

**SOCIETY FOR INDUSTRIAL AND ORGANIZATIONAL  
PSYCHOLOGY**

**MAY 2023**

# 38TH ANNUAL CONFERENCE IN BOSTON, MA



**SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY**

SCIENCE FOR A SMARTER WORKPLACE

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# Executive Summary



The Society for Industrial and Organizational Psychology (SIOP) held its 38th Annual Conference in Boston at the Hynes Convention Center from April 19-22, 2023. This report contains the levels of favorable, neutral, and unfavorable response to the Overall Evaluation Ratings (In-person and virtual); the Preconference Workshops where CE credit is available to attendees are presented in a separate report.

- For the in-person conference evaluation, there were ##### attendees and 1034 responses (25%); 88% were satisfied with the overall conference (9% neutral, 2% dissatisfied)
- For the virtual conference evaluation, there were ##### attendees and 94 responses (11%); 56% were satisfied with the overall conference (23% neutral, 21% dissatisfied)

Additionally, the report shows a breakout of percentages for the scale ratings. The percentage breakouts for additional, non-five-point items are also presented. Data is shown for groups with three or more respondents; groups with less than three respondents will say "Insufficient Data - < 3 Responses".

Verbatim responses to the write-in questions are not included in this report but some summaries with examples are provided for the appropriate items. The report also contains the percentages of each demographic breakout with regards to responding to the surveys noted.

# FRIDAY SEMINAR #1 -MAY 21<sup>st</sup>, 2023

## INCLUSIVE LANGUAGE AND DISABILITY IN THE WORKPLACE OVERALL SPEAKER EFFECTIVENESS: 79.2%

Session #1	Knew subject matter	Presented content effectively	Covered content that was in the learning objectives	Provided applied examples to enhance learning	Used real-world examples to enhance learning	Maintained my interest throughout the session	Asked questions that stimulated learning	Answered questions effectively	Created an environment that supported learning
Michael A. Knott	66*	66*	66*	100*	100*	66*	66*	66*	100
Eileen M. Linnabery	66*	66*	100*	100*	100*	66*	66*	66*	100

\*SMALL SAMPLE N=3

*Individual items for Michael and Eileen were not very informative due to the n-size of the response set with almost all items rated as 66% agree*

- 66% of attendees agreed that the session was taught at a post-graduate level
- 33% of attendees reported learning a lot from the program (33% little, 33% some)
- 66% of those at the session found the content useful or very useful for their practice/professional development (33% slightly useful)
- 66% of attendees rated the **overall effectiveness** of the session as an "7" or above

■ Agree
 ■ Neither Agree nor Disagree
 ■ Disagree

This session was useful to meet my needs.

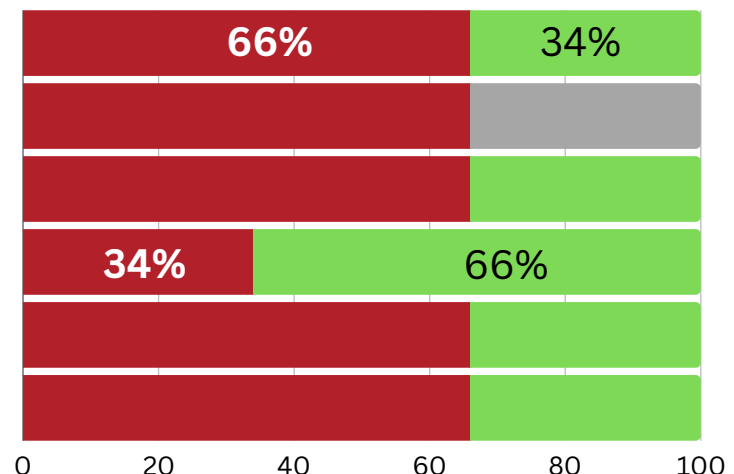
I was engaged throughout the session.

This session was worth my time.

This session was at the appropriate level of depth.

This session had the right mix of content and activities.

The format of the session (as a whole), including length and pace, was effective to my learning.



- 66% are likely to attend future Friday Seminars (no neutral)
- 66% would recommend these seminars to others (no neutral)
- Open comments noted the session being informative wanting more on accessibility



# FRIDAY SEMINAR #2 -MAY 21<sup>st</sup>, 2023

## MENTALLY HEALTHY WORKPLACES: TRAINING LEADERS & DEVELOPING RESOURCES

OVERALL SPEAKER EFFECTIVENESS: 100%

Session #1	Knew subject matter	Presented content effectively	Covered content that was in the learning objectives	Provided applied examples to enhance learning	Used real-world examples to enhance learning	Maintained my interest throughout the session	Asked questions that stimulated learning	Answered questions effectively	Created an environment that supported learning
Jennifer K. Dimoff	100	100	100	100	100	100	100	100	100
Leslie B. Hammer	100	100	100	100	100	100	100	100	100

SAMPLE SIZE, N=6

- 83% of attendees agreed that the session was taught at a post-graduate level (17% neutral)
- 100% of attendees reported learning a lot from the program
- 100% of those at the session found the content useful or very useful for their practice/professional development (33% slightly useful)
- 100% of attendees rated the **overall effectiveness** of the session as an "8" or above

■ Agree    ■ Neither Agree nor Disagree  
■ Disagree

This session was useful to meet my needs.

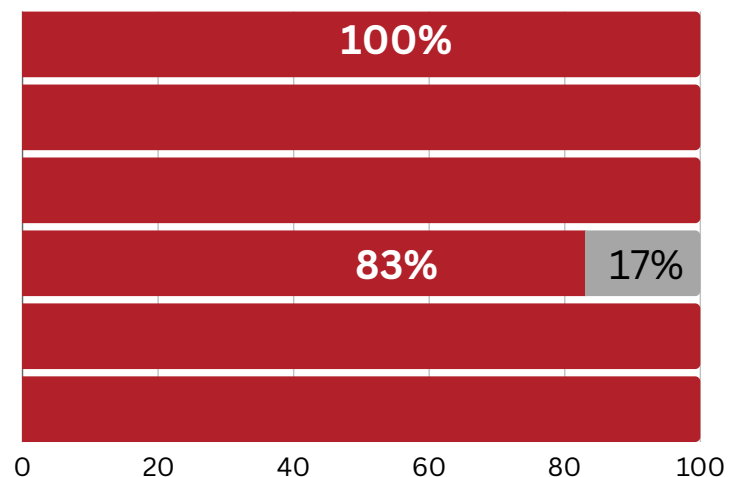
I was engaged throughout the session.

This session was worth my time.

This session was at the appropriate level of depth.

This session had the right mix of content and activities.

The format of the session (as a whole), including length and pace, was effective to my learning.



- 100% are likely to attend future Friday Seminars
- 100% would recommend these seminars to others
- Open comments were about the seminar being great and the pleasant surprise of food being offered (though not well communicated beforehand)



# FRIDAY SEMINAR #4-MAY 21<sup>st</sup>, 2023

## WHAT GETS MEASURED, GETS DONE - WHY SHOULD DEI BE ANY DIFFERENT?

OVERALL SPEAKER EFFECTIVENESS: : 91.3%

Session #1	Knew subject matter	Presented content effectively	Covered content that was in the learning objectives	Provided applied examples to enhance learning	Used real-world examples to enhance learning	Maintained my interest throughout the session	Asked questions that stimulated learning	Answered questions effectively	Created an environment that supported learning
Sertrice Drice	100	100	100	100	86	100	100	100	100
Lindsay Johnson	86	83**	86	83**	100	83**	66**	80**	100**

\*\*\*NOT APPLICABLE" RESPONSES NOT USED FOR CALCULATIONS

- 72% of attendees agreed that the session was taught at a post-graduate level; (2) "neutral" responses
- 57% of attendees reported learning a lot from the program
- 86% of those at the session found the content useful (includes very and slightly) for their practice/professional development
- 86% of attendees rated the **overall effectiveness** of the session as an "7" or above; (1) response of "5"

Agree Neither Agree nor Disagree Disagree

This session was useful to meet my needs.

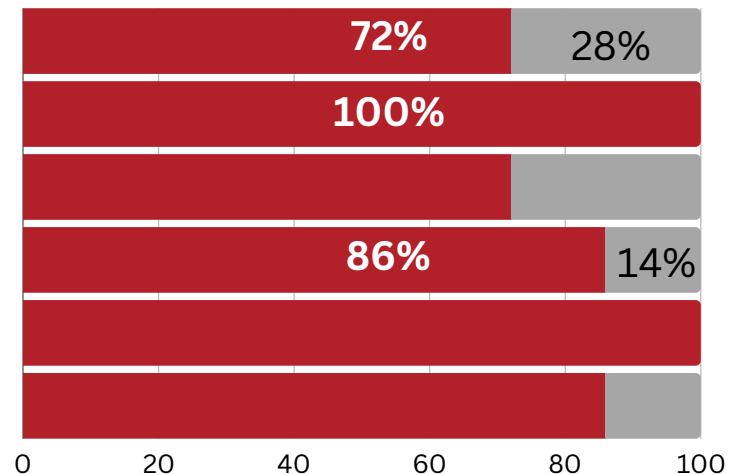
I was engaged throughout the session.

This session was worth my time.

This session was at the appropriate level of depth.

This session had the right mix of content and activities.

The format of the session (as a whole), including length and pace, was effective to my learning.

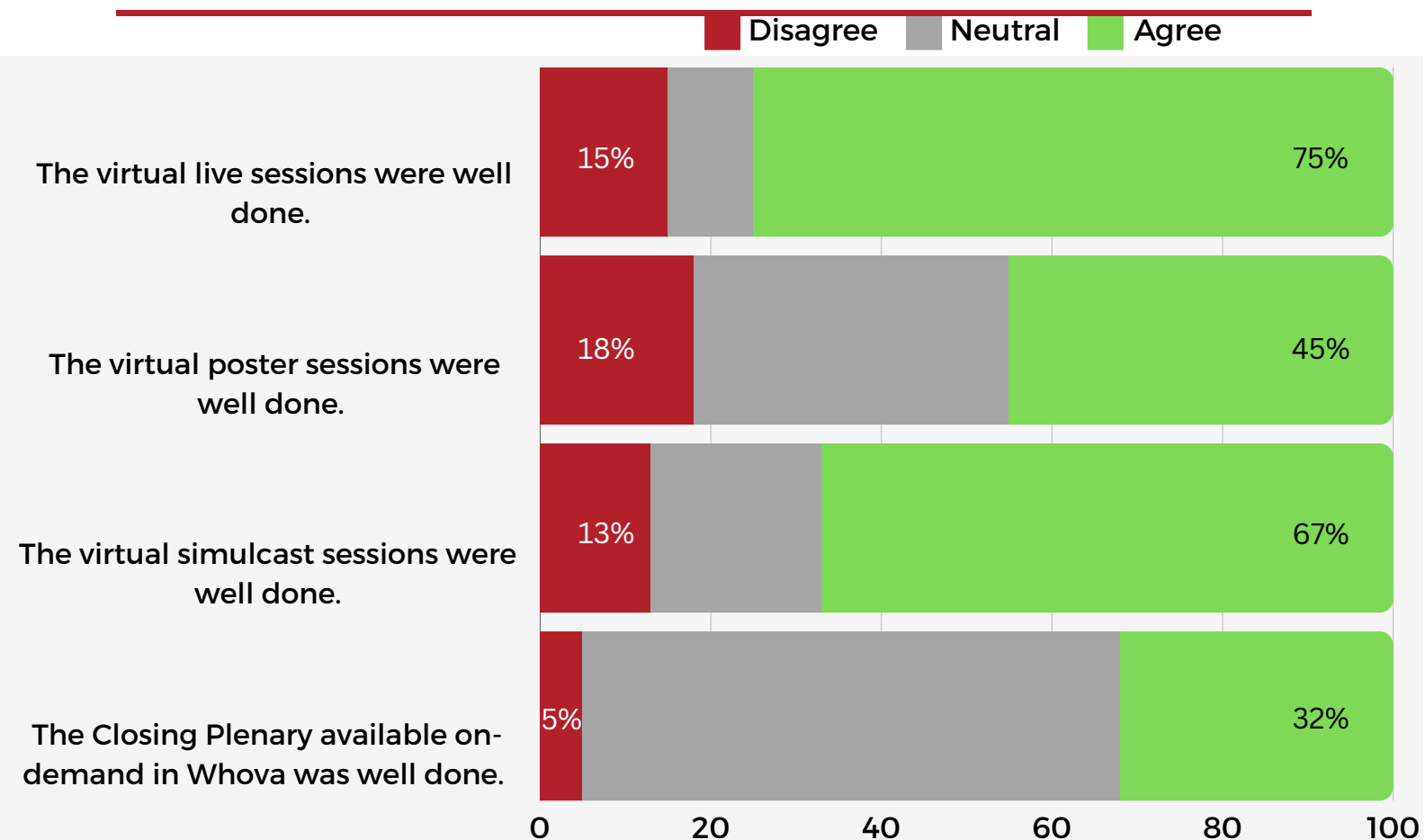


- 86% are likely to attend future pre-conference workshops (1 neutral)
- 100% would recommend this session to others
- Open comments focused around having more DE&I workshops and also add sessions on mentorship/sponsorship programs
- Issues noted were the loss of time due to fire alarms, Lindsay not speaking as much, the session being geared towards practitioners (identified as an academic), and the disappointment of CE credit not being offered



# VIRTUAL ATTENDEES EVALUATION

- There were a total of 94 respondents to the survey who attended the conference virtually.
  - 56% were satisfied, 23% neutral, and 21% were dissatisfied overall with the conference.
  - 77% agreed the conference program included many paper and presentations of interest to them.
  - 69% agreed the conference provided opportunities through learning new skills and knowledge, but only 23% agreed there were opportunities for growth through networking.
    - Specifically, 28% disagreed and 49% felt neutral that there were networking opportunities.
- Considering the overall costs and benefits of attending, 50% of virtual attendees agreed the conference was of value to them.
- Based on their experience of attending the conference virtually, 86% are likely to attend a similar SIOP event in the future, 29% are neither likely or unlikely, and 16% are unlikely.

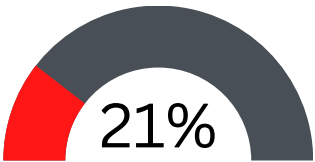




# VIRTUAL ATTENDANCE EVALUATION

## VIRTUAL

- Out of 94 total responses, 97% (N = 91) used Whova, with 92% of those using Whova for conference planning (N = 84).
- 68% were satisfied with Whova, 20% were neutral, and 12% were dissatisfied with Whova.
- Of those responding, 40% agreed that zoom helped them interact and connect with other conference attendees, 35% were neutral, 25% disagreed.



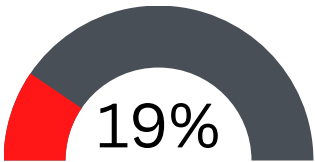
Had technical issues in accessing the virtual conference content.\*\*

Hours spent attending the conference virtually:	
1 to 2	4%
3 to 5	14%
6 to 9	24%
10 to 15	32%
more than 15	22%
none	3%

Features of Whova found most useful:		
Building my own schedule	75	82%
Attending sessions via Zoom	69	76%
Accessing the recorded content after the conference	43	47%
Receiving conference updates	27	30%
Liking sessions	22	24%
Commenting on sessions	18	20%
Networking	18	20%

## IN-PERSON

- Out of 1,028 total responses, 95% used Whova (N = 977), with 93% of those using Whova for conference planning (N = 904).
- 89% were satisfied with Whova, 7% were neutral, and 4% were dissatisfied.
- 9% agreed that zoom helped them interact and connect with other conference attendees, 14% were neutral, 8% disagreed, and 69% felt this item was not applicable.



Had technical issues in accessing the virtual conference content.\*\*

Hours spent attending the conference virtually:	
1 to 2	56%
3 to 5	35%
6 to 9	5%
10 to 15	1%
more than 15	1%
none	1%

Features of Whova found most useful:		
Building my own schedule	915	94%
Attending sessions via Zoom	161	17%
Accessing the recorded content after the conference	312	32%
Receiving conference updates	521	54%
Liking sessions	158	16%
Commenting on sessions	116	12%
Networking	352	36%

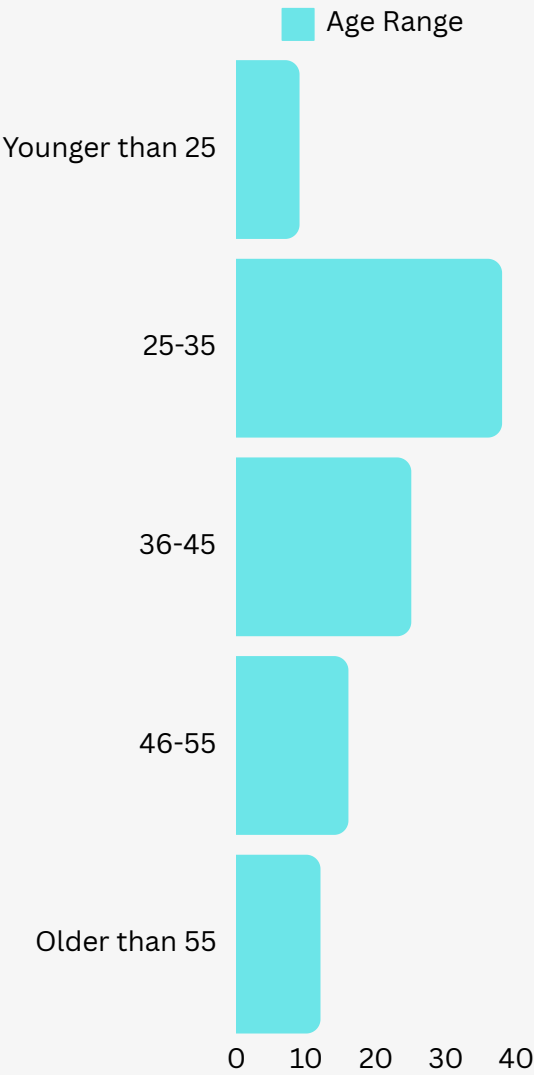
\*\*Raw data provides specific comments as needed, however, we can include select verbatim comments if necessary

# DEMOGRAPHICS

THIS SECTION INCLUDES THE DEMOGRAPHICS OF PARTICIPANTS WHO ATTENDED THE VIRTUAL AND IN-PERSON SIOP ANNUAL CONFERENCE

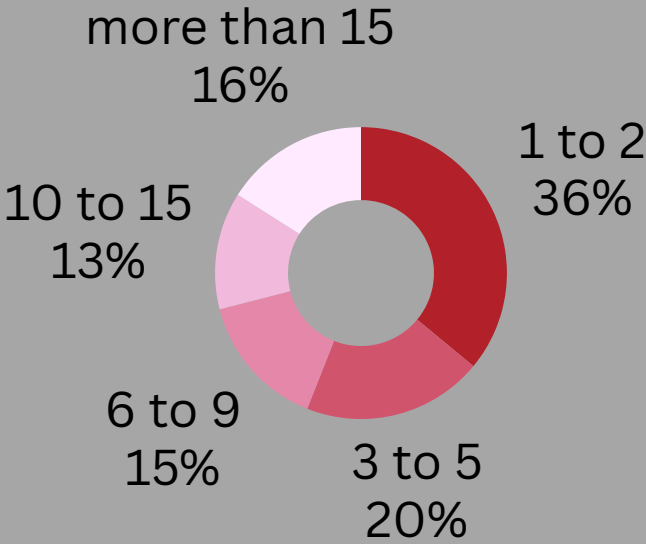
Membership Status	Virtual	Conference	Total
Fellow	1	78	79
Member	28	475	503
Associate	21	104	125
Student	21	292	313
Non-member	17	70	87
Total	94	1034	1128

\*\*\*There were 3 retired,  
12 affiliates



Employment Setting	Conference	Virtual
Academic- Business Department	97	7
Academic- Psychology Department	250	14
Academic - Other	44	4
External Consulting	283	26
Internal Practice: Commercial	235	14
Internal Practice: Government	78	11
Internal Practice: Non-Profit	33	8
Unemployed	14	3
Retired	12	1
N/A	22	2
None of the above	18	1
Other (Please specify)	61	8

## SIOP Conferences Attended (including this one)



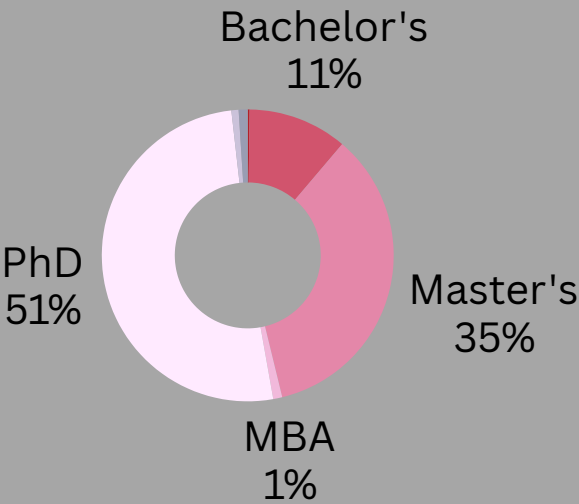


# DEMOGRAPHICS CONTINUED

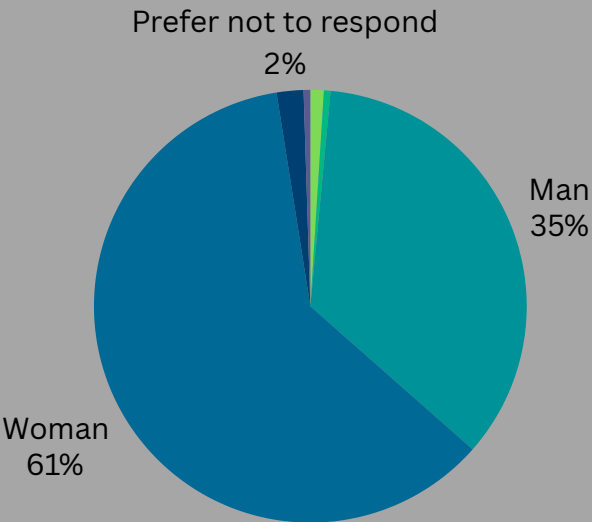
THIS DEMOGRAPHICS SECTION REPORTS THE COMBINED RESULTS FROM ALL CONFERENCE ATTENDEES (IN-PERSON & VIRTUAL)

Race/Ethnicity	N = 1193	%
American Indian or Alaskan Native	6	1
Asian American	53	4.5
East Asian: Chinese, Japanese, Korean	46	4
Southeast Asian: Vietnamese, Laotian, Cambodian	13	1
South Asian or Indian	22	2
Black or African American	57	5
Hispanic, Latino/a/é, or Spanish	92	8
Middle Eastern or North African	24	2
Native Hawaiian or other Pacific Islander	4	.5
White or Caucasian	837	70
Prefer not to respond	39	3
total	1193	100%

## Highest Degree Earned



## Gender Identity



# WHERE DID ATTENDEES TRAVEL OR ATTEND FROM?



<b>Abkhazia</b>	<b>2</b>
<b>American Samoa (U.S.)</b>	<b>1</b>
<b>Angola</b>	<b>1</b>
<b>Argentina</b>	<b>1</b>
<b>Australia</b>	<b>5</b>
<b>Austria</b>	<b>1</b>
<b>Belgium</b>	<b>3</b>
<b>Canada</b>	<b>29</b>
<b>Chile</b>	<b>1</b>
<b>China</b>	<b>1</b>
<b>Colombia</b>	<b>2</b>
<b>Croatia</b>	<b>1</b>
<b>Finland</b>	<b>1</b>
<b>Germany</b>	<b>14</b>
<b>India</b>	<b>2</b>
<b>Ireland</b>	<b>2</b>
<b>Israel</b>	<b>1</b>
<b>Italy</b>	<b>1</b>

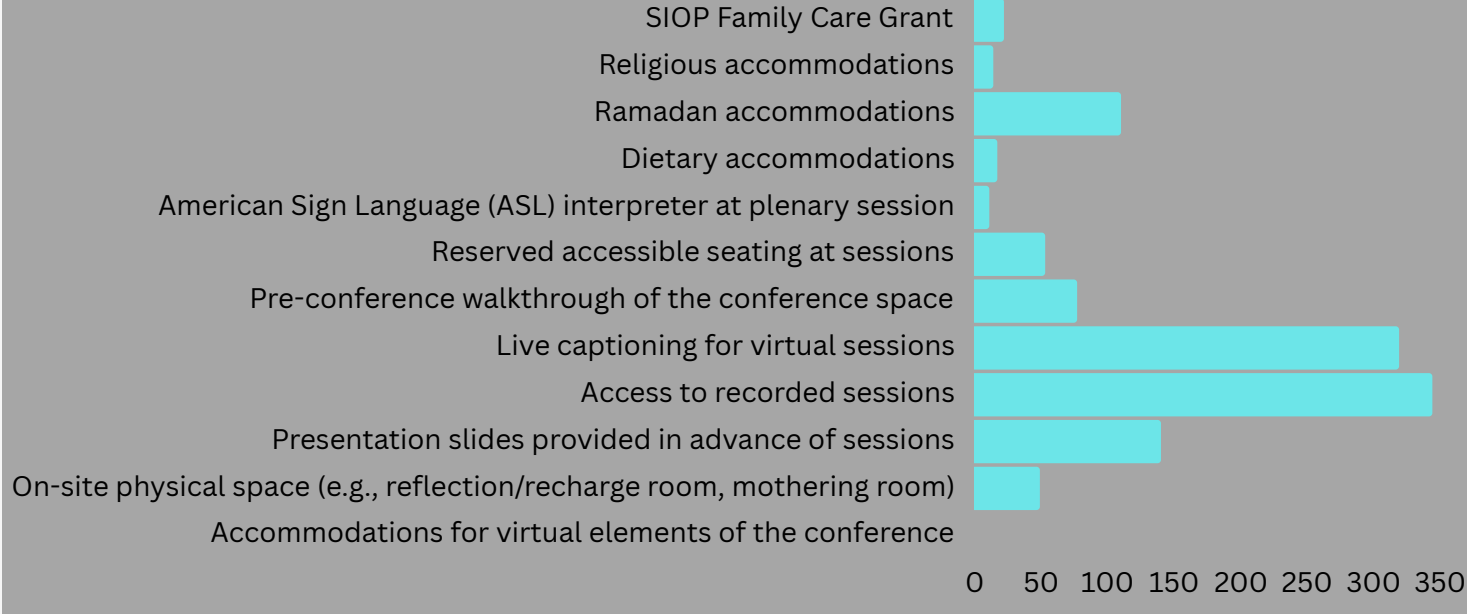
<b>Netherlands</b>	<b>2</b>
<b>New Zealand</b>	<b>1</b>
<b>Nigeria</b>	<b>1</b>
<b>Norway</b>	<b>5</b>
<b>Pakistan</b>	<b>1</b>
<b>Portugal</b>	<b>1</b>
<b>Puerto Rico (U.S.)</b>	<b>3</b>
<b>Saudi Arabia</b>	<b>1</b>
<b>Singapore</b>	<b>4</b>
<b>South Africa</b>	<b>2</b>
<b>South Korea</b>	<b>2</b>
<b>Sweden</b>	<b>2</b>
<b>Switzerland</b>	<b>2</b>
<b>Taiwan</b>	<b>2</b>
<b>Turkey</b>	<b>1</b>
<b>United Arab Emirates</b>	<b>2</b>
<b>United Kingdom</b>	<b>5</b>
<b>United States</b>	<b>1010</b>
<b>United States Virgin Islands (U.S.)</b>	<b>2</b>

**Total = 1118** (includes virtual attendees)

# ACCOMMODATIONS & INCLUSIVITY

Used During Conference Experience	In-person	Virtual
Not applicable. I did not use any inclusive conference practices or accessibility accommodations.	575	3
SIOP Family Care Grant	6	3
Religious accommodations	12	1
Dietary accommodations	86	14
American Sign Language (ASL) interpreter at plenary session	1	0
Reserved accessible seating at sessions	6	2
Pre-conference walkthrough of the conference space	17	4
Live captioning for virtual sessions	18	20
Access to recorded sessions	137	45
Presentation slides provided in advance of sessions	222	39
On-site physical space (e.g., reflection/recharge room, mothering room)	68	9
Accommodations for virtual elements of the conference	19	14
Other (Please specify)	11	0

## Expect to use at SIOP 2024



## Do you hold one or more certifications or professional licenses?

<b>Yes</b>	N = 36	38%
<b>No</b>	N = 58	62%
<b>N = 94</b>		

## Did you attend Continuing Education programming offered at the SIOP Annual Conference?

<b>Yes</b>	N = 3	8%
<b>No</b>	N = 33	92%
<b>N = 36</b>		

## Learning Modality of Continuing Education Programming

<b>Virtual</b>	64	Rank 1
<b>Hybrid</b>	50	Rank 2
<b>In-person</b>	48	Rank 3
<b>N = 27</b>		

## Reasons for NOT attending CE programming offered at SIOP Annual Conference

<b>I always attend CE programming</b>	1
<b>I do not hold a certification or license requiring CE</b>	7
<b>It is too cost prohibitive</b>	7
<b>Topics are not applicable or of interest to me</b>	7
<b>I already get CE credit from non-SIOP offerings</b>	7
<b>Other</b>	7
<b>N = 36</b>	

**Regarding topics made available for CE credit, virtual registrants reported these top 5:**

1. Organizational Performance/Change/Downsizing/OD
2. Organizational Culture/Climate
3. Leadership
4. Consulting/Legal/Ethical Issues
5. Coaching/Leadership Development

## Do you hold one or more certifications or professional licenses?

<b>Yes</b>	N = 228	22%
<b>No</b>	N = 790	78%
<b>N = 1018</b>		

## Did you attend Continuing Education programming offered at the SIOP Annual Conference?

<b>Yes</b>	N = 27	12%
<b>No</b>	N = 194	88%
<b>N = 221</b>		

## What is your preference for the learning modality of Continuing Education programming?

<b>In-person</b>	419	Rank 1
<b>Hybrid</b>	338	Rank 2
<b>Virtual</b>	299	Rank 3
<b>N = 176</b>		

## What are your reasons for NOT attending Continuing Education (CE) programming offered at the SIOP Annual Conference?

<b>I always attend CE programming</b>	2
<b>I do not hold a certification or license requiring CE</b>	48
<b>It is too cost prohibitive</b>	42
<b>Topics are not applicable or of interest to me</b>	29
<b>I already get CE credit from non-SIOP offerings</b>	49
<b>Other</b>	37
<b>N = 207</b>	

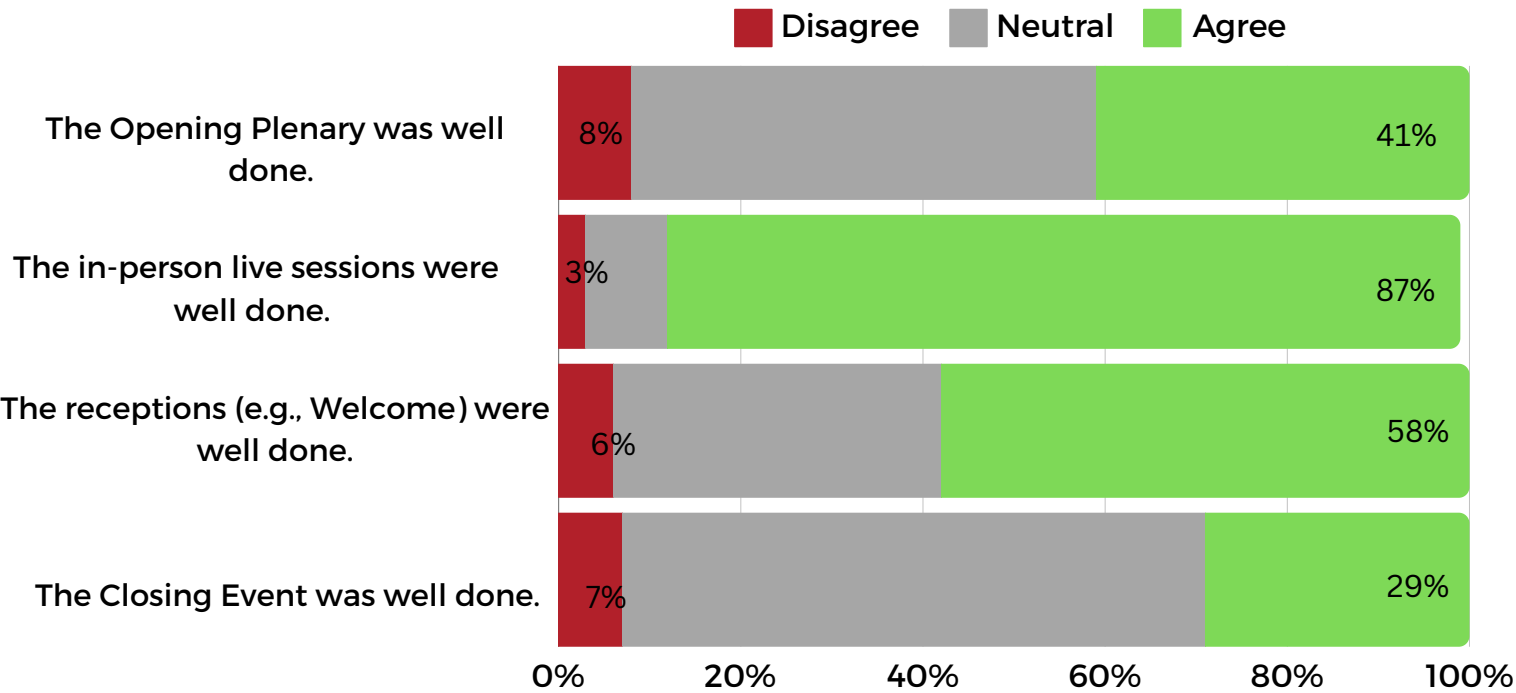
**Regarding topics made available for CE credit, virtual registrants reported these top 5:**

1. Consulting/Legal/Ethical Issues
2. Leadership
3. Coaching/Leadership Development
4. Strategic HR/Utility/Changing Role of HR
5. Organizational Culture/Climate

# IN-PERSON CONFERENCE EVALUATION

- There were a total of 1033 respondents to the survey who attended the conference.
  - 88% were satisfied, 9% neutral, and 2% were dissatisfied overall with the conference.
  - 83% agreed the conference program included many paper and presentations of interest to them.
  - 78% agreed the conference provided opportunities through learning new skills and knowledge and 87% agreed there were opportunities for growth through networking.
- Considering the overall costs and benefits of attending, 81% of attendees responses agreed the conference was of value to them.
- Based on their experience of attending the conference, 89% are likely to attend a similar SIOP event in the future, 8% are neither likely or unlikely, and 3% are unlikely.

In selecting a site (i.e., city and venue) for the SIOP Annual Conference, what should be the most important factor(s)? (select up to two)	N = 2060	
City in which conference has never been held	66	6%
City in which conference not held in at least 10 years	142	14%
Ease of travel to the city (e.g., number of direct flights)	579	56%
Cost of hotel accommodations	324	31%
Meeting room size	90	9%
Meeting rooms in a single venue	257	25%
A primary hotel that accommodates the majority of attendees	205	20%
Things to do in the immediate area (e.g., restaurants, entertainment)	337	33%
Other (Please specify)	60	6%

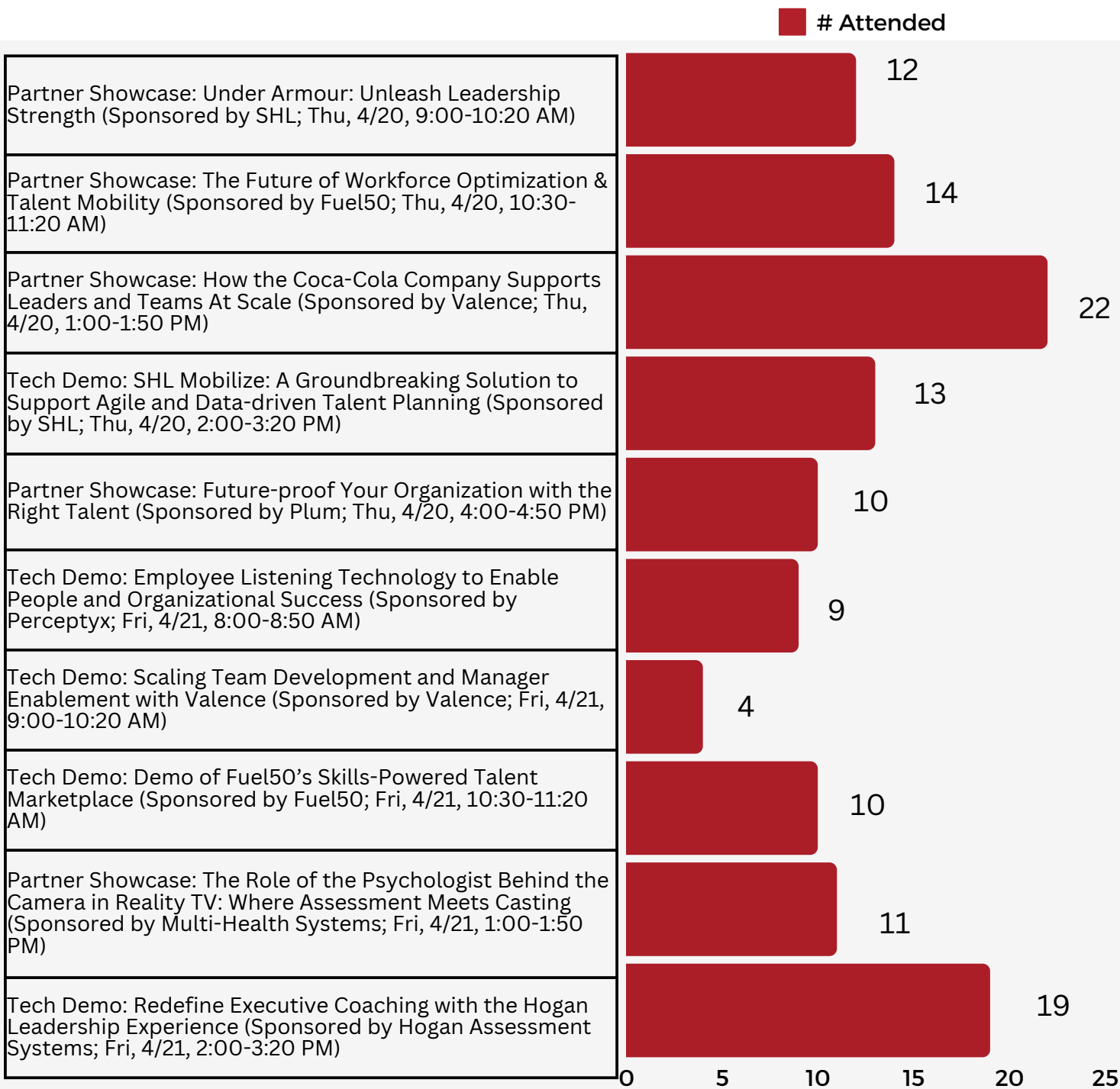




# SPONSOR SESSION EVALUATION

**9% (N = 89) attended sponsored sessions, 91% (N = 932) did not attend sponsored sessions.**

52% were comfortable allowing organizations to pay to present a "no sales pitch" presentation to share knowledge or demo their products and services, as long as it is advertised as "Sponsored" content, 31% felt neutral, and 17% were not comfortable.



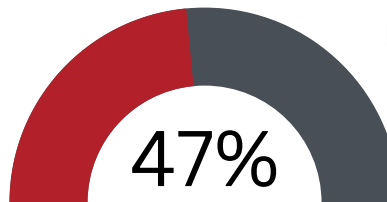
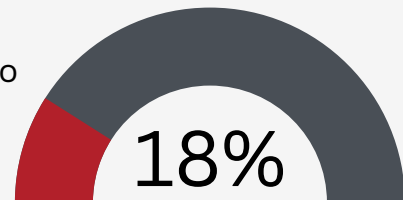
# CONFERENCE EVALUATION- ALL ATTENDEES

83% of in-person attendees agreed they would be happy to attend SIOF in this city again in the future.

- Those that prefer to NOT attend SIOF in this city again reported issues primarily with costs and location.

Accepted Session(s)	Virtual	In-person
Poster	8	173
Symposium	6	158
Panel Discussion	3	212
IGNITE	1	27
Debate	0	6
Alternative Session Type	0	70
Master Tutorial	0	8
Community of Interest	1	11
Seminar (e.g., Friday Seminar)	0	5
Special Event	0	11
Other (Please specify)	1	3

Virtual attendees with session(s) accepted into conference program



In-person attendees with session(s) accepted into conference program

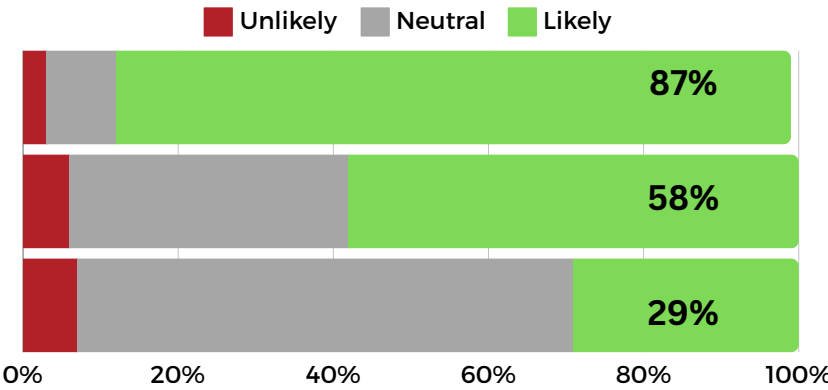
Based on their experience of presenting at SIOF (N = 481), 94% would be likely to present at a similar type of SIOF event in the future.

How they heard about sessions	Virtual	In-person
Word of mouth	12	274
Online SIOF conference program/website	56	475
Social media posts from SIOF's official accounts	9	40
Social media posts from accounts other than SIOF's	8	120
Whova	48	778
Other sources (Please list)	1	46

I plan to attend the in-person 2024 SIOP Annual Conference in Chicago, IL

I plan to virtually attend the 2024 SIOP Annual Conference.

I plan to submit a proposal for the 2024 SIOP Annual Conference in Chicago, IL.



Those who plan not to attend SIOP 2024 report these reasons for not attending:

Concerns related to COVID-19	7	2
Distance	11	28
Time away from work	18	58
Time away from home	18	44
Location (as opposed to just distance) is not appealing	5	45
Cost	32	108
My institution/organization will not cover my expenses	15	83
Conference date	5	24
I do not regularly attend	2	36
Poor experience at previous event	10	39
Concerns related to security	3	16

Easing of restrictions related to COVID-19	1	1
Getting a submission accepted	9	100
Having some or all of the conference expenses reimbursed by my employer	19	119
Knowing that valued members of my professional/social network will also be attending	18	85
A particularly interesting conference schedule	26	101
More invited speakers on the program who are not I/O psychologists	6	26
Knowing that issues from previous conferences had been addressed	14	48
Other (e.g., sessions focusing on issues of geographic importance to the region; more sessions that are best suited for in-person attendance)	1	13
None of the above	5	9
Other (Please specify)	7	31

These factors would encourage those to attend the 2024 SIOP Conference in Chicago, IL:

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# YOUR TALENT METRICS TEAM

THE AWESOME PEOPLE BEHIND THIS WORK



**CHELSEA LEFFLER**  
ASSOCIATE CONSULTANT



**DR. MIKE CHETTA**  
MANAGING PARTNER



**DR. SY ISLAM**  
VP OF CONSULTING

Chelsea recently completed her M.S. in Industrial-Organizational Psychology at West Chester University of Pennsylvania, where she also obtained her bachelor's and graduate certificate in IO. During her time at Talent Metrics, she has supported several key client projects in several intern and consulting roles. Chelsea has past experience as a people leader in food & beverage hospitality environments and also as a research assistant in multiple academic faculty labs. Chelsea led several projects from conception to completion with data collection, literature reviews, data analysis & data visualization for academic research that resulted in poster presentations. Chelsea also completed similar projects with Talent Metrics and presented two sessions at SIOP 2023. She is currently located in Philadelphia where she hopes to begin her career in the applied field.

Mike is a co-founder and one of the principal consultants at Talent Metrics. He completed his

Ph.D. in Applied Organizational Psychology from Hofstra University and a Master's in Business Administration and Management from Dowling College. He is also the Director of the M.S. Program in Industrial-Organizational Psychology at the University of Central Florida.

Sy has over 15 years of experience in a variety of corporate, academic, and applied settings. He completed his Bachelors in Economics from Rutgers University, his MBA in Human Resource Management and a Master's of Arts in Industrial-Organizational Psychology from Fairleigh Dickinson University. He completed his PhD in Applied Organizational Psychology from Hofstra University. He is currently an Associate Professor of Industrial Organizational Psychology at Farmingdale State College. In addition to his role as a professor, he is a co-founder and a Principal Consultant with Talent Metrics. In his role at Talent Metrics.