

SOCIETY FOR INDUSTRIAL AND ORGANIZATIONAL
PSYCHOLOGY

MARCH 2023

MEMBERSHIP SURVEY REPORT



PREPARED BY:

Talent Metrics
CONSULTING



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

Executive Summary



Talent Metrics, in partnership with SIOP, send survey invites to the current membership of SIOP in February 2023. This report contains descriptives for demographic items (percentages for each available response choice) and reports the levels of favorable, neutral, and unfavorable item responses, where applicable.

To further explain, the report shows a breakout of percentages for the scale ratings. The percentage breakouts for additional, non-five-point items are also presented.

Verbatim responses to the open response/write-in questions are not included in this report.

Overall, the response rate was similar to projections/expectations; without previous raw data, no conclusions about trends or changes are shared in this report.

SURVEY RESPONDENTS

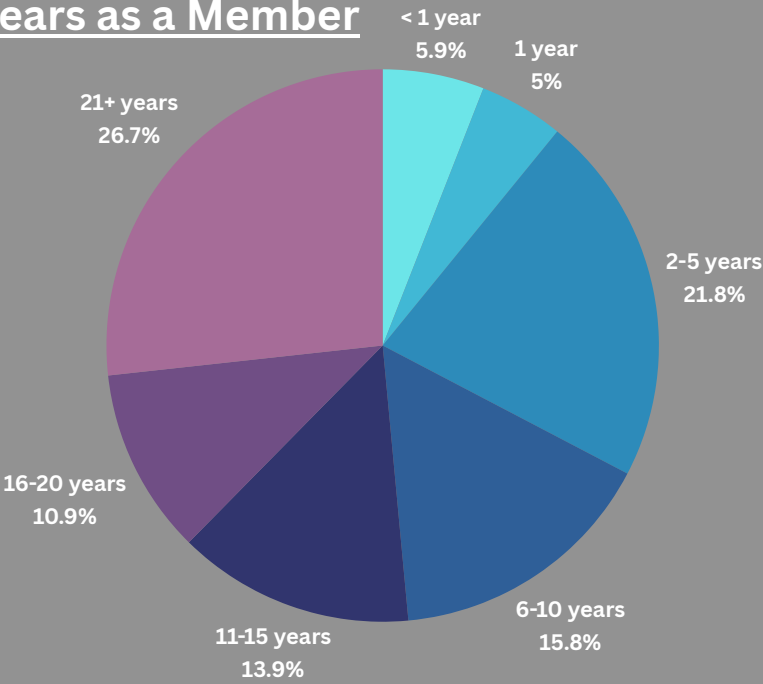
There were 7974 total invitations to the survey with a total of 779 responses, for a response rate of about 10%.

On average, it took members 9.5 minutes to complete the survey.

- 91% of members live in the United States and 3% live in Canada
- Members are dispersed across states, but notable locations include
 - 9% Texas, 8% Florida, 8% Virginia, 7% Illinois, 6% California, 6% New York
- 6% of members are veterans and 2% of members are actively serving
- 15% of members have a disability and 26% of those with a disability have accommodations

Out of 683 responses, Members on average spend 49% of their time as practitioners, 38% of their time as an academic/scientist or researcher, 25% of their time in formal administration or management, and 23% of their time in other things.

Years as a Member



Membership Type

%

Student

20

Associate

10

Member

56

Fellow

11

Retired

3

Affiliate

1

Career Setting

%

Academic - Business Department

12

Academic - Psychology Department

19

Academic - Other

5

External Consulting

31

Internal Practice - Commercial

18

Internal Practice - Government

6

Internal Practice - Non-Profit

4

Unemployed

2

Retired

4

N/A

1

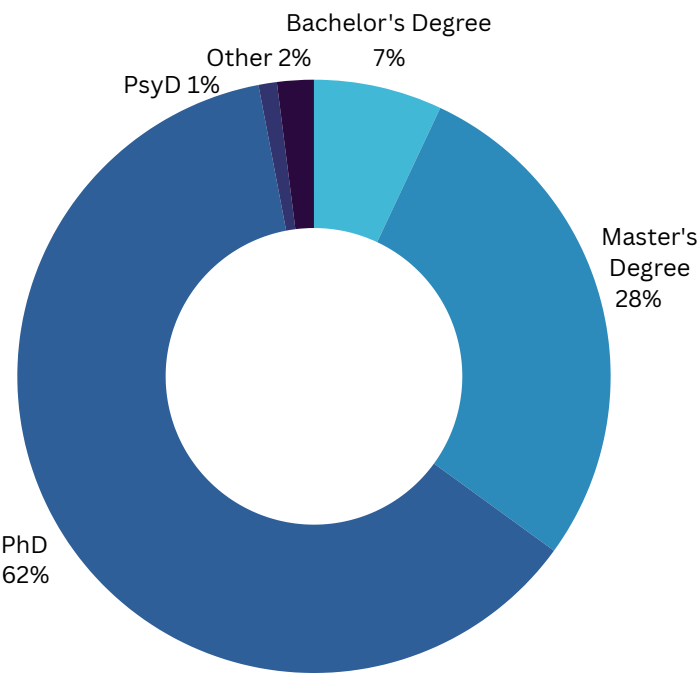
None of the above

2

Other

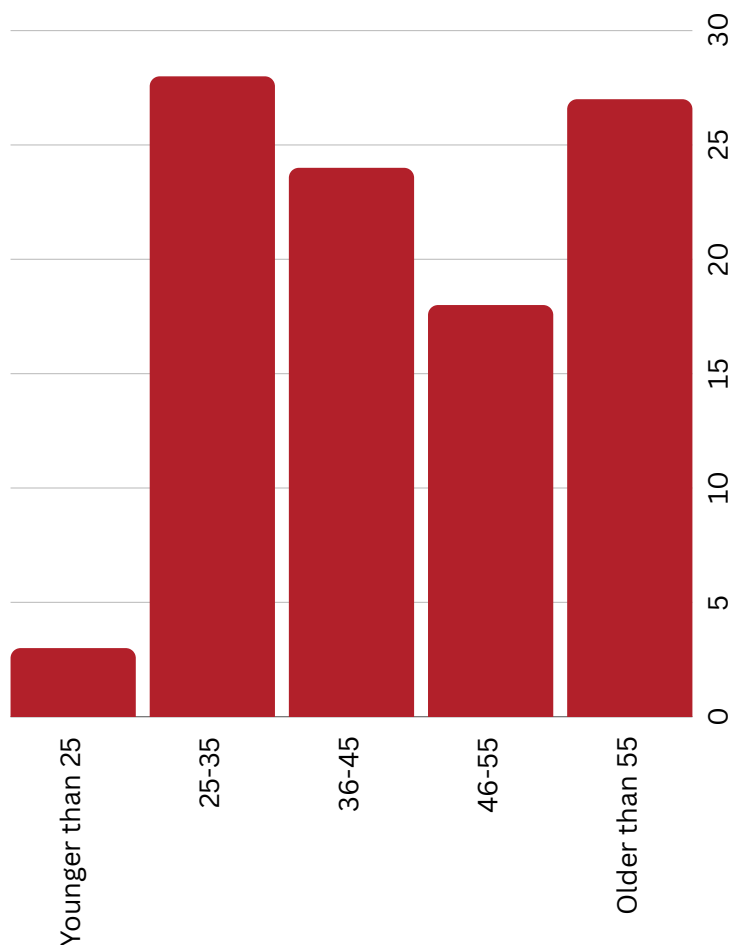
10

Highest Degree Earned



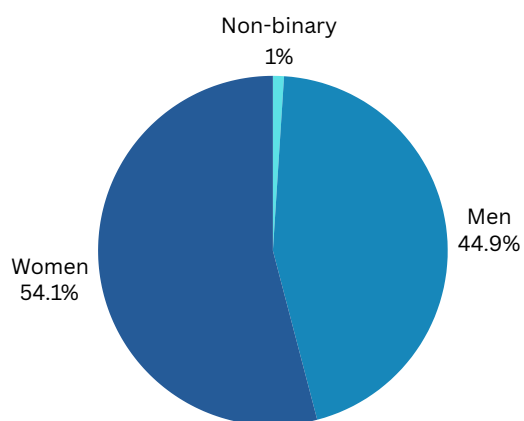
DEMOGRAPHICS CONTINUED

Current Age

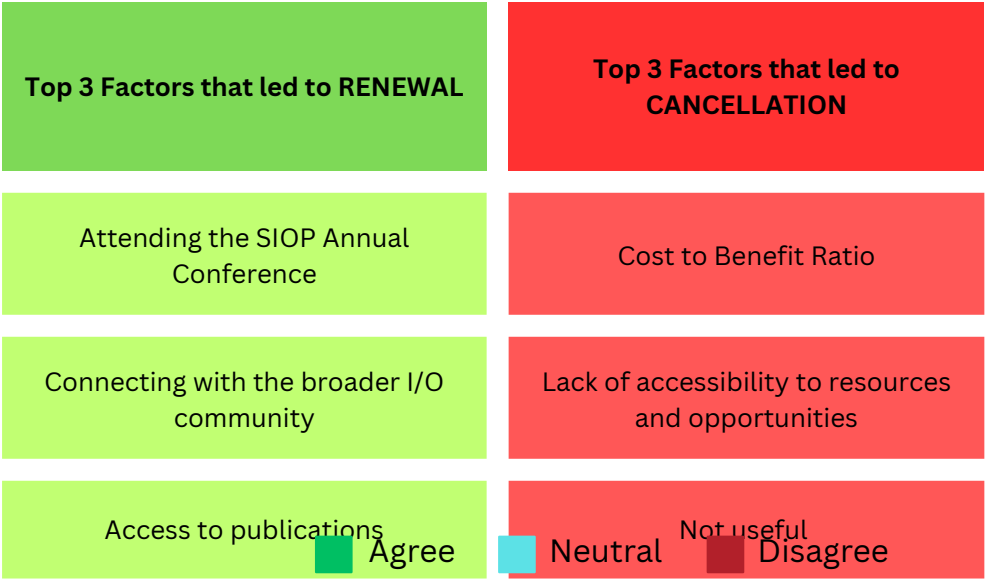
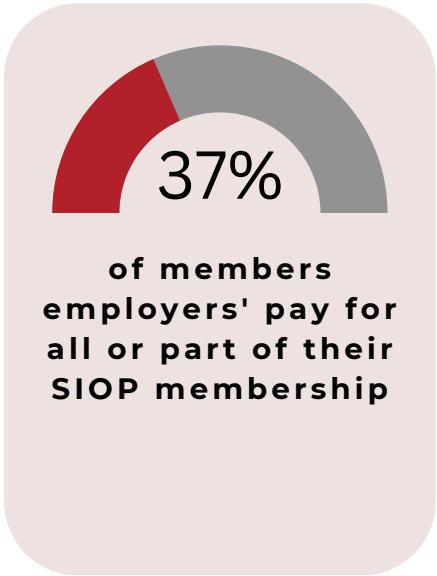
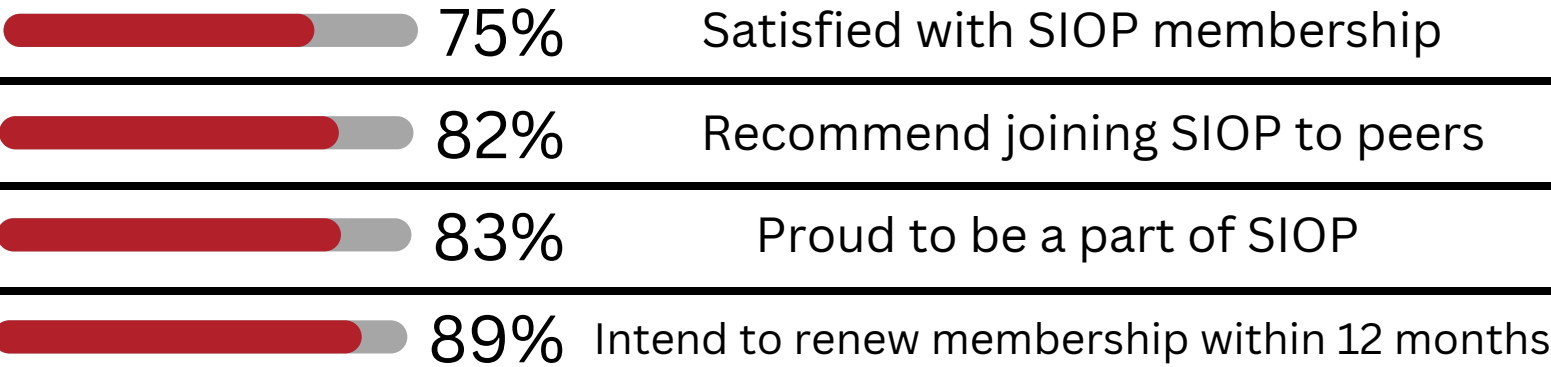


Race/Ethnicity	%
American Indian or Alaska Native	1
Asian	8
African American or Black	6
Hispanic,	7
Middle Eastern or North African	1
Native Hawaiian or other Pacific Islander	0
White or Caucasian	79
Prefer not to respond	4
Other	1

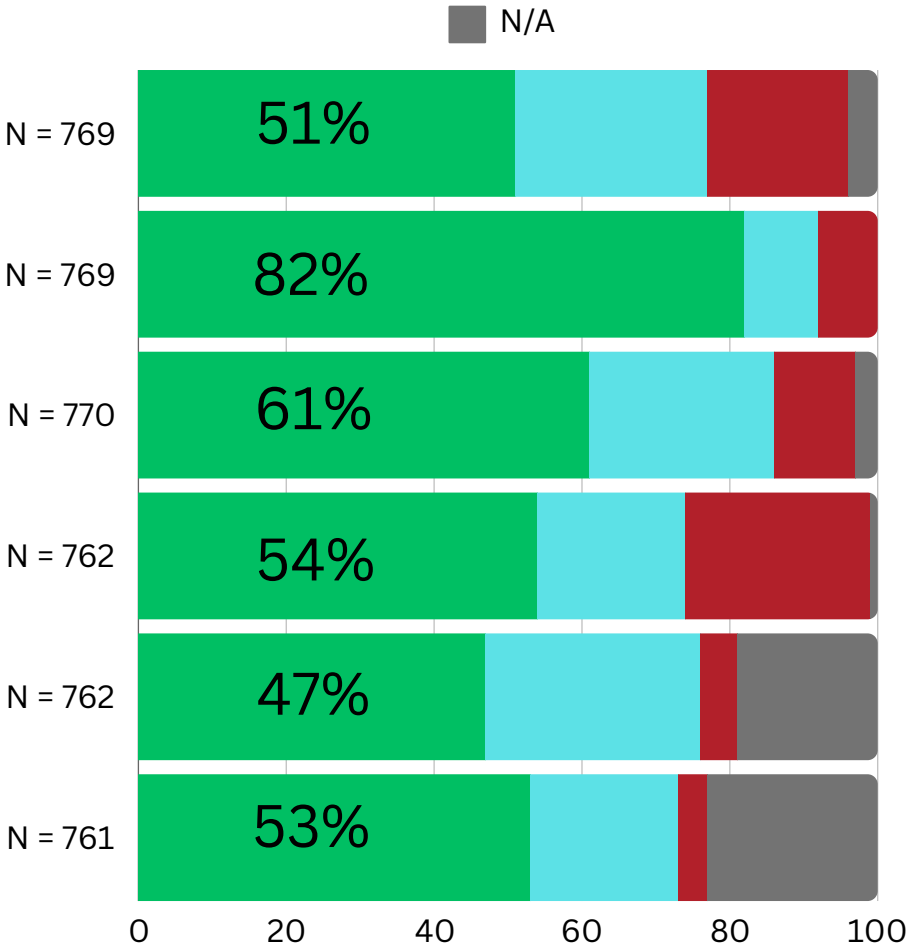
Gender Identity



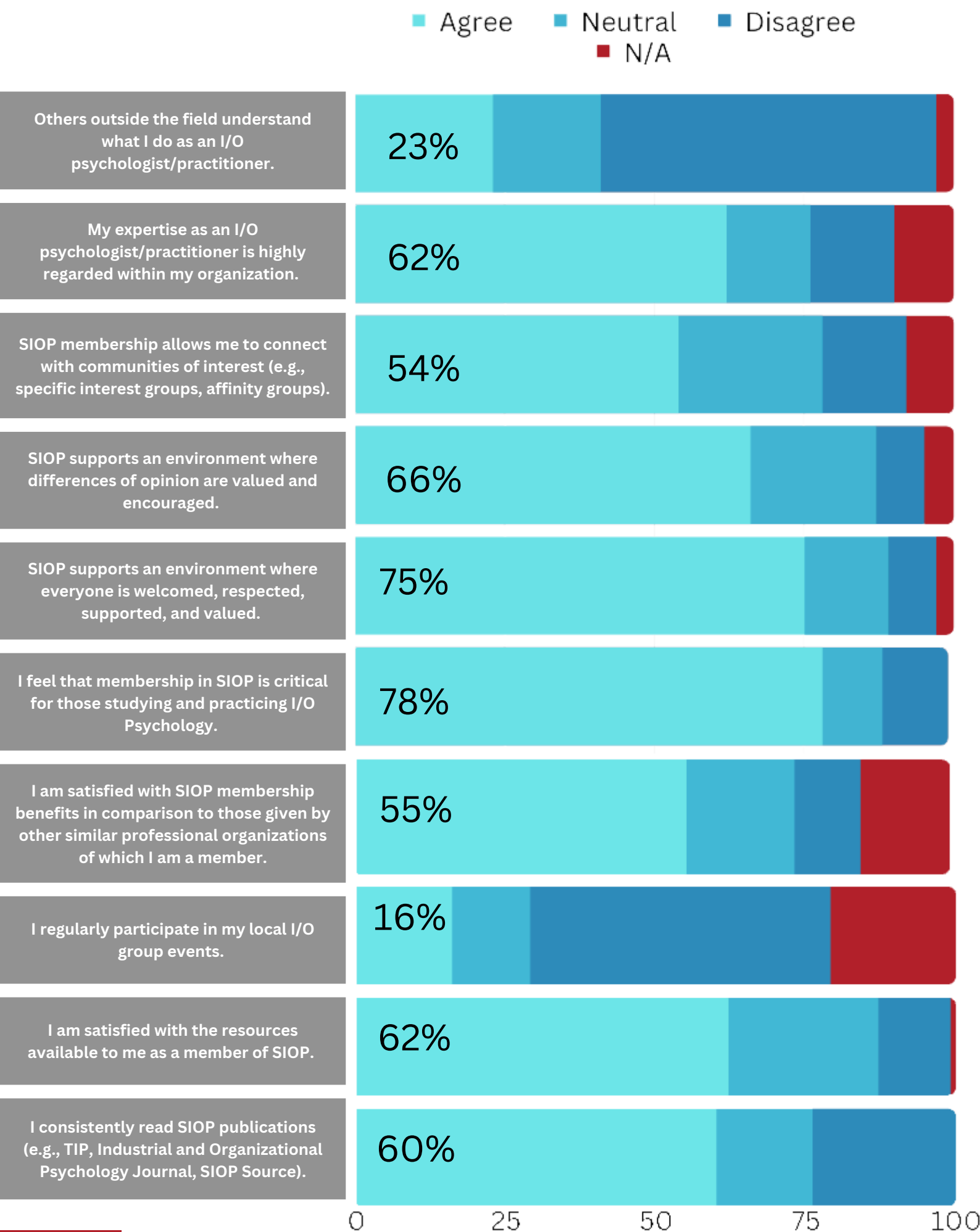
THIS SECTION INCLUDES MEMBERS OPINIONS ON THEIR SIOP MEMBERSHIP



Being a member of SIOP is highly regarded within my professional setting (e.g., organization or academic institution).
I am aware of SIOP's efforts to promote I/O Psychology.
I am satisfied with SIOP's efforts to promote I/O Psychology.
I am aware of the strategic goals and objectives of SIOP.
I am satisfied with the strategic goals and objectives of SIOP.
I am satisfied with the support provided by the SIOP staff.

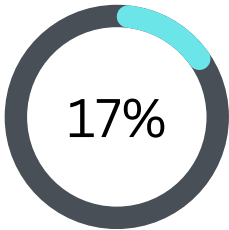
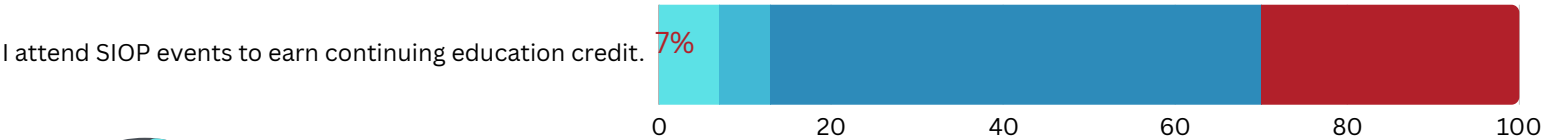


SIOP MEMBERSHIP QUESTIONS



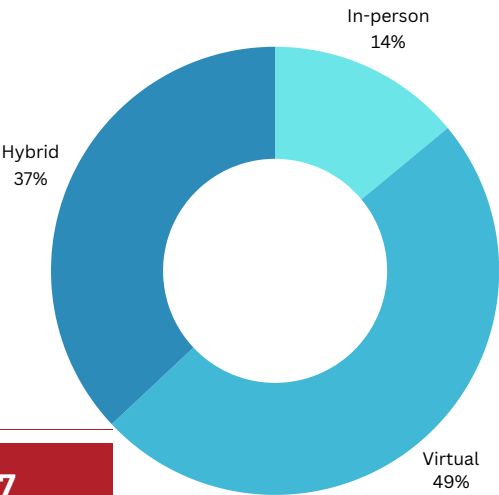
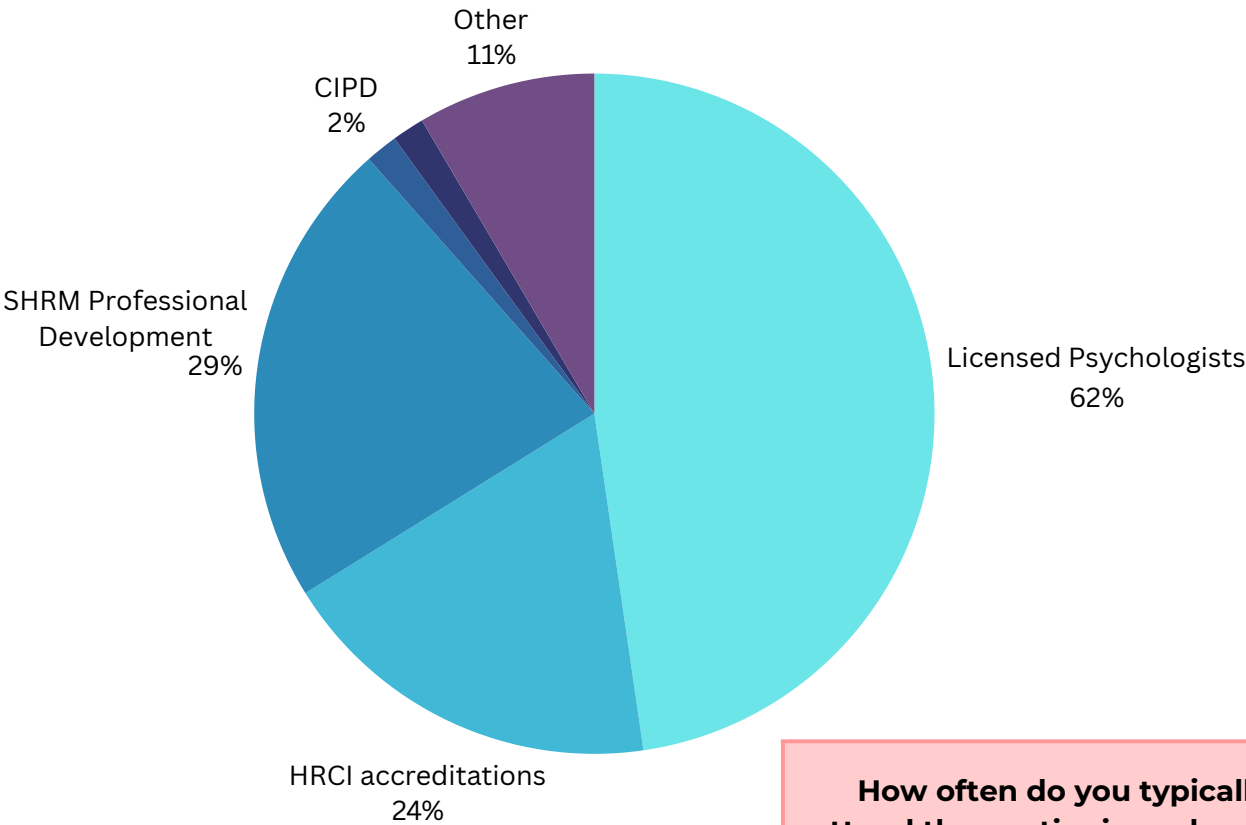
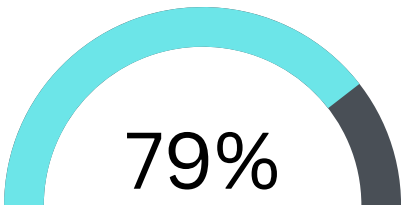
CONTINUING EDUCATION CREDITS

Agree Neither Disagree N/A



Hold one or more certifications or professional licenses

Interested in continuing education programming if it were offered by SIOP outside of the annual conference.



How often do you typically attend the continuing education programming offered at the SIOP Annual Conference?	
Never	53%
Some years	30%
Most years	12%
Every year	5%



OPEN ENDED RESPONSE ITEMS

The items below were also administered to SIOP membership and analyses using natural language processing were run to determine sentiment and also code for overarching themes. However, there were no significant themes found, which is likely a product of number of respondents who actually provided significant qualitative feedback and the the quality of the feedback. It should be noted that the raw data shared with SIOP does contain the unedited written reponses from members.

6. Why do you plan to terminate your SIOP membership? Please share what, if anything, SIOP could do to change your mind.

11. What can SIOP do to improve the promotion of I/O Psychology?

31. What is the most valuable aspect of SIOP membership? Keep in mind the most impactful comments are the ones that are specific and also explain why you like what you like.

32. What is one thing you would improve about SIOP and/or your membership in SIOP? Keep in mind the most impactful comments are the ones that highlight a specific problem and also offer a suggestion to solve it.

46. Please describe what accommodations might be helpful for SIOP to provide.

47. What are some strategies that you personally use or have used to navigate inclusion and accessibility in your SIOP activities and interactions?

YOUR TALENT METRICS TEAM

THE AWESOME PEOPLE BEHIND THIS REPORT



CHELSEA LEFFLER
ASSOCIATE CONSULTANT



DR. MIKE CHETTA
MANAGING PARTNER



DR. SY ISLAM
VP OF CONSULTING

Chelsea recently completed her Bachelor of Science in Psychology from West Chester University of Pennsylvania where she also attained a Certificate in Industrial-Organizational Psychology in 2021.. She is a current student in the MS in Industrial-Organizational Psychology Program at West Chester. During her time as an intern at Talent Metrics, she has supported several key client projects. Chelsea has past experience as a people leader in retail and hospitality environments and also as a research assistant in Dr. Vipanchi Mishra's lab. Chelsea aided faculty with data collection and literature reviews for academic research that resulted in poster presentations. Chelsea expects to graduate in 2023.

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.