

Call for Expressions of Interest Strategic Evaluation of SIOP Awards Program

Deadline: 12/11/20

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Background

SIOP and the SIOP Foundation sponsor many different types of awards, scholarships/fellowships and grants that recognize and benefit SIOP members. Donations are channeled through these instruments with the goal of furthering the impact of I-O psychology on the workplace and society. The awards program serves a critical mission in recognizing the considerable achievements of SIOP members and for facilitating future research and practice on topics that are important to the field.

While recognition of members' achievement is clearly a worthy goal unto itself, SIOP leadership and other key stakeholder groups (Award Donors, Award Committee Leaders, Foundation Trustees) believe that a clearer line of sight should be established between the awards program and valued outcomes. The impact of the SIOP awards on the field of I-O is not very well known simply because it is not currently measured.

SIOP leadership and SIOP Foundation Trustees have agreed that determining the impact of awards on our field is appropriate and necessary. In addition to informing current and future donors as to the impact of their contributions, the results from these evaluations would also facilitate course corrections and program enhancements, heighten the impact of the awards program and promote the visibility of our field's overall contributions to both psychology and society.

To fully realize and effectively communicate the value of our awards program, it will be necessary to create a stream of evidence that reveals a clear link between the program and its goals and desired outcomes. As such, this RFI has been developed to solicit interest in conducting a strategic evaluation of the SIOP awards program.

Project Description

The awards offered through SIOP and the SIOP Foundation have been categorized by theme and strategic intent. The focus of this project will be on the ***Graduate Student Scholarships and Fellowships*** award category.

At minimum, the evaluation should focus on this award category's short- and long-term impact on recipients, how well it has met donors' objectives, and the extent to which it has enhanced member engagement with SIOP. It will also be important to evaluate how well this award

category aligns with SIOP's mission, vision, values and its newly developed strategic goals. Other evaluation questions will likely arise during discussions with these and other stakeholders.

Experience Needed and Deliverables

Experience with program evaluation will be key. Project teams may be assembled that include practitioners, academics or academic and practitioner partnerships. Alternatively, a professor teaching program evaluation may lead a team of graduate students in conducting this evaluation.

Deliverables would include

- A detailed plan for the evaluation prior to project initiation including:
 - o Stakeholder identification
 - o Evaluation questions
 - o Data collection methodology
 - o Plan for analyzing and interpreting the data
- Final report
 - o Executive Summary
 - o Background (the program's objectives and activities)
 - o Evaluation Questions
 - o Methodology (data collection and analysis)
 - o Findings
 - o Conclusions and Recommendations

Submission Timeline

Date	Activity
12/11/20	Statements of Interest due
12/30/20	Project team finalists receive invitation to submit full proposal; Project team finalists receive more detailed information about the project scope and its parameters
2/01/21	Full proposals due from finalists
2/27/21	Project team chosen
3/15/21	Informational meetings Awards Subcommittee
3/20 - 6/22/21	Project carried out
7/22/21	Project Report Due; Project meetings and presentations to Awards Subcommittee & EB as requested

Submission Guidelines

To formally express interest in participating in the project, please submit one expression of interest document per project team. This should include the attached cover sheets, along with a 1-3 page narrative describing the expertise of the group members as it connects with the goals of the project. All team members must be listed in this document. It is acceptable to include graduate students, understanding that they often have less experience, as long as other team members possess the qualifications required by the project. In these cases, please also include a statement about how students or junior staff will be supervised. Please also include CVs for all project team members. Participation is limited to SIOP

Fellows, Members, Associates, Student Affiliates, and Retired status members A single pdf, including all required documentation, should be submitted to Jscott@aptmetrics.com by **12/11/20**.

Awards Strategy Planning and Implementation Subcommittee

The SIOP Awards Strategy Planning and Implementation Subcommittee will serve in a liaison and project oversight capacity aimed at aiding the project team to meet goals and deadlines. This subcommittee will be headed by a member of the SIOP Foundation Board with at least one other Foundation Board member serving on the subcommittee. This committee will also include the Awards Committee leadership trio along with past SIOP Awards Committee Chairs, SIOP Executive Board members, and other SIOP members.

Disclaimers and Statement on Pro Bono Work

This project is to be considered strictly pro bono.

Strategic Evaluation of SIOP Awards Program

Primary Contact/Team Leader

Name:

Email:

Address:

Phone:

Web:

Social Media:

Names, Titles, Affiliations, and SIOP Membership Status of all Team Members:

Please indicate that you have addressed the following issues in the attached narrative (not to exceed 3 pages) and team member CVs:

- ☐ Provided information that will enable us to determine whether your team has the ability and capacity to carry out the project, within the specified time frame.
- ☐ Expressed the range and depth of experience in program evaluation.
- ☐ Have indicated the team's ability to report and present all deliverables.

Please also confirm the following:

- ☐ Confirm that all team members understand and agree to the terms stipulated in the "Disclaimers and Statement on Pro Bono Work" section of the Call for Expressions of Interest.

Signature of Team Leader on Behalf of Entire Team:

Printed Name

Signature

Date