practice

Degree

58%
29%
8%
2%
1%
1%

- PhD
- Master's Degree
- Bachelor's Degree
- Other
- MBA
- PsyD
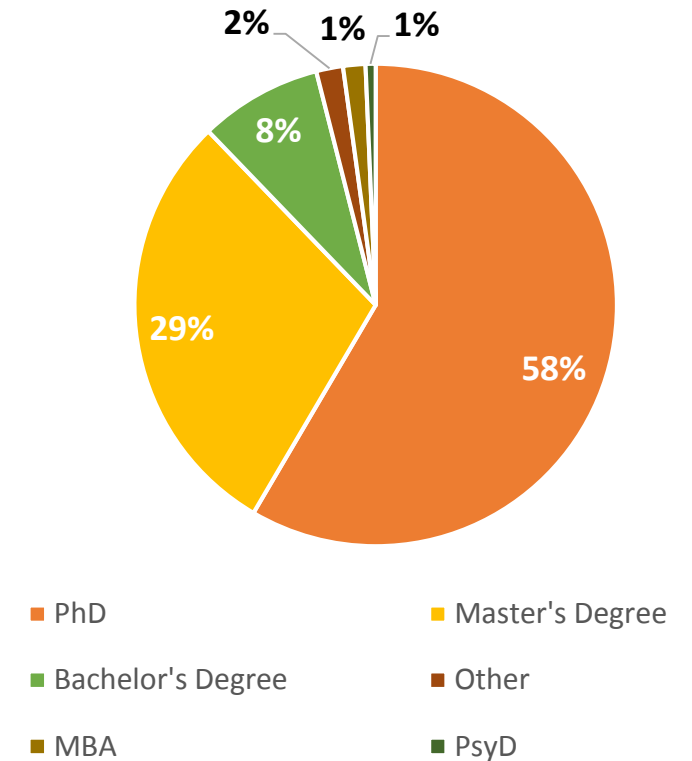
Survey Participation
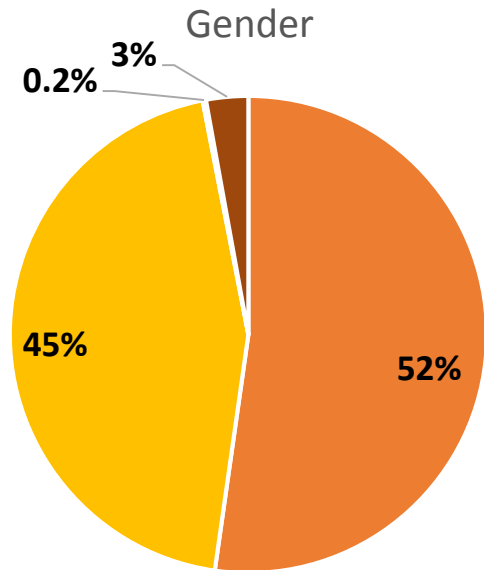
Gender

- 52% Female
- 45% Male
- 3%
- 0.2%
- Transgender
- I prefer not to answer this question

Sexual Orientation
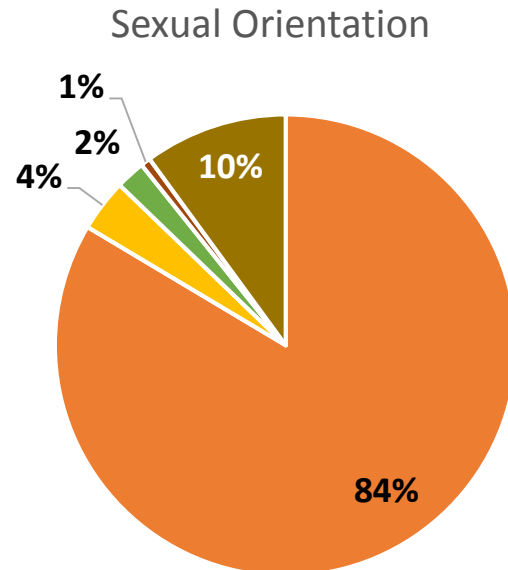
- 84% Heterosexual
- 10%
- 4%
- 2%
- 1%
- Homosexual
- Bi-Sexual
- Other
- I prefer not to answer this question

Race/Ethnicity
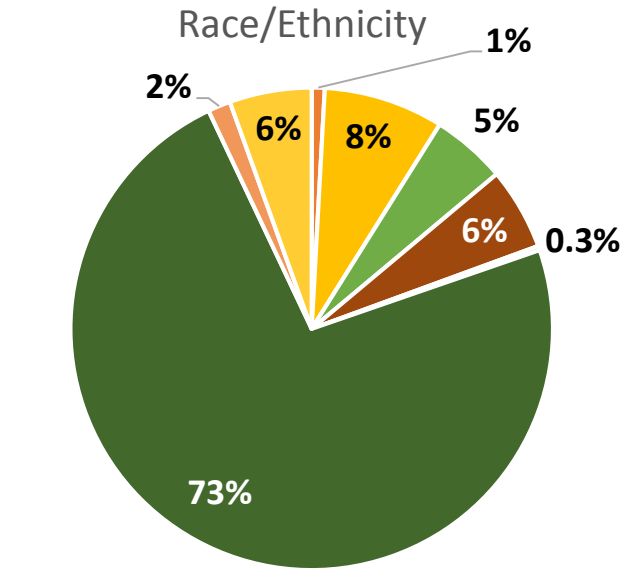
- 73% White
- 8%
- 6%
- 6%
- 5%
- 2%
- 1%
- 0.3%
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic, Latino, or Spanish
- Native Hawaiian or Other Pacific Islander
- White
- Other
- I prefer not to answer this question

Survey Participation

Year of Highest Degree
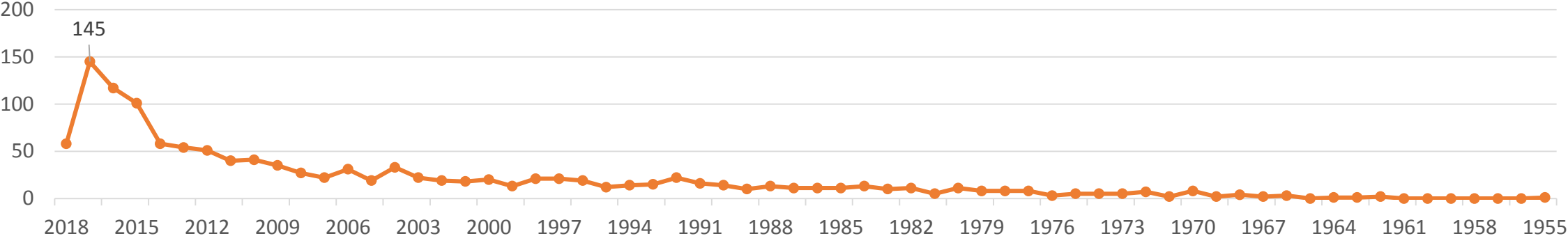
Years in the Field

Survey Participation

2%

3%

91%

2%

1%

.5%

.2%

1%

SIOP

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MEMBERSHIP SURVEY 2018
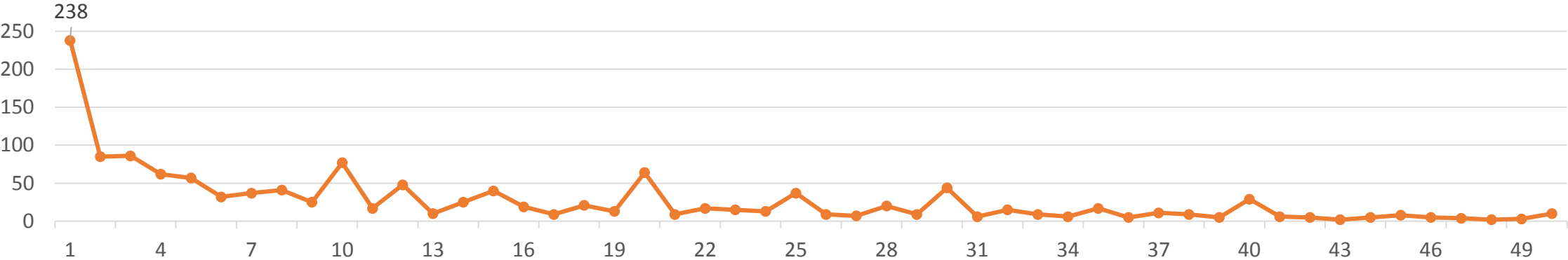
Survey Results

SIOP Engagement is strong @ **84%**

- Leveraging the definition of "Engagement" commonly utilized across survey providers, SIOP Engagement was defined as the level of **satisfaction**, **advocacy**, **pride**, and **commitment** members report feeling for SIOP.
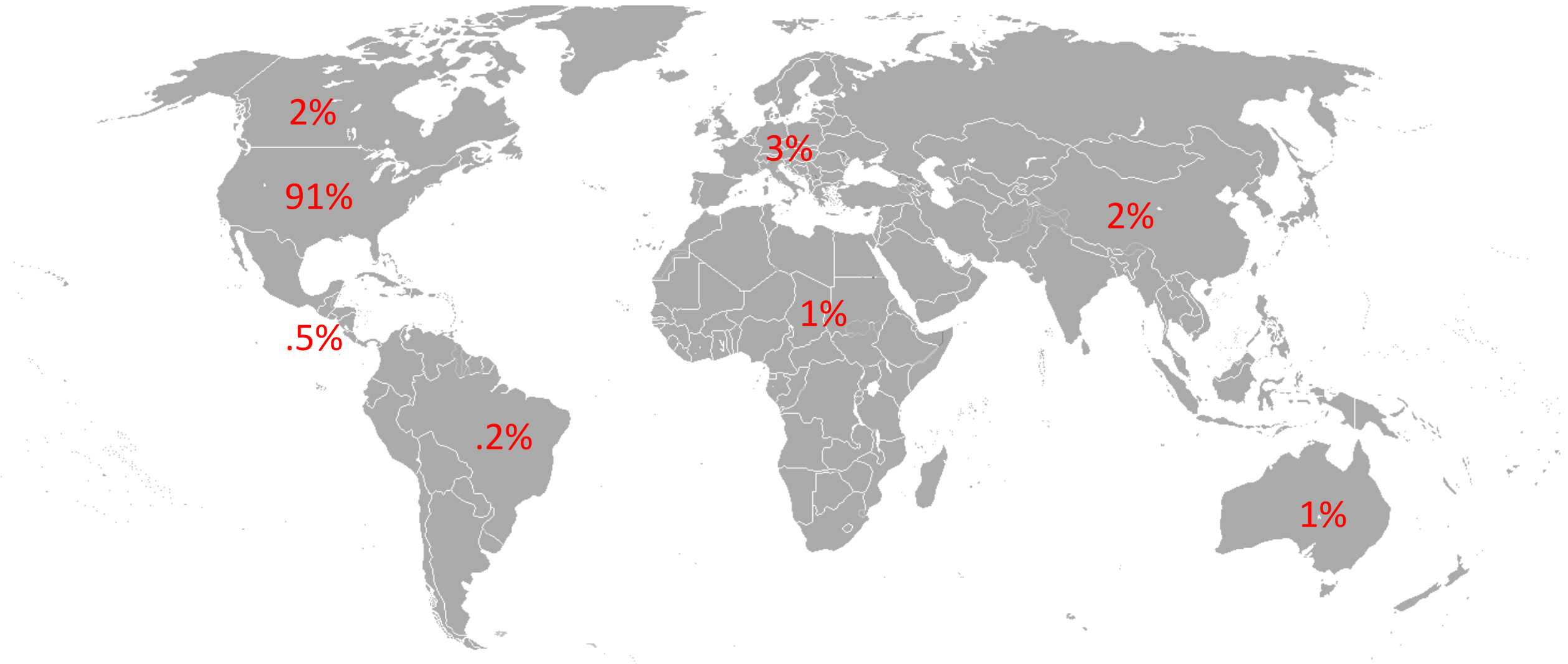
- SIOP Engagement was measured with the following 5 items:
  - Overall, I am **satisfied** with my SIOP membership.
  - I would **recommend** joining SIOP to my eligible colleagues and peers.
  - I am **proud** to be part of SIOP.
  - I intend to **renew** my SIOP membership within the next 12 months.
  - I plan on **maintaining** my SIOP membership for the foreseeable future.

84% of all respondents reported Strongly Agreeing/Agreeing with the engagement items. This is a very strong result as compared to typical organizational engagement.

SIOP Engagement (% Fav.)

All Respondents N=1348	84%
Fellow N=98	90%
Retired N=41	89%
Member N=637	85%
Associate N=193	83%
Student Affiliate N=371	82%
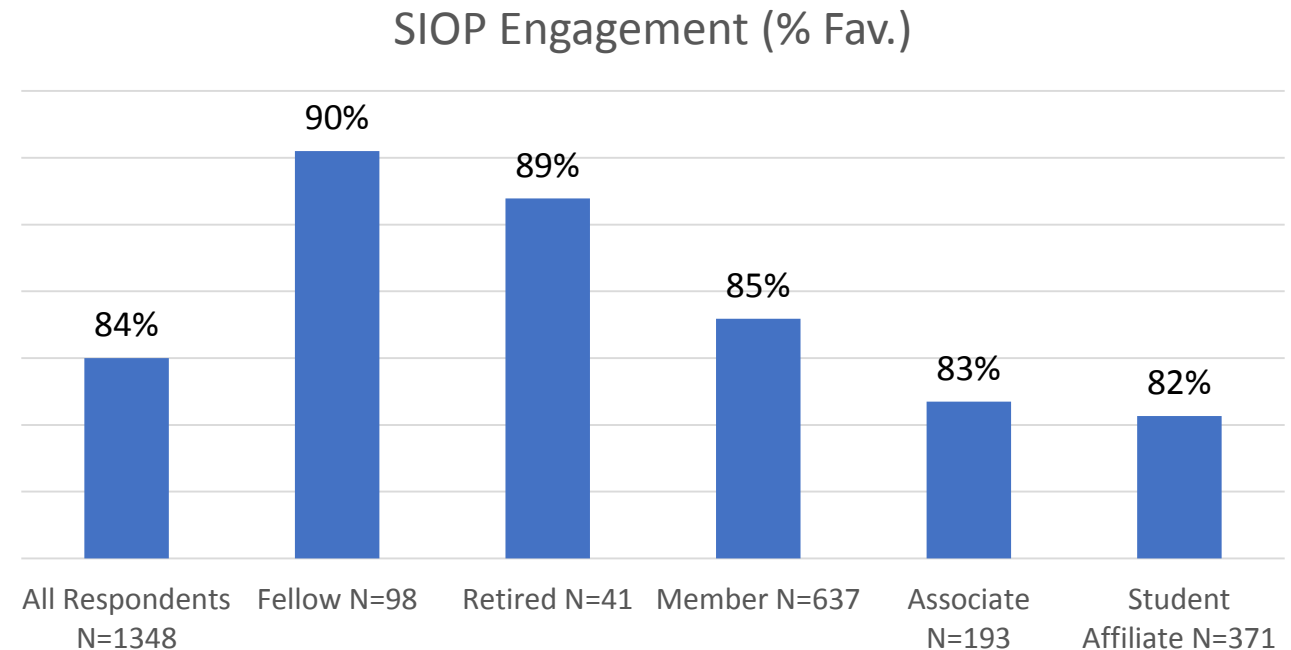
SIOP Engagement: Commitment leads

78% Satisfaction

Satisfaction with the society was the lowest scoring element of engagement at 78%, but didn't seem to negatively impact commitment (Intent to renew).

Members (79%), Student Affiliates (77%), and Associates (75%) were much less satisfied than Fellows (89%) and Retired members (85%), which may suggest those more regularly using their membership benefits are less satisfied overall.

83% Advocacy

With 8 in 10 respondents reporting they are willing to recommend SIOP membership to their colleagues and peers, advocacy is strong.

However, Student affiliates (81%) and Associated (78%) were slightly less likely to recommend membership – suggesting that additional focus on this population might be beneficial to continue the pipeline of new student members.

81% Pride

Contrary to results seen across typical public/private organizations, where Pride is usually the strongest element of Engagement, Pride in SIOP membership at 81% was amongst the lowest scoring facets of engagement.

While Members (79%) were the least proud, there was no obvious pattern of results based on years in the industry (see slide 10).

89% Commitment

Commitment or intent to renew – is remarkably strong – with 91% or respondents reporting they intend to renew their membership in the next 12 months, and 87% intend to renew for the foreseeable future.

If these results translate to actual renewals, the membership retention rate should be very strong.

SIOP Pride by Years in the Industry

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Despite somewhat lower than expected Pride, there is no clearly discernable pattern in the link between Pride and the number of years respondents have in the industry (.04 correlation).

SIOP Pride

Of the 9 respondents with 26 years of service, only 4 are proud to be a member of SIOP

Fortunately this pattern does not seem to be reflected consistently across the groups
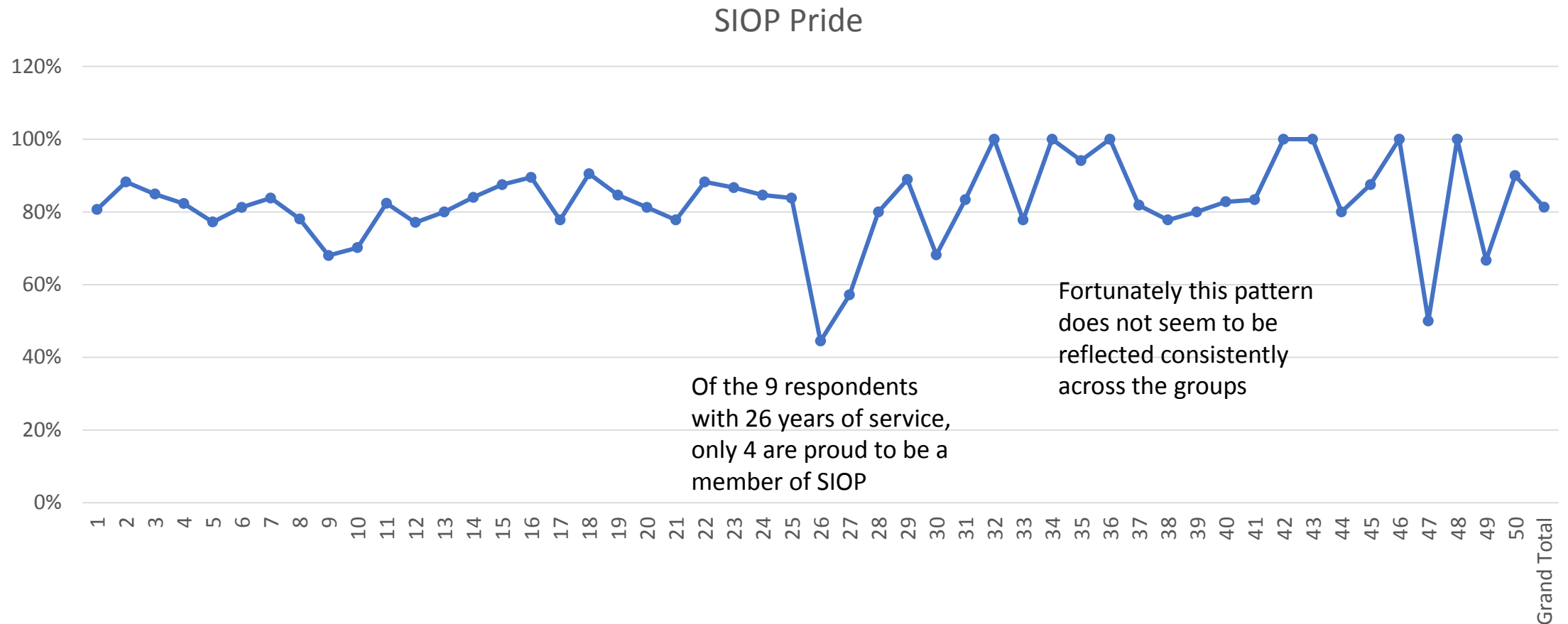
Open Ended Comment Results:

Please explain the main reason why you do NOT plan on maintaining your membership.

- While a very small number of respondents left a comment explaining why they would not be renewing their membership (N=27) those that did attributed their to the following:
  - Too expensive: 10
  - Only joined to present/for conference attendance: 4
  - Limited benefits: 4
  - Lack of focus on practitioner: 3
  - Too many emails: 2

Open Ended Comment Results:

What changes or suggestions would you like to see that would make being a member of SIOP more valuable to you?

- Members provided a wide range of suggestions totaling 484 comments. These comments could be grouped into 82 categories. The top 5 suggestions are as follows:
  - Advocate for a better public understanding of what IO/SIOP is: 77
  - Reduce membership/conference costs: 38
  - Focus more on practitioners: 34
  - Provide more access to peer-reviewed research: 22
  - Emphasize local SIOP chapters: 20

Open Ended Comment Results:

What should SIOP do to attract, retain, and support ethnic and racial minorities?

- Members gave 326 suggestions to support minorities at SIOP. Comments could be grouped into 62 categories. The top 5 suggestions are as follows:
  - Advocate IO education earlier on (e.g., HS or intro to psych courses): 64
  - Have more representation on visible platforms: 41
  - Provide support/funding for graduate students: 27
  - Engage, listen, support, and improve SIOP culture: 19
  - Use targeted recruitment: 18

Open Ended Comment Results:

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What changes or improvements would you like to see added to the SIOP website?

- While 12 participants suggested updating the website in the second open-ended question, 236 participants provided ideas specifically for the SIOP website. The comments could be grouped into 54 categories. The top 5 suggestions are as follows:
  - Make the site more user-friendly, easier to navigate: 88
  - Provide more access to peer-reviewed research: 24
  - Everything: 14
  - Provide more directly usable content for practitioners/organizations: 13
  - Create more effective ways to collaborate/network: 9

Open Ended Comment Results:

What additional services would you like to see SIOP provide?

- Participants provided 185 unique suggestions for additional services. Comments could be grouped into 77 categories. The top 5 suggestions are as follows:
  - Provide more access to peer-reviewed research: 19
  - Provide more career support: 12
  - Provide more directly usable content for practitioners/organizations: 11
  - Create trainings & certifications | Provide more resources in general (tied): 8
  - Emphasize local SIOP chapters | Provide more mentoring/networking opportunities (tied): 7

Open Ended Comment Results:

Please provide any additional comments or suggestions that you would like to share.

- More than 100 participants provided additional comments on improving SIOP (N=116). These could be grouped into 81 categories. The top 5 suggestions are as follows:
  - Reduce membership/conference costs: 6
  - Focus more on international issues/members: 5
  - Create tutorial on resources/benefits of SIOP membership: 4
  - Take a stand against sexual harassment: 4
  - Provide more access to peer-reviewed research | Value non-PhD members (and experience) more equally (tied): 3

Open Ended Comment Results Summary

In all, the survey yielded 1,346 comments and 288 suggestion categories. Here are the top 10 things our members want:

1. Make site more user-friendly, easier to navigate: 88

2. Advocate for a better public understanding of what IO/SIOP is: 87

3. Provide more access to peer-reviewed research: 68

4. Advocate for IO education earlier on (e.g., HS or intro psych): 64

5. Reduce membership/conference costs: 52

(That said, we received "Doing Great" 50 times across all five open-ended suggestion questions)

Open Ended Comment Results Summary

Continued:

6. Have more representation on visible platforms: 41

7. Provide more directly usable content for practitioners/organizations: 39

8. Focus more on international issues/members: 37

9. Focus more on practitioners: 36

10. Emphasize local SIOP chapters: 35

(It should be noted, we received "Doing Great" 50 times across all five open-ended suggestion questions)

Key Drivers of SIOP Engagement

Despite strong engagement results, we can do even better. Drivers of engagement provide a blueprint of the specific issues that can directly impact engagement. Actions taken should focus on these issues:

Rank	Key Driver of Engagement	Dimension	All Respondents (N=1341)			Correlation with Engagement
			% Fav	% Neut	% Unfav	
1	As a member of SIOP, I am satisfied with the resources available to me.	Website	66%	22%	12%	0.61
2	Being a member of SIOP is highly regarded within I/O psychology.	SIOP Reputation	81%	16%	4%	0.51
3	I believe that SIOP effectively balances the interests of practitioners and academics.	SIOP Membership	58%	19%	22%	0.49
4	I am satisfied with SIOP membership benefits in comparison to those given by other similar professional organizations.	SIOP Membership	56%	31%	12%	0.47
5	I am satisfied with the strategic direction and objectives of SIOP.	SIOP Reputation	54%	37%	9%	0.46
6	The volunteer leadership of SIOP is effective in helping advance I/O psychology and the society in general.	SIOP Reputation	57%	33%	9%	0.44
7	SIOP membership allows me to connect with communities of interest.	SIOP Membership	63%	25%	11%	0.43
8	SIOP supports an environment where differences of opinion are valued and encouraged.	SIOP Membership	68%	24%	8%	0.42
9	I am satisfied with SIOP's efforts in promoting I/O to business.	SIOP Reputation	40%	31%	29%	0.37
10	I perceive being a member of SIOP to be more prestigious than being a member of other similar associations/societies (e.g., SHRM, AMA, AOM).	SIOP Reputation	45%	32%	23%	0.36

Key Drivers: Strengths

Strengths to leverage: Resources, Communities of Interest, Diversity

Rank	Key Driver of Engagement	% Fav	Commentary
1	As a member of SIOP, I am satisfied with the resources available to me.	66%	As the top driver of SIOP engagement – access to resources is a critical requirement. While satisfaction is high (relatively), this could be a **key strength to build upon**. Reporting back to members that we know how important resources are (and are therefore **making the website more user friendly,** for example) could be an effective way to capitalize on this strength and improve engagement.
7	SIOP membership allows me to connect with communities of interest.	63%	**Continuing** to highlight and expand on the ability to connect with **communities of interest** will keep engagement strong. And results support that SIOP is doing an effective job in this area with 82% of respondents reporting that SIOP conferences are an effective forum for specific communities of interest.
8	SIOP supports an environment where differences of opinion are valued and encouraged.	68%	As **diversity** (of ideas and membership) is a foundational requirement to a successful organization, emphasizing these strong results valuing differences of opinions can help further highlight SIOPs commitment to diversity. While the question doesn't reference diversity directly, many organizations use this item as an indicator of diversity.

Key Drivers: Opportunities

Opportunities: Balancing Interests, Strategic Direction, Promotion of I/O

Rank	Key Driver of Engagement	% Fav	Commentary
3	I believe that SIOP effectively **balances** the interests of **practitioners and academics.**	58%	With only **half** (approximately) of all respondents responding **favorably** – these elements present a **significant opportunity to address**.
5	I am satisfied with the **strategic direction** and objectives of SIOP.	54%	However, it is important to highlight that approximately **33% were neutral**. Past experience suggests that respondents who are neutral may simply be **unaware** of the organizations activities in a specific area – and simply doing a better job of **publicizing** activities that are already in progress may help.
6	The **volunteer leadership** of SIOP is effective in helping advance I/O psychology and the society in general.	57%	The one exception, 22% of respondents reported that they felt SIOP did **NOT** balance the interest of practitioners and academics.
9	I am satisfied with SIOP's efforts in **promoting I/O to business**.	40%	A strong statement regarding the **strategic direction of SIOP** would be recommended – as 37% of respondents (the 4th highest neutral score) were unsure.

Key Drivers: Opportunities

Opportunities: Benefits as compared to other associations

Rank	Key Driver of Engagement	% Fav	Commentary
4	I am satisfied with SIOP membership benefits in comparison to those given by other similar professional organizations.	56%	While general **satisfaction** with the Society is **strong**, and members seem satisfied with the **resources** available to them – their satisfaction with the **benefits** of being a member are **much lower** (by 10 points).
10	I perceive being a member of SIOP to be more prestigious than being a member of other similar associations/societies (e.g., SHRM, AMA, AOM).	45%	A more thorough analysis of the **benefits** that are **provided by other associations**, may be helpful in illustrating any shortcomings – or may be useful to **illustrate** to the members how the benefits of SIOP compare. While members may **perceive** stronger benefits in other associations, the **reality** may be different.

Detailed Survey Results

Detailed Results

ItemID	ItemText		TOTAL N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Overall, I am satisfied with my SIOP membership.	SIOP Engagement	1341	24%	55%	15%	5%	1%
2	I would recommend joining SIOP to my eligible colleagues and peers.	SIOP Engagement	1337	39%	45%	12%	3%	1%
3	I am proud to be part of SIOP.	SIOP Engagement	1333	42%	40%	15%	2%	1%
4	I intend to renew my SIOP membership within the next 12 months.	Membership Renewal	1336	53%	39%	6%	2%	0%
5	I plan on maintaining my SIOP membership for the foreseeable future.	Membership Renewal	1331	51%	37%	10%	2%	0%
6	Even if my employer/university did not pay for it, I would invest my own funds to pay for my current level of membership.	Membership Renewal	475	27%	42%	18%	8%	5%
7	Being a member of SIOP is highly regarded within I/O psychology.	SIOP Reputation	1328	44%	37%	16%	3%	1%
8	Being a member of SIOP is highly regarded within psychology outside of I/O.	SIOP Reputation	1292	6%	21%	48%	19%	6%
9	Being a member of SIOP is highly regarded within business schools.	SIOP Reputation	1108	5%	17%	53%	19%	6%
10	Being a member of SIOP is highly regarded in applied/business settings.	SIOP Reputation	1240	7%	23%	42%	20%	8%
11	I perceive being a member of SIOP to be more prestigious than being a member of other similar associations/socieities (e.g., SHRM, AMA, AOM).	SIOP Reputation	1318	17%	28%	32%	18%	5%
12	Most of my colleagues who are in the field of I/O are members of SIOP.	SIOP Reputation	1308	40%	42%	10%	6%	2%
13	I am satisfied with SIOP's efforts in promoting I/O to other areas of psychology.	SIOP Reputation	1285	9%	36%	36%	16%	3%
14	I am satisfied with SIOP's efforts in promoting I/O to business.	SIOP Reputation	1303	9%	31%	31%	22%	7%
15	I am satisfied with SIOP's efforts in promoting I/O to the general public.	SIOP Reputation	1296	7%	24%	34%	26%	8%
16	I am satisfied with the strategic direction and objectives of SIOP.	SIOP Reputation	1277	12%	42%	37%	7%	2%
17	The volunteer leadership of SIOP is effective in helping advance I/O psychology and the society in general.	SIOP Reputation	1275	16%	41%	33%	7%	3%
18	I am satisfied with the support provided by the SIOP administrative office.	SIOP Reputation	1107	27%	44%	26%	2%	1%

Detailed Results

ItemID	ItemText		TOTAL N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
19	Others outside the field understand what I do as an I/O psychologist.	I/O Reputation	1308	2%	15%	19%	44%	20%
20	My expertise as an I/O psychologist is highly regarded by executive management or other leaders within my organization.	I/O Reputation	1120	18%	38%	24%	15%	5%
21	I/O psychology is seen as valuable by organizational leaders when making decisions regarding workforce management.	I/O Reputation	1251	9%	42%	29%	15%	4%
22	I think that the requirements for becoming an Associate Member of SIOP are approriate.	Membership Requirements	1305	22%	59%	12%	5%	1%
23	The requirements for Associate membership status in SIOP should be relaxed.	Membership Requirements	1302	3%	8%	27%	44%	18%
24	Maintaining strict membership requirements (across all membership types) is good for SIOP's brand.	Membership Requirements	1322	29%	46%	16%	7%	2%
25	I am satisfied with the value that I get from my SIOP membership.	SIOP Membership	1340	17%	53%	16%	10%	3%
26	I am satisfied with SIOP membership benefits in comparison to those given by other similar professional organizations.	SIOP Membership	1220	17%	40%	31%	9%	3%
27	I believe that SIOP effectively balances the interests of practitioners and academics.	SIOP Membership	1325	15%	43%	19%	15%	7%
28	SIOP membership allows me to connect with communities of interest.	SIOP Membership	1285	14%	50%	25%	9%	2%
29	SIOP supports an environment where differences of opinion are valued and encouraged.	SIOP Membership	1289	17%	51%	24%	5%	2%
30	SIOP conferences provide a forum for specific communities of interest to share ideas and network.	SIOP Membership	1248	28%	53%	14%	3%	1%
31	I regularly attend the SIOP annual conference.	SIOP Events	1254	37%	27%	11%	18%	7%
32	I regularly participate in other SIOP events (e.g., Leading Edge Consortium, pre-conference workshops).	SIOP Events	1237	4%	14%	16%	43%	24%
33	I regularly participate in my local I/O group events.	SIOP Events	1107	9%	19%	16%	36%	21%

Detailed Results

ItemID	ItemText		TOTAL N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
34	As a member of SIOP, I am satisfied with the resources available to me.	Website	1323	12%	54%	22%	10%	2%
35	I regularly visit the SIOP website.	Website	1326	14%	44%	18%	20%	4%
36	I regularly access my.SIOP.	Website	1317	8%	28%	22%	32%	10%
37	I consistently read SIOP publications (e.g., TIP, Industrial and Organizational Psychology).	Website	1331	15%	44%	20%	18%	3%
38	I know where to find valuable resources on the SIOP website.	Website	1323	13%	50%	18%	15%	3%
39	I have used JobNet to either search for or post a job.	Website	1182	21%	35%	6%	22%	16%
40	The information shared on the SIOP website helps me do my job more successfully.	Website	1239	6%	30%	36%	21%	7%
41	I regularly use services provided on the SIOP website (e.g., discussion forums, membership directory).	Website	1286	4%	14%	23%	42%	17%
42	I only visit the SIOP website to get information about the upcoming annual conference.	Website	1306	10%	22%	17%	36%	15%

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
1	Make site more user-friendly, easier to navigate	88	6.54
2	Advocate for better public understanding of what IO/SIOP is	87	6.46
3	Provide more access to peer-reviewed research	68	5.05
4	Advocate IO education earlier on (e.g., HS or intro psych courses)	64	4.75
5	Reduce membership/conference costs	52	3.86
6	Have more representation on visible platforms	41	3.05
7	Provide more directly usable content for practitioners/organizations	39	2.90
8	Focus more on international issues/members	37	2.75
9	Focus more on practitioners	36	2.67
10	Emphasize local SIOP chapters	35	2.60
11	Provide support/funding for grad school and grad students	27	2.01
12	Encourage more/better job postings	26	1.93
13	Provide more mentoring/networking opportunities	23	1.71
14	Encourage more collaboration/balance between practice and academia	21	1.56
15	Value non-PhD members (and experience) more equally	21	1.56
16	Create tutorial on resource/benefits of SIOP membership	20	1.49
17	Focus more on applied research	19	1.41
18	Engage, listen, support, and improve SIOP culture	19	1.41
19	Use targeted recruitment	18	1.34
20	Provide more career support	17	1.26

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
21	Provide more resources (general)	16	1.19
22	Update website	15	1.11
23	Have printed copies of TIP	14	1.04
24	Focus more on science	12	0.89
25	Create trainings & certifications	11	0.82
26	Relax membership criteria	10	0.74
27	Market SIOP as inclusionary organization	10	0.74
28	Create more effective ways to collaborate/network	9	0.67
29	Facilitate greater connection among members beyond the conference	8	0.59
30	Be less "clique-y"	8	0.59
31	Provide more resources for teaching	8	0.59
32	Host more workshops throughout the year	7	0.52
33	Include more member benefits	7	0.52
34	Be more interdisciplinary	7	0.52
35	Focus more on diversity	7	0.52
36	Collaborate with other professional organizations	7	0.52
37	Ask them	7	0.52
38	Have more video content	7	0.52
39	Create forum for members to exchange ideas	6	0.45
40	Create more funding opportunities	6	0.45

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
41	Provide more opportunities for involvement	6	0.45
42	Create committee for diversity/D&I research	6	0.45
43	This isn't important	6	0.45
44	Be more like SHRM	6	0.45
45	Create a formal mentorship program	6	0.45
46	Create specialized groups (e.g., women in science, senior scientists)	6	0.45
47	Have more webinars	6	0.45
48	Be involved in licensure	5	0.37
49	Strengthen conference submission review process	5	0.37
50	Change conference dates to non-academic year	5	0.37
51	Continue CEMA/publicize it more	5	0.37
52	Value scholarship on D&I	5	0.37
53	Delete mySIOP	5	0.37
54	Have listservs	5	0.37
55	Connect organizations with I/Os	4	0.30
56	Engage undergraduates	4	0.30
57	Have more continuing education opportunities	4	0.30
58	Have more podcasts, webinars	4	0.30
59	Communicate more via email	4	0.30
60	Hold groups and committee accountable to follow-up with interested members	4	0.30

Detailed Results: Open-Ended Question Categories

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Number	Category	Count	Percentage
61	Advocate for I/O as STEM classification	4	0.30
62	Connect I/O with social solutions	4	0.30
63	Provide information about local SIOP chapters	4	0.30
64	Provide access to survey items, competency models, etc.	4	0.30
65	Create tutorial on resources/benefits of SIOP membership	4	0.30
66	Take a stand against sexual harassment	4	0.30
67	Focus more on graduate students	3	0.22
68	Have better member engagement	3	0.22
69	Have more mentorship programs	3	0.22
70	Provide more teaching resources	3	0.22
71	Train I/Os in business disciplines	3	0.22
72	Expand membership to wider group of individuals	3	0.22
73	Follow I/O best practices on this issue	3	0.22
74	Have more workshops/webinars on D&I	3	0.22
75	Help create and establish I/O programs a HBCUs and HSIs	3	0.22
76	Offer more benefits	3	0.22
77	Collaborate with communities	3	0.22
78	Provide easier access to graduate school listing	3	0.22
79	Provide more opportunities to engage in discussion	3	0.22
80	Provide more resources for students	3	0.22

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
81	Have more SIOP swag	3	0.22
82	Be like SHRM	3	0.22
83	Acquiesce less to vocal practitioners	2	0.15
84	Be more inclusive of non-traditional I/Os	2	0.15
85	Charge more for membership/conference	2	0.15
86	Collaborate with business schools	2	0.15
87	Create certifications	2	0.15
88	Focus on how I/O can influence policy	2	0.15
89	Host smaller conferences	2	0.15
90	Implement more structured evaluation for Fellowship status	2	0.15
91	Be more inclusive of political conservatives	2	0.15
92	Analyze SIOP policies and procedures	2	0.15
93	Engage minority-owned organizations	2	0.15
94	Focus on diverse set of viewpoints in total	2	0.15
95	Have more presenters of color	2	0.15
96	Provide baseline on membership first	2	0.15
97	Provide update on goals and outcomes for inclusion	2	0.15
98	Reform US education	2	0.15
99	Have less information on the front page	2	0.15
100	Have more information on new research trends	2	0.15

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
101	Create scholarship database	2	0.15
102	Create SIOP version of HBR	2	0.15
103	Provide list of SIOP-associated vendors by service	2	0.15
104	Provide more services for job-seekers	2	0.15
105	Provide more updates from the I/O industry	2	0.15
106	Strengthen I/O application in the news section	2	0.15
107	Consider more reasonable conference locations	2	0.15
108	Create better membership survey	2	0.15
109	Create more networking opportunities	2	0.15
110	Focus more on academic/scientific rigor	2	0.15
111	Adapt to generational needs	1	0.07
112	Be more community-centric as a society	1	0.07
113	Be more inclusive of non-R1 faculty	1	0.07
114	Change membership status names	1	0.07
115	Communicate all conference & pre-conference dates	1	0.07
116	Create more opportunities for publication	1	0.07
117	Encourage a more collegial culture/climate	1	0.07
118	Focus more on AI	1	0.07
119	Focus more on emerging trends/research	1	0.07
120	Focus more on O than I	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
121	Focus more on social issues	1	0.07
122	Have a rolling membership	1	0.07
123	Have group meeting rooms at conferences	1	0.07
124	Have more distinctions among member types (psychologists vs. HR)	1	0.07
125	Have more frequent updates of industry practices	1	0.07
126	Have more methods workshops	1	0.07
127	Have more student representation in leadership	1	0.07
128	Implement listservs for different communities	1	0.07
129	Include more content on ethics	1	0.07
130	Include stronger newsletter content	1	0.07
131	Monitor degree-granting programs	1	0.07
132	Provide benchmarks external to SIOP conference	1	0.07
133	Provide Best/Worst places to work in IO	1	0.07
134	Provide ore support for minorities and women	1	0.07
135	Provide resources to help publish	1	0.07
136	Sell SIOP coffee mugs	1	0.07
137	Send fewer emails	1	0.07
138	Strengthen committee structure	1	0.07
139	Strengthen social media presence	1	0.07
140	Strengthen TIP	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
141	Better preparation for standardized testing	1	0.07
142	Better science	1	0.07
143	Celebrate diversity	1	0.07
144	Create hotline for SIOP discrimination	1	0.07
145	Create inclusive interest groups	1	0.07
146	Create journal that focuses on D&I	1	0.07
147	Create more interactive session formats	1	0.07
148	Create special conference tracks on D&I	1	0.07
149	Encourage career planning	1	0.07
150	Focus on gender	1	0.07
151	Focus on immigrants and first-gens	1	0.07
152	Focus on religious discrimination	1	0.07
153	Focus on SIOP goals	1	0.07
154	Have focal articles in IOP on D&I	1	0.07
155	Have more diverse leadership	1	0.07
156	Host annual conference outside North America	1	0.07
157	More emphasis on diversity (general)	1	0.07
158	Offer female-based platform	1	0.07
159	Partner with diversity organizations	1	0.07
160	Professional learning communities	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
161	Promote adverse impact research	1	0.07
162	Provide incentives for participating in member activities	1	0.07
163	SIOP can't control this	1	0.07
164	There is too much emphasis on these issues (from POC)	1	0.07
165	Use case studies	1	0.07
166	Use Spanish	1	0.07
167	Use white privilege	1	0.07
168	Archive information by year	1	0.07
169	Automate outreach about notable features	1	0.07
170	Be more like APA	1	0.07
171	Be more representative of diverse members	1	0.07
172	Cater to students more	1	0.07
173	Create better mobile version	1	0.07
174	Create chat option for member communication	1	0.07
175	Create social platform like LinkedIn	1	0.07
176	Digitize old issues of TIP	1	0.07
177	Don't restructure it every few years	1	0.07
178	Follow recent grads to help develop their career	1	0.07
179	Have more articles/posts for practice	1	0.07
180	Have more external links	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
181	Have more items in SIOP store	1	0.07
182	Have more obvious call for LEC and TIP submissions	1	0.07
183	Have more online workshops	1	0.07
184	Have RSS feed for job postings	1	0.07
185	Include online communities of practice	1	0.07
186	Include SIOP Twitter feed	1	0.07
187	List volunteer/part-time work for seniors	1	0.07
188	Make an app	1	0.07
189	Make it free to post or search for a job	1	0.07
190	Make it more interactive	1	0.07
191	Make membership statistics available	1	0.07
192	Provide general information on I/O topics	1	0.07
193	Provide more exposure for specialized interest	1	0.07
194	Provide more incentives to use it	1	0.07
195	Provide more information on annual conference	1	0.07
196	Provide more recognition of good scholarship	1	0.07
197	Provide summary of TIP	1	0.07
198	Update graduate school pages	1	0.07
199	Advertise other SIOP events	1	0.07
200	Collaborate with small I/O programs	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
201	Create and provide membership badge for email/business cards	1	0.07
202	Create forum to discuss SIOP-related issues with leaders	1	0.07
203	Create more front-page blogs on accomplishment/debates	1	0.07
204	Create more SIOP journals	1	0.07
205	Create online SIOP chapters	1	0.07
206	Develop SIOP app	1	0.07
207	Don't let loud practitioners have the most influence	1	0.07
208	Focus more on policy	1	0.07
209	Have better food at conference	1	0.07
210	Have chair massage area at conference	1	0.07
211	Have live video access to workerhops/conferences	1	0.07
212	Have marketing support	1	0.07
213	Have more internship opportunities	1	0.07
214	Have notifications for new resources on site	1	0.07
215	Have SIOP-sponsored business insurance	1	0.07
216	Have voting membership for non-I/O PhDs	1	0.07
217	Make posting a job free	1	0.07
218	More clearly advertise currently available resources	1	0.07
219	Offer better administrative and technical services	1	0.07
220	Offer discounts on books	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
221	Offer more small conferences	1	0.07
222	Open up to non-psychometric methods	1	0.07
223	Pay attention to global issues	1	0.07
224	Provide a la carte services-based membership	1	0.07
225	Provide access to conference resources for non-attendees	1	0.07
226	Provide access to local groups on website	1	0.07
227	Provide access to local SMEs	1	0.07
228	Provide basic I/O psych guides	1	0.07
229	Provide childcare during conferences	1	0.07
230	Provide free training through local SIOP chapters	1	0.07
231	Provide funding for local SIOP chapters	1	0.07
232	Provide in-depth grad program listings	1	0.07
233	Provide information on data science	1	0.07
234	Provide mentoring for HS or college students	1	0.07
235	Provide more support for practitioners	1	0.07
236	Reach out to the non-profit sector	1	0.07
237	SIOP needs new life	1	0.07
238	Stop promoting practice at the expense of science	1	0.07
239	Support members via social media	1	0.07
240	Allow PhD students to review for conference	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
241	Bring debates back to IOP	1	0.07
242	Change annual membership fees based on sign-up time	1	0.07
243	Change attire culture to business casual	1	0.07
244	Change dates to during the week	1	0.07
245	Combat online degrees	1	0.07
246	Concerned about finding job in I/O psych after grad school	1	0.07
247	Create micro-learning content to apply research to practice	1	0.07
248	Don't let non-I/Os be thought leaders	1	0.07
249	Extend membership terms	1	0.07
250	Focus on minority ethnic groups/developing countries	1	0.07
251	Focus on retaining individuals with disabilities	1	0.07
252	Get ahead of Data Scientists	1	0.07
253	Have discussion befor relaxing associate membership criteria	1	0.07
254	Have more resources (general)	1	0.07
255	Have new research at conference by emerging scholars	1	0.07
256	Have regional mini conferences	1	0.07
257	Have separate membership survey for students	1	0.07
258	I/O needs a more certain future	1	0.07
259	Include conference track for public sector	1	0.07
260	Include more interactive sessions at conference	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
261	Include more practitioners as SIOP fellows	1	0.07
262	Include session at conference by SIOP leaders	1	0.07
263	Interested in findings from this survey	1	0.07
264	Keep option to purchase EBSCO access	1	0.07
265	Launch a PhD Project	1	0.07
266	Looking forward to getting involved	1	0.07
267	Make it easier for non-members to participate	1	0.07
268	Members need to make an effort to derive value from SIOP	1	0.07
269	Need to get more involved	1	0.07
270	Offer I/O-specific licensing	1	0.07
271	Online networking is too sales focused	1	0.07
272	Person reviewing these comments probably doesn't know what she/he is doing	1	0.07
273	Pre-conference workshops are too expensive	1	0.07
274	Prestige shouldn't be a priority	1	0.07
275	Provide more opportunities to engage with leadership	1	0.07
276	Provide SIOP-sponsored business insurance	1	0.07
277	Release conferences sessions prior to Friday workshops	1	0.07
278	SIOP is too trendy and practitioner oriented	1	0.07
279	SIOP less relevant once she/he moved to business school	1	0.07
280	Stop being so self-promoting/self-serving	1	0.07

Detailed Results: Open-Ended Question Categories

Number	Category	Count	Percentage
281	Survey keeps crashing	1	0.07
282	Survey questions 22 and 23 are misaligned with current membership criteria	1	0.07
283	This survey is useless	1	0.07
284	Translate business-I/O language	1	0.07
285	Unaware of website discussion forum	1	0.07
286	Update this survey	1	0.07
287	Use I-O, not I/O	1	0.07
288	We need a more compelling vision statement	1	0.07