



SIOP ADVOCACY ACADEMY: INTRODUCTION TO SCIENCE POLICY AND ADVOCACY

Lewis-Burke Associates LLC

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LEWIS-BURKE
ASSOCIATES LLC

AGENDA

1. SIOP and Lewis-Burke Relationship (5 minutes)
2. Overview of the Advocacy Academy (5 minutes)
3. What Does SIOP Advocacy Look Like? (15 minutes)
4. Introduction to Science Policy (20 minutes)
5. Q&A (30 minutes)

ABOUT LEWIS-BURKE

Government Relations for Science, Research, and Education

- Founded in 1992; located in Washington, DC
- 40+ 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-Cheng**



Workplace health
Research funding

**Amanda
Bruno**



Education
Immigration
Policing

**Bill
Ruch**



Research funding
Policing

**Allison
Reed**



AI/ML
Education
Emerging tech

**Mia
Lockett**



Defense and security
AI/ML

SIOP AND LEWIS-BURKE

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

Two primary goals:

- Educate SIOP members on federal activities and increase understanding of how policy and I-O can impact each other.
- Equip SIOP members with the training, tools, and resources necessary for success in personal advocacy.

The Advocacy Academy is focused on personal advocacy

- SIOP advocacy is approved by SIOP leadership and aims to represent SIOP membership broadly and/or the field of I-O psychology (i.e. “On behalf of SIOP, we believe...”)
- Personal advocacy is conducted by individuals, drawing on personal experience or opinion (i.e. “As an I-O psychologist, I believe...”)
- Personal advocacy can still draw on your experience or expertise as an I-O psychologist and can focus on topics relevant to I-O psychology—but be clear that you are speaking for yourself and not for the organization or the field as a whole
- We will use examples from federal policy—but the skills are translatable to state and local advocacy

ADVOCACY ACADEMY OVERVIEW

February 20: Understanding the Federal Legislative Process

- Budget and appropriations timelines
- How to engage with the legislative process

March 18: Engaging with Policymakers and Influencing Legislation

- How to engage with Congress and federal agencies
- Effective meetings/calls with congressional staff

April 2-5: SIOP Annual Conference

- TBD

WHAT DOES SIOP ADVOCACY LOOK LIKE?

MODERNIZATION OF CONGRESS

SIOF Interview

- In November 2021, SIOF 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, SIOF 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.

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 signed a formal Memorandum of Understanding (MOU) between the Society and the agency, identifying SIOP as a scientific partner for the COPS Office
 - The MOU formalizes collaboration between two entities and represents 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.
- The MOU has led to webinars, podcast episodes, press releases, and other communication efforts to get I-O expertise in front of COPS office awardees.

STEM OPT

- SIOP 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 SIOP 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 (SIOP) 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 SIOP 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

- Appropriations is the process through which Congress provides annual funding for most federal agencies and programs.
 - The bills often includes language directing how these funds can be used and how the agency should prioritize efforts.
- Lewis-Burke drafts and submits appropriations testimony to the relevant subcommittees encouraging investment in SIOP priority areas.
- FY 2025 testimony includes support for:
 - Social science research at the National Science Foundation (NSF)
 - Research on workforce participation of individuals with disabilities and neurodiverse individuals
 - Workforce evaluation at the COPS Office
 - Social science research within the Department of Defense
 - Graduate education programs at NSF and the Department of Education
 - A Department of Labor study on the key emerging technology workforce (AI, quantum, etc.)
 - Exploring next steps of the NSF Future of Work at the Human Technology Frontier initiative

KEY QUESTIONS

1. What topics are important to science advocates?
2. What are some examples of recent science policy changes?

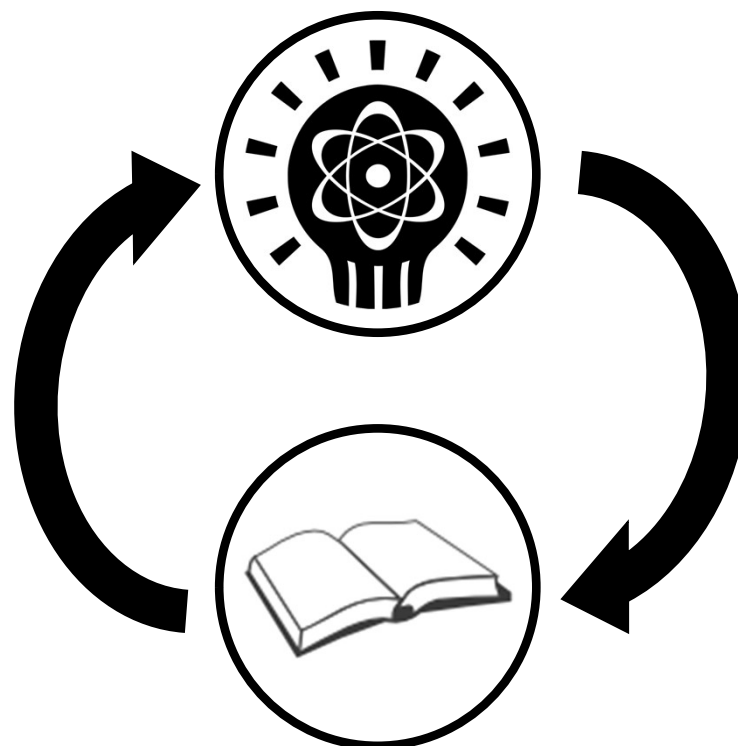
INTRODUCTION TO SCIENCE POLICY

Policy for Science

- Funding of research and scientific activities
- Prioritization of investment
 - Topics, research vs. deployment
- Scientific integrity
- Competitiveness and security
- Open science access
- STEM pipelines and workforce, immigration

Science for Policy

- Leveraging evidence base to inform policy
- Influencing legislation and agency decision-making
 - STEM pipelines and workforce
 - Policing, modernizing Congress, etc.



TRUMP ADMINISTRATION PRIORITIES

- Energy dominance
- Global competitiveness
- Artificial intelligence
- Other key emerging technologies
- Defense and national security
- Holistic health and wellbeing
- Workforce and economic issues



Trump Administration makes requests to Congress and sets high-level priorities for federal agencies

ADMINISTRATION ACTIVITIES - BIDEN

Executive Orders and Memoranda

- Memorandum on Restoring Trust in Government Through Scientific Integrity and Evidence-Based Policymaking – January 2021
 - Aimed at preventing political interference in scientific research, suppression of scientific findings
 - Established a Task Force on Scientific Integrity, directed agencies to create integrity regulations
- Memorandum on Ensuring Free, Immediate, and Equitable Access to Federally Funded Research – August 2022
 - Removes embargo on publications and supporting data from federally funded research
- Executive Order on Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates – June 2020
 - Aimed to increase competency-based hiring and improve use of assessments in selection
 - SIOP was approached by I-O psychologists at the Department of Interior to help coordinate resources and best practices

REGULAR LEGISLATIVE VEHICLES

Legislation that advances most/every year:

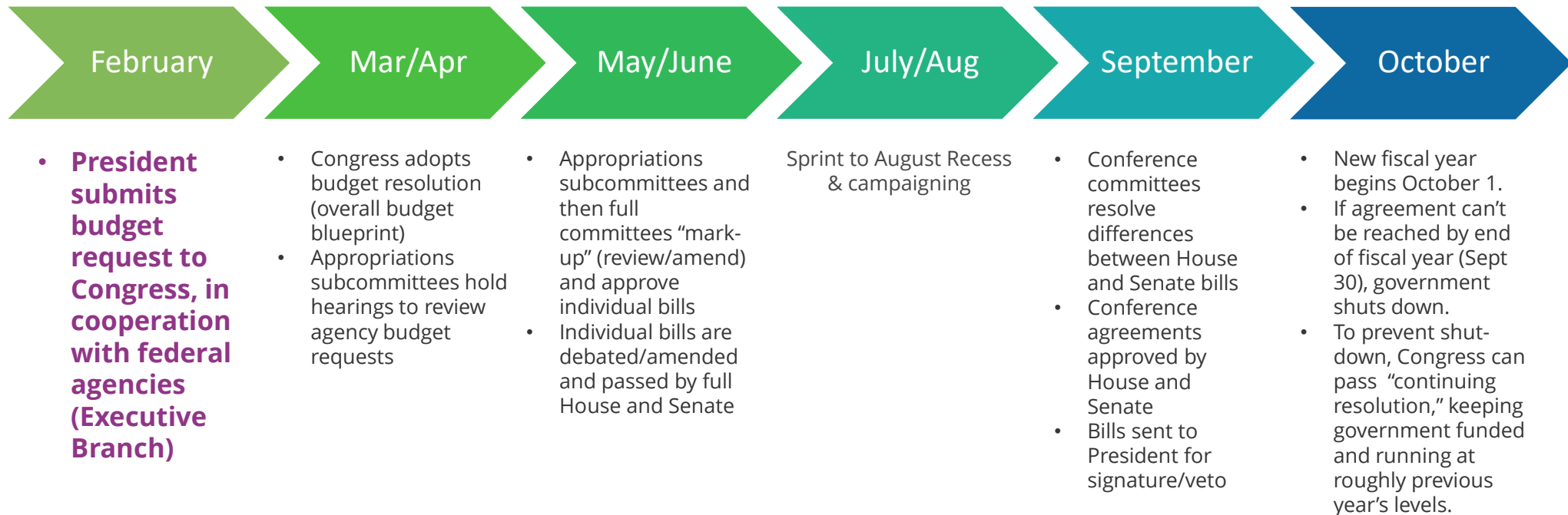
- Annual appropriations – must pass every year to fund government
- Continuing resolutions (CR) – at least one passed most years in recent memory
- National Defense Authorization Act – defense policy bill, passes every year
- Tax and health extenders – needed to continue expiring tax/health provisions

Legislation that advances every several years

- Farm Bill – agriculture policy authorization bill; on a five-year cycle
- Highway safety and other transportation bills
- Small business/tech transfer programs

Not all agencies must be reauthorized

APPROPRIATIONS



It is important to note that Congress rarely completes the appropriations process according to the regular timeline.

CHIPS+SCIENCE ACT

- Bipartisan competitiveness and innovation package signed into law in 2022
- Slimmed down version of two larger competitiveness packages:
 - U.S. Innovation and Competition Act (USICA), passed by the Senate in June 2021
 - America COMPETES Act, passed by the House in February 2022
- **Division A:** \$54 billion **appropriated** for semiconductor-focused manufacturing, R&D, tax incentives, and workforce development
- **Division B:** \$102 billion **authorized** for major research initiatives
 - Authorizes R&D programs at the National Science Foundation (NSF), Department of Energy (DOE), National Institute of Standards and Technology (NIST), and National Aeronautics and Space Administration (NASA)
 - Creates a new bioeconomy research and development national initiative
 - Establishes Regional Technology Hubs
 - Many broadening participation/STEM Education policy provisions
 - Research Security

MAJOR LEGISLATION IMPACTING SCIENCE

Other Recently Passed Legislation

- *Inflation Reduction Act*: tax, climate, and health bill
 - Included over \$27.2 billion in R&D funding at various agencies
- *Bipartisan Safer Communities Act*: major firearm and community violence legislation
 - Funding for health professions, mental health services, and various health research programs

Currently Being Considered

- *AI and quantum acts*: policy and R&D legislation around emerging tech areas
 - Reauthorization of prior National AI/Quantum Initiative Acts
 - SIOP has been engaged with key offices interested in introducing bills
 - These bills will get packaged together
- *NIH reauthorization*: legislation to update long-standing agency



What science policy topics are you focused on?

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