



# SIOP ADVOCACY ACADEMY KICKOFF

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Lewis-Burke Associates LLC

June 30, 2022

LEWIS-BURKE  
ASSOCIATES LLC

# AGENDA

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1. SIOP and Lewis-Burke Relationship
2. Overview of the Advocacy Academy
3. What Does SIOP Advocacy Look Like?
4. Discussion and Questions

# ABOUT LEWIS-BURKE

## Government Relations for Science, Research, and Education

- Founded in 1992; located in Washington, DC
- 37 policy experts with range of expertise allow multi-layered issue teams with deep expertise in agencies and scientific areas
- Acts as the SIOP Washington, D.C. office
- Support federal relations activities to develop and implement federal strategies to pursue policy goals and shape new sources of funding
- Expertise in both congressional and agency engagement enabled multi-pronged strategies



# SIOP AND LEWIS-BURKE

SIOP and Lewis-Burke have been partners since July 2013

**Jack Goodman**



Main contact  
Workplace health  
Veterans transition

**Amanda Bruno**



Education and Training  
Diversity and Inclusion  
Policing

**Bill Ruch**



Policing  
Tech-Enabled Workforce  
Defense and security

**Hale Stolberg**



Defense and security  
Immigration  
Administrative Support

## How Lewis-Burke and SIOP Work Together

- Providing updates to SIOP leadership and broad membership on federal initiatives or legislative activity
- Identifying opportunities for expert input and facilitates engagement via RFIs, agency engagement, congressional meetings
- Influencing legislation to benefit I-O and ensure I-O expertise is included in legislation impacting the workplace or the research enterprise
- Raising the profile of SIOP and I-O psychology by nominating experts for advisory panels, hosting congressional briefings, and more
- Supporting SIOP researchers via community advocacy, agency engagement, etc.
- Responding to member-driven advocacy inquiries

# ADVOCACY ACADEMY OVERVIEW

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# ADVOCACY ACADEMY GOALS

## **1. Educate SIOP members on federal activities and increase understanding of how policy and I-O can impact each other.**

- Informational activities on understanding how laws are written, shaped, and implemented.
- Understanding how experts and scientists contribute to policymaking and identifying issues relevant to I-O.

## **2. Equip SIOP members with the training, tools, and resources necessary for success in member-driven advocacy.**

- How to communicate science for policy and policy for science.
- Preparing for and participating in hands-on learning experiences.

## **3. Generate value for SIOP members by increasing the Society's capacity for broad advocacy.**

- Provide the channels for Advocacy Academy participants to advocate on behalf of SIOP.
- Identify policy issues that impact students, practitioners, and academics.

# ADVOCACY ACADEMY CALENDAR

## **June 30, 2022 at 11:00am: Advocacy Academy Launch**

- Welcome participants and kick off program
- Provide info on the Academy timeline, goals, competencies, etc.
- Difference between SIOB and personal advocacy, state and federal, etc.

## **July 26, 2022 at 2:00pm: Introduction to the Legislative Process**

- Discuss structure of Congress, committees, and member offices
- Inside look: who writes legislation, sets the legislative calendar, etc.

## **August 24, 2022 at 11:00am: Budget and Appropriations**

- Understanding the budget and appropriations process from OMB to the Omnibus
- SIOB annual appropriations priorities

## **September 26, 2022 at 3:00pm: Deep Dive on Science Policy**

- Exploring historical and current issues in science policy
- Issues impacting practitioners, researchers, and students

## **October 28, 2022 at 1:00pm: Engaging with Congress**

- How to engage with member offices and committees for personal or society advocacy
- Benefits of advocating with your Representatives/Senators
- What to expect, best practices, etc.



# ADVOCACY ACADEMY CALENDAR

## **November: Agencies and the Regulatory Process**

- Advocacy on regulations and rulemaking
- How to submit comments

## **December: “Perspectives on Advocacy” External Presentation**

## **January: “Perspectives on Advocacy” External Presentation**

## **February: Preparing for Congressional Meetings and Best Practices**

- How to schedule, conduct, and follow-up on meetings with Congressional offices
- Discussion on best practices led by experienced SIOB advocates
- Potential opportunity for role-playing training

**Throughout March:** Advocacy Academy participants conduct meetings with Congressional offices on topics identified by the SIOB advocacy team.

## **March: Congressional Meeting Recap and Lessons Learned**

- Report out from groups on their experiences, including pitfalls or success stories
- How to translate what they’ve learned to personal advocacy, state-level advocacy, etc.

## **April: Networking Event at Annual Conference in Boston**

# ADVOCACY ACADEMY EXPECTATIONS

## **Advocacy Academy is focused on federal policy, not state-level policy**

- However: many issues transcend federal and state-level policy
- Advocacy skills are transferrable across federal and state governments

## **Advocacy Academy will equip you with skills for both SIOP advocacy and personal advocacy**

- However: the Academy will only offer opportunities for SIOP advocacy
- Participants can seek out opportunities for personal advocacy on their own

## **All webinars will be recorded and made available via the SIOP website**

- Participants are still encouraged to attend live, to allow for Q&A and potential breakout discussions

## **We will attempt to focus advocacy opportunities by state/region**

- However, you may be grouped with people from other states or regions, depending on geographic distribution of participants

# WHAT DOES SIOP ADVOCACY LOOK LIKE?

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# MODERNIZATION OF CONGRESS

## SIOP Interview

- In November 2021, SIOP President Steven Rogelberg interviewed Chairman Derek Kilmer on the work of the Select Committee on the Modernization of Congress
- The discussion focused on workforce topics and the on-going work of the committee, as well as how I-O has and will continue to impact the work of the committee, including through providing testimony or speak with staff on diversity and inclusion, hiring and retention and ideologically polarized workplaces.

## Conference Session

- Building on the relationship developed with the select committee, SIOP extended an invitation to Chairman Kilmer and his Vice Chair, Representative Timmons, to participate in an annual conference session
- Chairman Kilmer accepted and spoke on a panel with Lilia Cortina, Jeff McHenry, Scott Tannebaum, and Steven Rogelberg
- During the session, the group discussed evidence-based policymaking, issues related to modernizing a workplace as unique as the U.S. Congress, and the role of I-O psychology in the efforts of the select committee.

## Testimony Before Congress

- Steven Rogelberg testified at a select committee hearing on “Pathways to Congressional Service.”
- Testimony focused on ways Members of Congress can maintain a positive work environment for themselves and their staff.
- Recommendations included having Members of Congress redefine their definitions of success and embracing small wins, Members of Congress facilitating supportive and transparent environments for staff, and Congress working together to address “pain points” that are making it difficult to legislate

# POLICING REFORM

## Congressional conversation

- The SIOP Policing Initiative was re-engaged in 2020 after a hiatus following its original establishment in 2016
- While Congress was considering police reform legislation in 2020 and 2021, the policing initiative engaged with congressional offices on issues related to bias, officer selection, training, and promotion, and interventions to reduce stress of on-duty officers
- Met with offices of Senators Booker (D-NJ) and Scott (R-SC), as well as professional staff on the House and Senate Judiciary Committees to discuss evidence-based police reform.
  - Ended up on Senators Booker and Scott's listservs for stakeholders engaged in the police reform conversation
- SIOP remains well-positioned to provide expert input should policing reform conversations re-emerge on Capitol Hill

## Engaging with COPS Office

- After congressional negotiations surrounding police reform fell apart, the SIOP Policing Initiative pivoted to engagement with the Department of Justice
- In December and January, the SIOP Policing Initiative and leadership of the Department of Justice's (DOJ) Office of Community Oriented Policing Services (COPS Office)
- Following the successful meetings, SIOP and the COPS Office began discussions regarding signing a formal Memorandum of Understanding (MOU) between the Society and the agency.
- The MOU formalizes future collaboration between two entities and represent the promise from the COPS office to consult SIOP for expert input on priorities regarding hiring and selection, reducing officer burnout, providing meaningful training and professional development, and other topics of I-O expertise
- This MOU is the first of its kind for DOJ with a scientific society and its signing is imminent.

# STEM OPT

- SIOPI and Lewis-Burke had engaged the Obama Administration in 2016 to discuss adding I-O psychology to the Department of Homeland Security (DHS) STEM Designated Degree Program List.
  - Inclusion on this list would make I-O psychology students on F-1 visas eligible for up to three years of Optional Practical Training (OPT) following graduation. OPT normally allows students to remain in the country for up to one year following graduation, provided they work in a job relevant to their studies.
- Despite positive conversations with the Obama Administration, conversations stalled once the Trump Administration took office.
- In 2021, the I-O Program Directors Alliance sent a letter encouraging SIOPI leadership to engage on this topic.
- Lewis-Burke worked with Drs. Dia Chatterjee and Tim Huelsman to develop a one-pager outlining I-O psychology's status as a STEM field and its role in addressing pressing national challenges.
- Following submission of the one-pager, DHS announced that I-O psychology and 21 other fields were being added to the list.

Industrial and Organizational Psychology (42.2804). A program that focuses on the scientific study of individual and group behavior in institutional settings, applications to related problems of organization and industry, and that may prepare individuals to apply such principles in industrial and organizational settings. Includes instruction in group behavior theory, organizational theory, reward/punishment structures, human-machine and human-computer interactions, motivation dynamics, human stress studies, environmental and organizational influences on behavior, alienation and satisfaction, and job testing and assessment. The NCES definition of this field of study describes instruction in the STEM disciplines such as research, innovation, or development of new technologies using mathematics. This CIP code nomination included supporting evidence from the Society for Industrial and Organizational Psychology (SIOPI) on data-driven research and analysis to address human-centered issues in institutional and organizational settings such as workplace dysfunction and employee engagement. The nomination also included specific examples demonstrating the application of statistical analysis to large data sets as part of an overall curriculum approach and its use in identifying potential solutions to human interface problems that are increasingly predominant in post-industrialized workplaces. These examples include case studies of industrial and organizational psychology methodology specifically applied in the government sphere, including a National Aeronautics and Space Administration grant awarded to a SIOPI member to study astronaut health and performance on long-duration missions and the use of industrial and organizational psychology research and data to improve airline safety and assist members of the military in transitioning to civilian life. The examples are indicative of the research inquiry and mathematical applications inherent to this program of study and how they have provided real-world solutions to complex problems.

# RESEARCH ADVOCACY

## Appropriations

- Lewis-Burke drafts and submits appropriations testimony to the relevant subcommittees encouraging investment in SIOB priority areas.
- FY 2023 testimony includes support for NSF Social and Behavioral Sciences Directorate, encourages inclusion of social science and workforce in the TIP Directorate, advocates for funding to the COPS Office to conduct surveys, and directs a DOL study on the “Great Resignation.”

## National Academies Engagement

- SIOB successfully nominated Dr. Kecia Thomas to a National Academies panel on anti-racism in STEM organizations, building on her prior service organizing a workshop on a related topic.

## CNSF Advocacy Day

- Lewis-Burke facilitates SIOB’s participation in Coalition for National Science Funding advocacy activities, including the annual Capital Hill Advocacy Day
- In 2021, Dr. Tammy Allen participated in meetings with members from the Tampa Bay area to discuss her NSF-funded research on rapid transition to remote work during COVID-19

# THANK YOU FOR YOUR TIME

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## Discussion Prompts:

**What are your desired goals/outcomes from participating in the Advocacy Academy?**

**Are there specific topics/issues that are important to you?**

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